

**MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, MARCH 18, 2025 AT 10:00 AM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL**

**MEMBERS PRESENT:** Trustee and Chair Alexander Sierra, Trustee and Vice Chair Timothy Bertschy, Executive Director Cahill, Pastor Marvin Hightower, Devon Hawks (v), Jodi Scott  
Note: (v) = Attended Virtually

**MEMBERS ABSENT:** Sherry Carter-Allen and Brooke Sommerville

**TRUSTEES PRESENT:** Trustees Alexander Sierra, Timothy Bertschy, Joyce Harant, and Steve Montez

**STAFF PRESENT:** Executive Director Cahill, Brianna Cobb, Nick Conrad, Becky Fredrickson, Matt Freeman, David Gray, Chanel Hargrave-Murry, Tammy Johnson, Scott Loftus, Karrie Ross, Nicole Staley, Katie Van Cleve, Melinda Huett, Melissa Sierra, Kristi Shoemaker, Jenny Swanson, Attorney Kevin Day, Attorney Justin Gunn, and Alicia Woodworth

**1. CALL TO ORDER**

Trustee Sierra called the meeting to order at 10:02 am.

**2. ROLL CALL**

**3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY**

Trustee Bertschy moved to allow Devon Hawks to attend the meeting electronically, due to work purposes. Motion seconded by Pastor Hightower and passed by unanimous roll call vote.

**4. MINUTES**

**4.A. Approval of January 21, 2025 DEIA Committee Meeting Minutes**

Pastor Hightower moved to approved the January 21, 2025 DEIA Committee meeting minutes. Motion seconded by Jodi Scott. Motion passed by unanimous Aye voice vote of members present.

**5. PROCESS/POLICY UPDATES**

**5.A. Current Park District Policy Updates**

Attorney Gunn stated that at the February 18, 2025 DEIA Committee meeting, Trustee Alexander Sierra asked legal counsel for guidance on the current federal climate surrounding DEIA. More specifically, Trustee Sierra asked for information so that the Committee and Park District can be proactive in its approach to the current environment. As such, the Park District should be aware of what funds in its budget are coming from the federal government. President Trump has enacted a number of Executive Orders focused on ending DEIA. As relevant to the Park District, President Trump's Executive Orders generally function by canceling spending for equity-related programs. Notably, the President is also canceling spending to entities that refuse to conform to his Executive Orders, and is also attempting to make challenges to the Executive Orders more costly by using a rule of Civil Procedure to ask courts to require

parties seeking an injunction to provide a security. Some people have argued that the basis for many of the DEI Executive Orders is the Supreme Court's holding in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, 600 U.S. 181 (2023). As a reminder, this case held that it is impermissible to consider race in college admissions. 2 The Executive Orders are not without challenge, however. There are at least four challenges to the DEI Executive Orders. While one court granted an injunction, enjoining the enforcement of some of the Executive Order provisions, this matter is far from settled. Litigation over the Executive Orders may take years. Given the nature and the number of Executive Orders, as well as the pending litigation, this is a constantly developing area of law.

**5.B. 2025 Commitment Action Planning**

Executive Director Cahill presented the 2025 DEIA strategic action plan draft, aligned with the District's four DEIA pillars. Quarterly updates on progress will be provided. Edits include updates to event formats (e.g., drone show on Juneteenth).

**6. NEW BUSINESS**

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

**Worldwide Day of Play & Be Anything!**

Staff presented an overview of the upcoming *Worldwide Day of Play* (May 10), in partnership with PNC. This marks the 12th year of the event, which will also be paired with the Clyde West Fishing Derby.

- In 2024, approximately 5,600 attendees participated.
- The event includes interactive stations from various park district sites, a Touch-A-Truck area, a helicopter fly-in, and 28–30 community vendors such as the Boys & Girls Club and CASA.

**Be Anything! Experience**

This program offers youth and adults a chance to "bid" on unique career shadowing opportunities as part of a silent auction fundraiser.

