

**DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION COMMITTEE MEETING HELD TUESDAY,  
NOVEMBER 15, 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 (in at 10:10 am), Pastor Marvin Hightower, and Executive Director Emily Cahill

**MEMBERS ABSENT:** Sherry Carter-Allen, Ron Givens, Larry Ivory, and Gabe Jaja

**TRUSTEES PRESENT:** Chair and Vice President Jackie Petty, Trustee and Chair Timothy Bertschy, Trustees Laurie Covington (v), Joyce Harant, and Alexander Sierra (v)  
Note: (v) = Attended Virtually

**STAFF PRESENT:** Executive Director Emily Cahill, Attorney Bill Streeter, Brent Wheeler, Kevin Davis, Kyle Deeter, Becky Fredrickson, Matt Freeman, Chanel Hargrave-Murry, Scott Loftus, Shalesse Pie, Karrie Ross, Nicole Staley, and Alicia Woodworth

**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.

**2. ROLL CALL**

**3. MINUTES**

**3.A. Approval of 9.20.22 DEI Committee Meeting Minutes**

Executive Director Cahill moved to approve the minutes of the September 20, 2022 meeting. Motion seconded by Pastor Hightower. Motion passed on a unanimous voice vote.

**4. PROCESS/POLICY UPDATES**

Emily Cahill stated that the District is currently reviewing its working groups structure in order to make sure that it is mirroring the pillars and honoring how it connects staff to the different committees in its structure. Staff continues, from a DEIA perspective, to evaluate and be intentional with membership, structure and focus. By January, the District hopes to have a clearer line between committees and staff working groups so that it can ensure it is effective and making progress. The District looks forward to finalizing that structure and presenting to the committee in the near future.

**5. NEW BUSINESS**

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

Scott Loftus introduced Kevin Davis, Business Systems Supervisor. Kevin gave a brief overview of the new Scholarship Program. *Please see Attachment A.* The Scholarship Program is designed to assist in providing qualifying PPD residents access to programs and facilities and are issued based on financial need. Benefit opportunities include discounted memberships to the RiverPlex, Peoria PlayHouse, and Proctor Recreation

Center. Substantial discounts on PPD activities and camps and limited discounted facility admissions are also offered. Applicants must apply at the Noble Center, RiverPlex, or Proctor Recreation Center and must provide verification of PPD residency as well as household income/benefit information. Beginning in December 2022, the scholarship awards can be redeemed online. The PPD Scholarship Program is unique in its comprehensiveness. Many neighboring park districts do not offer a scholarship program.

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

Shalesse Pie presented the October 2022 workforce statistics. Trustee Bertschy suggested including past information in order to evaluate trends and compare this month's numbers with previous months. Shalesse Pie will start providing past 6 months, past 3 months and past month statistics starting with the November 2022 report.

Trustee Bertschy stated that last month, the committee requested the comparison of the total minorities in the District to the number of minorities in the District's workforce. In order to develop the comparison goal, he suggests that in upcoming meetings, the committee focus on what really should be the target in minority hires within the staff.

As requested in a prior committee meeting, Shalesse Pie researched and located an organization that reaches out to Asian communities in the area and they are now receiving District job postings and employment information.

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

Emily Cahill stated that since the last meeting, staff and Attorney Streeter have been working to address the issues raised about the contractor commitment document. In addition, from an administrative perspective, staff has been working internally to implement the policy. Apologizing for the delay, Emily respectfully requests a little more time to review the document in order to assess the legal risks associated with the changes in the document. Also, to ensure that the NAACP has sufficient time to review the document before it comes back to this committee. Emily stated that staff's target would be to present the document to the committee some time the week after Thanksgiving or sooner. The committee recommended meeting on December 13 to finalize the document for Board review, rather than waiting until the next meeting scheduled in January 2023. Those in attendance agreed.

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

Shalesse Pie stated that recruitment and hiring efforts have been underway for the newest group of interns. David Gray has been working with PPD staff to interview and place interns for the November – February session. As of the morning of, 11.9.22, five new interns have accepted positions, with two more offers out, one additional interview scheduled, and applications still being accepted.