- Past examples include "Be a Brewer," "Be a Coroner," and "Be a DJ."
- The 2025 format launches at *Worldwide Day of Play* and continues through the following week, shifting from last year's model where it ended on that date.
- Outreach efforts have focused on ensuring diversity among professional experiences offered (e.g., engaging Black and Latino professionals) and matching opportunities with youth interests gathered from focus groups and school outreach.
- Trustees expressed interest in receiving a list of needed occupations to help identify additional volunteer professionals.

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

Shalessa Pie presented the February 2025 Workforce Profile, noting continued efforts in recruiting seasonal and camp staff. *Please see Attachment B.*

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

Tammy Johnson presented the February 2025 Qualifying Construction Contracts Workforce Goals and Participation Goals reports. *See Attachment C.* Updates were given on:

- Posting vendor data publicly, including contracts under \$10,000.
- Creating a consistent data note at the bottom of the report for clarity.

Committee members had no additional questions but expressed appreciation for the transparency and follow-through on reporting.

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

David Gray presented the March 2025 Workforce Development report. And highlighted recent job fairs:

- Proctor Center Job Fair (March 30) drew 94 attendees.
- Limestone College and Career Fair attracted 227 booth visitors.
- Upcoming Job Fair at Noble Center scheduled for April 2.

Staff reported broader outreach via community resource fairs, digital marketing, and a community-wide job recruitment email. Committee members were encouraged to share job recruitment messages within their networks to support staffing goals.

**7. PENDING BUSINESS**

None at this time.

**8. OTHER BUSINESS**

None at this time.

**9. ACTION ITEMS REVIEW**

1. Legal counsel to provide updates on federal DEI-related policy impacts as needed
2. Distribution of finalized 2025 DEIA Action Plan with discussed edits
3. Outreach to City of Peoria for potential collaborative workforce initiatives

**10. NEXT MEETING**

Tuesday, April 15, 2025 at 10:00 AM

**11. ADJOURNMENT**

At 10: the m47 am Trustee MOVED TO ADJOURN the meeting. Motion seconded by Pastor Hightower and passed unanimously by roll call vote.

---

Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Board Secretary

Founded in 1894, our Peoria Park District was the first park district formed in the state and as the oldest district in Illinois, we are proud to serve our community and set the standard for what park districts should be across Illinois.... and across the country.

Our mission at the Peoria Park District is to contribute to healthy and vibrant communities by responsibly using our resources to offer high quality parks, recreation, and education experiences to those who live, work, or play in our District.

Parks and recreation are powerful. They impact all of us every single day, giving energy and support to all parts of our community. As with anything that has impact, our power must be focused to have a positive effect on those we serve. Our District has worked to prioritize our initiatives so that we can be the best stewards of the incredible resources we are charged with activating.

**VIBRANCY.**

**ENVIRONMENTAL SUSTAINABILITY.**

**DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY.**

Each of these principals serve as lenses through which both strategy and daily operations are evaluated and conducted in order to focus our work.

Follow are targeted actions that will be our focus in 2025:

**DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY:**

Park District Staff and Board believe diversity, equity, inclusion, and accessibility are central to our mission. Diversity of race, color, gender, disability, age, and culture in our employees and those we work with is important to fairly represent the same diversity in our community. The differing perspectives available from a diverse workforce are important to solving the complex problems of our community.

**PILLAR ONE: EQUITABLE ACCESS TO PARKS, FACILITIES AND PROGRAMS**

**Objectives:**

1. The Peoria Park District will strive to provide parks, facilities, and programming geographically close to underrepresented populations.

2. The Peoria Park District will collaborate with community partners whenever possible to provide parks, facilities, and programs where the District does not have its own representation.

3. The Peoria Park District will strive to improve its methods of monitoring and data tracking to improve the effectiveness and relevance of its services.

4. The Peoria Park District will strive to reduce administrative obstacles to community use of Park District parks, facilities, and programs.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Work with the Board of Trustees to facilitate the Juneteenth fireworks event and build collaboration and connection around the event.	Events Team	
Promote and educate about the District's scholarship program and Summer of Fun passes.	Marketing Team	
Purchase and implement Track Chairs at Forest Park Nature Center.	EIS Team	
Complete and publish accessibility information for the Peoria PlayHouse Children's Museum, Peoria Zoo, and Forest Park Nature Center in 2025.	Director of Inclusion	
Enhance with either one new location or expanded programming at current sites in our Streets Belong to Me inventory in 2025.	Events Team	
Seek out and apply for three public or private grants to support educational programming across the District's facilities.	Grants Manager, Grants Team	
Continue process of updating District policy focused on DEIA tenets.	Director of Inclusion	
Facilitate 2025 schedule of Rec N Roll in partnership with Greater Peoria Family YMCA.	Recreation Team	

Facilitate drop in environmental programming in conjunction with Peoria Grown offerings at Trewyn Park.	EIS Team	
Enhance all District websites with an accessibility plug-in ensures that everyone, regardless of ability, can navigate, understand, and interact with our websites, creating a more inclusive and user-friendly experience.	Marketing Team	

PILLAR TWO: FOCUS ON THE PPD WORKFORCE

Objective:

1. The Peoria Park District is an Equal Opportunity Employer and will not discriminate on the basis of race, color, religion, sex, sexual orientation, pregnancy, national origin, citizenship status, age, marital status, disability, military status or unfavorable discharge from the military, protected veteran status, ancestry, or on the basis of any characteristic protected by law as outlined in the Park District's Equal Employment Opportunity Policy.
2. The Peoria Park District will actively work to increase the applicant pool for all District jobs in an attempt to mirror the community it serves.
3. The Peoria Park District will strive to retain, train, and promote minorities, women, and those with disabilities within its workforce.
4. The Peoria Park District will strive to improve methods of monitoring and data tracking to improve the effectiveness of its recruitment and retention efforts targeting underrepresented populations.
5. The Peoria Park District will strive to reduce administrative obstacles to the recruitment and advancement of those who are underrepresented in its workforce.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Continue focus on achieving workforce diversity equal to the community, with a minority goal of 29.4%.	Leadership Team	
Produce video series that highlights the diversity of our staff and careers we have within the District	Marketing Team	

Establish Employee Resource Groups to support staff needs and connection opportunities.	Director of Inclusion	
Implement employee tuition reimbursement program.	Professional Training Working Group	
Support employees under the age of 30 with life skills and financial planning training.	Director of Inclusion	
Build employee social and volunteer calendar to engage staff in all parts of the District to reinforce the value of their efforts.	Executive Team	
Grow the Acts of Belonging program focused on peer recognition.	Director of Inclusion	
Refine and promote a robust training curriculum for staff and offer increased opportunities for guest speakers and training sessions.	Director of Inclusion	

PILLAR THREE: ACTIVELY PROMOTE AND ENCOURAGE THE DIVERSITY, EQUITY, AND INCLUSIVENESS OF PPD-FUNDED CONTRACTORS AND SUPPLIERS

Objective: 1. The Peoria Park District seeks to encourage maximum participation of minorities, women and those with disabilities on Park District construction, procurement, and maintenance contracts.

2. The Peoria Park District will continue to set participation goals and encourage contractors and staff to track and meet the goals.

3. The Peoria Park District will strive to increase the capacity and participation of minority, women, and disabled labor as well as businesses owned by minorities, women, or disabled individuals for Peoria Park District projects.

4. The Peoria Park District will strive to reduce administrative obstacles to increase the diversity of Peoria Park District-funded contractors and suppliers

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Attend Equitable Procurement Events with the city and county.	Purchasing Team	
Continue surveying of vendors and contractors to determine their willingness to hire diverse candidates and support their efforts to support equitable procurement.	Planning Team	
Encourage and support local small businesses to obtain state credentialing.	Purchasing Team	
Monitor and engage with contractors to maximize minority participation and spend on larger jobs per policy.	Planning Team	
Support local minority, women, or disabled owned businesses in their efforts to respond to Request for Proposals.	Planning Team	

PILLAR FOUR: SUPPORT COMMUNITY WORKFORCE DEVELOPMENT

Objective: 1. The Peoria Park District will seek to increase the community capacity of underrepresented workers through job skills training and adult learning.

2. The Peoria Park District will collaborate with and support community partners engaged in increasing the diversity of our community workforce whenever possible.

3. The Peoria Park District will conduct geographically targeted outreach in underrepresented areas to educate and recruit a minority workforce.