Confirmed interns so far:  
Athletics – Lakeview Rec (1)

Customer Service – Lakeview Rec (1)  
STEM – Peoria PlayHouse (1)  
Education – Proctor Rec (2)

Trustee Sierra asked how many interns are from 61603 and 61605 as targeted by the ICJIA grant? Emily Cahill stated that currently, there are only 4 interns but as new interns are hired, that information will be collected and reported at the DEIA Committee meetings going forward in addition to sharing last year’s intern data. Chanel Hargrave-Murry stated she is actively recruiting students from those areas and it is anticipated the majority of the new interns will be from 61603 and 61605.

**6. PENDING BUSINESS**

None at this time.

**7. OTHER BUSINESS**

Trustee Bertschy stated that in light of the committee adding Accessibility to its name, going forward, he would like the committee be more intentional in addressing the needs of the disabled community. In 2023, he would like the committee to take it upon itself to determine how to be better focused on the disabled community, such as focusing on hiring interns and staff who are physically, mentally, and developmentally disabled but able to perform the job functions. Also, determine what grants are out there that the District may obtain in this regard. How the District can further work with HISRA, EP!C or other organizations that the District does not currently have a direct connection with and involve them in more of our activities. The committee agreed. This topic could also be included in other District committees and community organizations; however, this committee would be the start of that discussion. Vice President Petty stated this can be focused on starting in 2023. Emily Cahill stated that this can be incorporated into District working groups to help develop a plan.

**8. ACTION STEPS REVIEW**

1. Starting in 2023, include discussion on accessibility for those with physical, mental and developmental disabilities.
2. Have contractor policy language to the committee by November 30 and provide time table for Board review.
3. Develop a format for providing previous workforce demographics and build out a target for the comparison of the PPD workforce to the PPD community it serves.
4. Provide demographics for PPD interns to date.
5. Alicia Woodworth will send out a calendar invite and notice for a DEIA Committee meeting on Tuesday, December 13, 2022 at 10:00 am.
6. The December 13 meeting agenda will include the contractor policy document review, demographics report for interns, November and workforce data.

**8. NEXT MEETING**

Tuesday, December 13, 2022 10:00 am

**9. ADJOURNMENT**

At 10:57 am Pastor Hightower made a motion to adjourn the meeting. Motion second by Trustee Bertschy and carried on unanimous voice vote.

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



# Peoria Park District

## Scholarship Program

### 2022 Overview

# General Information

- The Peoria Park District scholarship program is designed to assist in providing qualifying **PPD residents** access to our programs and facilities.
- Scholarships are issued based on **financial need**.
- Benefit opportunities include discounted memberships to the **RiverPlex, Peoria PlayHouse, and Proctor Recreation Center**; substantial discounts on **PPD activities and camps**; and **limited discounted facility admissions**.
- Applicants must apply at **Noble Center, RiverPlex, or Proctor Recreation Center**, and must provide verification of PPD residency, as well as household income/benefit information.
- Award can be redeemed online (beginning December, 2022)

# What are “substantial discounts?”

APPROVAL LEVEL	PPD CAMPS AND PROGRAMS	RIVERPLEX AND PROCTOR MEMBERSHIPS	# APPROVALS AT THIS LEVEL IN 2022
<b>Full Scholarship</b>	90% off <b>unlimited</b> registrations	90% off regular membership rate	<b>234</b>
<b>75% Scholarship</b>	75% off <b>unlimited</b> registrations	75% off regular membership rate	<b>17</b>
<b>50% Scholarship</b>	50% off <b>unlimited</b> registrations	50% off regular membership rate	<b>20</b>
<b>25% Scholarship</b>	25% off <b>unlimited</b> registrations	25% off regular membership rate	<b>3</b>

\*Note: Peoria PlayHouse Children’s Museum explorer memberships will be available to scholarship recipients of all approval levels for \$25.00 per year.