4. The Peoria Park District will work with labor unions to support efforts to increase representation of those who are traditionally underrepresented within union ranks.



5. The Peoria Park District will strive to improve its monitoring and data tracking methods to increase the effectiveness of its efforts to increase the diversity of its workforce.

6. The Peoria Park District will strive to reduce administrative obstacles to supporting community workforce development.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Continue the work to grow the District's Be Anything! workforce development program focused on encouraging career exploration.	Be Anything Working Group	
Celebrate the 10 <sup>th</sup> anniversary of Moonlighting at PIA and celebrate the reach of the District's workforce development efforts.	Marketing Team/Moonlight Coalition Staff	
Support Moonlight's workforce development/employment grant for underemployed people ages 16 and over.	HR/Moonlight Coalition/Leadership Teams	
Build out education and exploration opportunities to support District interns.	HR Team	
Increase the pool of staff who can speak and represent PPD at public speaking engagements and information fairs within our community.	Leadership Team	

## ENVIRONMENTAL SUSTAINABILITY

### PILLAR ONE: PROTECTION OF THE BIOSPHERE

Objective: To safeguard the biodiversity of our region by maintaining quality and diverse habitats in land managed by the Peoria Park District through conservation, preservation, and restoration.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Facilitate a short-, medium-, and long-term plan for Sommer Farm and its role in the community.	Executive Leadership and Parks/EIS Teams	
Increase the number of environmental restoration volunteer work days.	Volunteer Coordinator, Land Steward	
Increase the amount of native seeds collected and disbursed into PPD natural areas, no mow areas, and out of service Ag fields.	Land Steward	
Grow and operationalize Rusty Path Bumblebee monitoring program. Update management plans to include best practices for conservation of this species in areas they are found within parks.	EIS Team	

### PILLAR TWO: ENVIRONMENTAL EDUCATION AND INTERPRETATION

Objective: To provide citizens with knowledge, awareness and appreciation of our natural heritage, its relationship to the District's mission, and its enjoyment through low impact recreation.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Plan and facilitate environmental programming at Trewyn Park in conjunction with Peoria Grown efforts there.	EIS Supervisor	
Work through a renaming process for buildings at Camp Wokanda.	EIS Supervisor, Board of Trustees	

Offer consistent and regular opportunities for center outreach in the community through participation in quarterly outreach/tabling in the community (separately from Rec & Roll) over the year.	EIS program staff	
Provide additional opportunities to highlight the production of maple syrup at Camp Wokanda.	Camp Wokanda Staff	

PILLAR THREE: CONSERVATION OF ENERGY

Objective: To invest in improved energy efficiency, renewable energy sources, and conservation in operations.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Complete Environmental Assessment and implement recommendations.	Superintendent of Planning, Design, and Construction	
Continue transition to hybrid/electric equipment across District fleet. Begin evaluation of process for implementation of electric golf carts in PPD Golf.	Purchasing Supervisor and Fleet Manager	

PILLAR FOUR: USE OF ENVIRONMENTALLY SENSITIVE AND SAFE PRODUCTS

Objective: To use products which are safe and effective, and which minimize adverse environmental impacts.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Pilot use of sustainable plates, cups, and silverware at Peoria Zoo.	Food and Beverage Manager at Zoo/Purchasing Supervisor	

PILLAR FIVE: REDUCTION AND PROPER DISPOSAL OF WASTE

Objective: To minimize the creation of waste, especially hazardous waste, and whenever possible to recycle materials and use recycled materials. To dispose of wastes through safe and responsible methods.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Implement phase one of composting effort across parks. Fold in collaboration with Peoria Zoo.	Parks and EIS Teams	

DRAFT

VIBRANCY.

PILLAR ONE: CONNECTION, BUILDING OPPORTUNITIES FOR ENGAGEMENT AND RELATIONSHIP-BUILDING TIED TO PPD EFFORTS

Objective: Focus on how to not only improve the connections that it helps to build and their impact, but also on how to tell this story and advocate for the role of parks and recreation as a building block for economic and population growth in the Greater Peoria area.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Participate in the planning and execution of the second annual Play in Peoria effort to promote our community as a great place to live.	Executive Director, Superintendent of Events	
Support the implementation of President Johnson’s Community Advisory Committee.	President Johnson	
Utilize Good Idea Council as Youth Advisory Board	Hedy Elliot-Gardner, Executive and Leadership Teams	
Build out a plan for Your Parks. Your Voice. to provide increased opportunities for staff and board to engage with the public in informal and formal ways.	Supervisor of Community Connections, executive staff, and board members	
Support opening of Golf Learning Center reimagined facility in late summer/early fall 2025.	Golf staff, executive team, POS Supervisor	
Celebrate opening of Lakeview Splash Pad and FRC playground.	Marketing Team	
Complete Economic Impact Study for Park District/Zoo	Marketing Team, PZS	

PILLAR TWO: RESILIENCY, IMPROVING OUR ABILITY TO ADAPT TO CHANGE IN WAYS THAT SUPPORT FASTER RECOVERY FROM ECONOMIC, SOCIAL OR ENVIRONMENTAL SHIFTS.

Objective: Focus on better data collection and evaluation in order to ensure that it is meeting the needs of those it serves. Data points must include both inputs from those who access the District’s supports and those who don’t.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Expand special event income at Peoria Zoo through the facilitation of the Glow Wild Lantern Festival.	Zoo staff with support from Volunteer Coordinator and Events Team	
Implement budgeting software for use in 2026 budgeting process. Apply to operating and capital budgets, along with strategic planning.	Executive Team/Project Team	

PILLAR THREE: HEALTH, SUPPORTING ACCESS TO EDUCATION, HOUSING, JOBS, SAFETY, AND EQUITABLE ALLOCATION OF RESOURCES TO SUPPORT A HEALTHIER COMMUNITY.

Objective: Focus on having positive impact on health and wellness to be an effective part of the communities we serve. Its willingness to expand its work to emphasize education and violence prevention make it an innovator in this space.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Conduct a media campaign that focuses on celebration of the District’s scholarship program along with its Summer of Fun passes.	Marketing Team	
Facilitate at least three Streets Belong to Me events in 2025.	Supervisor of Community Connections	

PILLAR FOUR: INSPIRATION, PRIORITIZING OUR ROLE AS CULTURE BUILDER IN OUR COMMUNITY ON PROVIDING A GREAT PLACE TO LIVE, WORK AND PLAY.

Objective: Focus on allocation of resources to those endeavors that have the greatest impact. That statement must honor that impact comes in different forms, the identification of which must be the first step in creating a consistent process for prioritization.

Goal/Action Step	Responsible Party/Parties	Work Product/Metric
Continue community engagement through District signature events (Earth Day, WorldWide Day of Play, Streets Belong To Me, Juneteenth, Cultural Festivals, ZooTober)	Signature Events Team	
Plan and implement Juneteenth celebration hosted at Glen Oak Park.	Signature Events Team	

CONCLUSION:

This action plan serves as a guiding framework for our organization’s strategic efforts in 2025. Regular progress reviews will be conducted to ensure accountability, adaptability, and alignment with our mission and community impact goals.

# Join us for Be Anything! + Worldwide Day of Play 2025!



**Dear PlayHouse Supporter:**

Imagine sparking a child's curiosity, inspiring them to dream big, and showing them the possibilities of their future -- all in just 60 minutes!

**Be Anything!** is not just an event; it's a movement that transforms the classic "Take Your Child to Work Day" into a **community-wide celebration of careers and creativity**. We're taking it to the next level by partnering with the **PNC Worldwide Day of Play**, blending the power of play with the excitement of career exploration.

We're thrilled to invite you to join us in making this year's event unforgettable. Here's how you can be a part of the magic:

### 1. Inspire the Next Generation

Donate a unique **"Be a [Career]" Experience** to our **online auction** running May 10–16, 2025.

- Dedicate at least 60 minutes to give a child and their guardian (or up to 2 adults for designated grown-up experiences) a behind-the-scenes look at your career.
- Mutually arrange the timing with the winning bidder for a truly personalized experience.

### 3. Donate an auction item

Help us raise crucial funds to support the PlayHouse operations with a donation of an auction item.

To donate an experience, simply complete the [Be Anything! Participation Form](#) by **Friday, April 11, 2025**. To donate a silent auction item, please contact us.