# What does 90% off mean to the customer?

The table below shows proposed pricing for 2023 for some of the District's most popular camps and programs. The columns display what a customer at each scholarship award level would expect to pay out of pocket for each program.

## PPD Camps (Columns reflect weekly co-payment amounts.)

CAMP DESCRIPTION	COST PER WEEK OF CAMP	FULL SCHOLARSHIP CO-PAY PER WEEK	75% SCHOLARSHIP CO-PAY PER WEEK	50% SCHOLARSHIP CO-PAY PER WEEK	25% SCHOLARSHIP CO-PAY PER WEEK
Proctor Summer Camp	\$ 100.00	\$ 10.00	\$ 25.00	\$ 50.00	\$ 75.00
Lakeview Recreation Center Summer Camp	\$ 170.00	\$ 17.00	\$ 42.50	\$ 85.00	\$ 127.50
Ancient Oaks Day Camp @ Sommer Farm	\$ 180.00	\$ 18.00	\$ 45.00	\$ 90.00	\$ 135.00
Discovery Day Camp @ Noble Center	\$ 185.00	\$ 18.50	\$ 46.25	\$ 92.50	\$ 138.75
Peoria Zoo Camp	\$ 220.00	\$ 22.00	\$ 55.00	\$ 110.00	\$ 165.00

## PPD Programs (Columns reflect per session\* co-payment amounts.\*)

\*Sessions may run anywhere from 4-12 weeks, depending on the program.

ACTIVITY DESCRIPTION	FULL SESSION COST	FULL SCHOLARSHIP CO-PAY PER SESSION	75% SCHOLARSHIP CO-PAY PER SESSION	50% SCHOLARSHIP CO-PAY PER SESSION	25% SCHOLARSHIP CO-PAY PER SESSION
Youth Basketball League @ Proctor	\$ 25.00	\$ 2.50	\$ 6.25	\$ 12.50	\$ 18.75
Cheer @ Proctor	\$ 40.00	\$ 4.00	\$ 10.00	\$ 20.00	\$ 30.00
Group Swim Lessons	\$ 44.00	\$ 4.40	\$ 11.00	\$ 22.00	\$ 33.00
Happy Feet Soccer	\$ 45.00	\$ 4.50	\$ 11.25	\$ 22.50	\$ 33.75
Youth Tennis Lessons	\$ 45.00	\$ 4.50	\$ 11.25	\$ 22.50	\$ 33.75
Youth Soccer League	\$ 65.00	\$ 6.50	\$ 16.25	\$ 32.50	\$ 48.75
Youth Basketball League @ Lakeview	\$ 65.00	\$ 6.50	\$ 16.25	\$ 32.50	\$ 48.75
Golf Lessons	\$ 70.00	\$ 7.00	\$ 17.50	\$ 35.00	\$ 52.50
Skating Lessons	\$ 82.00	\$ 8.20	\$ 20.50	\$ 41.00	\$ 61.50
Youth Dance Lessons @ Lakeview	\$ 138.00	\$ 13.80	\$ 34.50	\$ 69.00	\$ 103.50
Private Swim Lessons	\$ 170.00	\$ 17.00	\$ 42.50	\$ 85.00	\$ 127.50



# What does 90% off mean to the cust

The table below shows proposed pricing for 2023 for scholarship-eligible Peoria Park District memberships. The columns display what a customer at each scholarship award level would expect to pay out of pocket for each membership.

## RiverPlex Memberships (Columns reflect monthly co-

payment amounts.)