Your support helps the **Peoria PlayHouse** and our mission financially to ensure that all children, regardless of income, abilities, or background, have access to the tools and inspiration they need to explore their world.

The **Peoria PlayHouse Children's Museum** is a proud **Peoria Park District** facility, and your contributions are fully tax-deductible (Tax ID: 37-60001768).

Let's work together to create a brighter, more imaginative future for our children. Thank you for considering this opportunity to give back, inspire, and play!

**Warm regards,**

Melissa Sierra  
Director - Peoria PlayHouse Children's Museum



PARTICIPATION FORM  
QR CODE





# Be Anything!

## What Is It & Why Your Organization Should Participate

### Concept:

**Be Anything!** is an innovative program that propels “Take Your Child to Work Day” to a new level. Help a child explore the careers that excite them. All children (and adults) can **Be Anything!** They need only the tools and opportunity to imagine, practice, and become! Do they want to be an architect, veterinarian, fireman, meteorologist? Are they unsure, but excited to try new experiences? **Be Anything!** is a great way to expose children to the endless possibilities they have for their future, while supporting the **Peoria PlayHouse Children’s Museum!**

### In-Person Event:

#### **Be Anything! Career Expo + PNC Worldwide Day of Play 2025**

Glen Oak Park | May 10, 2025 | 10 AM - 2 PM | **FREE** to participate & attend

**Be Anything! Career Expo in Glen Oak Park** allows children to meet with professionals attending and discover a future career they may not yet have imagined: Meet a firefighter and try a turn with the water hose or help a bike mechanic fix the chain on a bicycle. The possibilities are endless! During their exploration or back at home, attendees can start bidding on their preferred **Be Anything! Experiences.**

### Online Auction:

#### **Be Anything! Experiences**

Virtual - Greater Giving | May 10-May 16, 2025 | Individual Experiences: cost varies  
Bid Required + Experience details scheduled with winner bidder.

**Be Anything! Experiences: Online Auction** allows children (and adults) the opportunity to experience a day in the life in the field with a professional and explore the careers that excite them. This online auction features the donated experiences from local organizations + individual professionals. Past Experiences have ranged from police officers to ballet dancers to Illinois State Representatives and more. Help a child or adult explore the careers that excite them through **Be Anything! Experiences.**

### Our Ask:

#### **Be Anything! Event Participants & Experience Donations**

The **Peoria PlayHouse Children’s Museum** is seeking **Organizations and Professionals to attend** the in-person event to introduce children to various careers and professions. We are also seeking **Organizations & Professionals to Donate Career Day Experiences** that can be bid on for more in-depth Experiences.

Online Auction Proceeds benefit Peoria PlayHouse by supporting exhibit development & maintenance, facility operations & continued in-house & community programming.



### Important Statistics:

#### **Be Anything! + PNC Worldwide Day of Play 2025**

- Interact with over 2,500 In-Person Attendees
- Over 1,000 Unique Visitors to Event Sponsor Webpages + Content Highlighting Your Name/Logo
- Nearly 4,000 Be Anything! Online Impressions Showcasing Your Commitment to the Peoria Area Community
- Estimated In-Kind Marketing Value: \$2,500



PARTICIPATION FORM  
QR CODE

**ATTACHMENT C**

<b>Total Staff</b>			
	February 2025	Three Months Ago (November 2024)	Six Months Ago (August 2024)
White Female	250	273	293
White Male	231	269	320
Asian Female	7	6	8
Asian Male	2	2	3
Black Female	44	46	51
Black Male	66	67	74
Hispanic Female	11	11	17
Hispanic Male	15	17	17
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	1	1	0
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	1	1	1
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	15	13	13
Two or More Races Male	7	7	11
<b>Total</b>	<b>650</b>	<b>713</b>	<b>808</b>
<b>Total Minority</b>	<b>169</b>	<b>171</b>	<b>195</b>
<b>% Minority</b>	<b>26.00%</b>	<b>23.98%</b>	<b>24.13%</b>

<b>*Goal for DEIA for the Peoria Park District</b>	<b>29.40%</b>
--	---------------