MEMBERSHIP TYPE	MONTHLY MEMBERSHIP COST	FULL SCHOLARSHIP CO-PAY PER MONTH	75% SCHOLARSHIP CO-PAY PER MONTH	50% SCHOLARSHIP CO-PAY PER MONTH	25% SCHOLARSHIP CO-PAY PER MONTH
RiverPlex 30 Under 30 Membership	\$ 29.00	\$ 2.90	\$ 7.25	\$ 14.50	\$ 21.75
RiverPlex Senior Membership	\$ 37.00	\$ 3.70	\$ 9.25	\$ 18.50	\$ 27.75
RiverPlex Adult Membership	\$ 50.00	\$ 5.00	\$ 12.50	\$ 25.00	\$ 37.50
RiverPlex Senior Joint Membership	\$ 58.00	\$ 5.80	\$ 14.50	\$ 29.00	\$ 43.50
RiverPlex Single Parent Membership	\$ 60.00	\$ 6.00	\$ 15.00	\$ 30.00	\$ 45.00
RiverPlex Couples Membership	\$ 70.00	\$ 7.00	\$ 17.50	\$ 35.00	\$ 52.50
RiverPlex Household Membership	\$ 80.00	\$ 8.00	\$ 20.00	\$ 40.00	\$ 60.00

## Proctor Center Memberships (Columns reflect yearly co-payment

MEMBERSHIP TYPE	ANNUAL MEMBERSHIP COST	FULL SCHOLARSHIP CO-PAY PER YEAR	75% SCHOLARSHIP CO-PAY PER YEAR	50% SCHOLARSHIP CO-PAY PER YEAR	25% SCHOLARSHIP CO-PAY PER YEAR
Proctor Center Family Membership	\$ 84.00	\$ 8.40	\$ 21.00	\$ 42.00	\$ 63.00
Proctor Center Adult Membership	\$ 60.00	\$ 6.00	\$ 15.00	\$ 30.00	\$ 45.00

\*Note: Peoria PlayHouse Children’s Museum explorer memberships will be available to scholarship recipients of all approval levels for \$25.00 per year.

# Exercise: Program Registration



**HENRY**  
Age 9

Proctor Recreation Center  
Summer Camp

Camp Week	Regular Price	Scholarship Covers	Customer Co-Pay
Week 1	\$100.00	\$90.00	\$10.00
Week 2	\$100.00	\$90.00	\$10.00
Week 3	\$100.00	\$90.00	\$10.00
Week 4	\$100.00	\$90.00	\$10.00
Week 5	\$80.00	\$72.00	\$8.00
Week 6	\$100.00	\$90.00	\$10.00
Week 7	\$100.00	\$90.00	\$10.00
Week 8	\$100.00	\$90.00	\$10.00
<b>TOTAL CUSTOMER EXPENSE</b>			<b>\$78.00</b>



**THERESA**  
Age 12

Youth Dance Lessons

Session	Regular Price	Scholarship Covers	Customer Co-Pay
Winter/Spring	\$138.00	\$124.20	\$13.80
Summer	\$138.00	\$124.20	\$13.80
Fall	\$138.00	\$124.20	\$13.80
<b>TOTAL CUSTOMER EXPENSE</b>			<b>\$41.40</b>

# Summary

- Supports equitable access by providing:
  - **Unlimited\*** discounts on program and camp registration
  - Discounts on memberships to select PPD facilities, and limited discounts on select facility admissions
  - **Online\*** as well as in-person registration options
- Available to qualifying Peoria Park District residents only.

\*New beginning in December 2022!



# Peoria Park District

Scholarship Program

2022 Overview

**QUESTIONS?**

October 2022

<b>Total Staff</b>			<b>Full-Time Staff</b>	
White Female	268		White Female	37
White Male	295		White Male	70
Asian Female	6		Asian Female	1
Asian Male	4		Asian Male	0
Black Female	59		Black Female	9
Black Male	76		Black Male	14
Hispanic Female	6		Hispanic Female	0
Hispanic Male	15		Hispanic Male	3
American Indian/Alaskan Native Female	2		American Indian/Alaskan Native Female	0
American Indian/Alaskan Native Male	0		American Indian/Alaskan Native Male	0
Native Hawaii/Pacific Islander Female	0		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
<b>Total</b>	<b>740</b>		<b>Total</b>	<b>135</b>
<b>Total Minority</b>	<b>177</b>		<b>Total Minority</b>	<b>28</b>
<b>% Minority</b>	<b>23.92%</b>		<b>% Minority</b>	<b>20.74%</b>
			Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations	75%
			Non-Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations	61%