<b>Turnover Stats for February 2025</b>	<b>Total</b>	<b>Full-Time</b>	<b>Part-Time</b>
Voluntary Separations	6	1	5
Involuntary Separations	0	0	0
Seasonal Layoff	0	0	0
	<b>6</b>	<b>1</b>	<b>5</b>

\*Locations: HISRA (1), Noble Administration Center (1), RiverPlex (3), Various Locations (1)

<b>Full-Time Staff</b>			
	February 2025	Three Months Ago (November 2024)	Six Months Ago (August 2024)
White Female	43	41	39
White Male	74	75	78
Asian Female	2	1	1
Asian Male	0	0	0
Black Female	6	7	7
Black Male	14	13	13
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	2	1	1
Two or More Races Male	2	2	4
<b>Total</b>	<b>148</b>	<b>145</b>	<b>148</b>
<b>Total Minority</b>	<b>31</b>	<b>29</b>	<b>31</b>
<b>% Minority</b>	<b>20.95%</b>	<b>20.00%</b>	<b>20.95%</b>
Total Number of Leadership Positions**:	94		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	20.21%		
Percentage of total minorities to serve in leader	61.29%	(19/31)	

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

**ATTACHMENT D**

**2025 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS**

Rev 03/03/2025

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
Playhouse Roof	Kreiling	04/04/24	N	5	1	0	4,243	818	19%	0	0%	39	7	0	4,764	1,091	23%	0	0%
Newman Irrigation Pump	Comm Irrigation	05/20/24	N	5	1	0	340	75	22%	0	0%	2	0	0	57	0	0%	0	0%
GLC Renovation	Peoria Metro	08/13/24	N	97	19	8	15,254	2,399	16%	2,114	14%	96	10	2	5,845	321	5%	74	1%
Lakeview Splashpad	Aupperle	09/13/24	N	22	3	2	3,760	340	9%	200	5%	4	0	0	78	0	0%	0	0%
GOP Inclusive Restroom	Geo H Rump	10/04/24	N	36	6	3	2,264	272	12%	196	9%								
GLC Irrigation Improvements	Tri-County Irrig	10/24/24	N	5	0	0	510	0	0%	0	0%	11	0	0	322	0	0%	0	0%
Gwynn Path Replacement	Hoerrs Blacktop	11/01/24	N	8	1	1	308	78	25%	18	6%								
Detweiller Water Main	JC Dillon	11/18/24	N	4	1	1	648	89	14%	23	4%	11	3	1	626	75	12%	16	3%
LFAC Demolition	JIMAX	01/22/25	N	4	3	0	200	120	60%	0	0%								
<b>TOTAL</b>				<b>186</b>	<b>35</b>	<b>15</b>	<b>27,527</b>	<b>4,191</b>	<b>15%</b>	<b>2,551</b>	<b>9%</b>	<b>163</b>	<b>20</b>	<b>3</b>	<b>11,692</b>	<b>1,487</b>	<b>13%</b>	<b>90</b>	<b>1%</b>
<b>GOAL</b>									<b>20%</b>		<b>5%</b>						<b>20%</b>		<b>5%</b>

Projects bid/started in previous calendar year

**2025 QUALIFYING CONSTRUCTION CONTRACTS - PARTICIPATION GOALS**

Rev 03/03/2025

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	# MBE	# WBE	# Plan Rms	# Total	# MBE	# WBE				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)	
Playhouse Roof	16	1	3	5	3	0	1	Kreiling	WBE	N	\$ 827,723	\$ 44,400	\$ 0	0%	\$ 806,323	97%							
Newman Irrigation Pump	3	0	0	5	1	0	0	Com Irrigation	X	N	\$ 272,500		\$ 0	0%	\$ 0	0%							
GLC Renovation	223	82	103	5	4	0	1	Peoria Metro	WBE	N	\$ 4,466,300	\$ 3,089,423	\$ 360,000	8%	\$ 2,468,694	55%							
Lakeview Splashpad	15	3	2	4	3	1	0	Aupperle	VOB	N	\$ 566,997	\$ 242,000	\$ 0	0%	\$ 202,000	36%							
GOP Inclusive Restroom	42	9	6	4	8	2	1	Geo H Rump	X	N	\$ 619,600	\$ 375,893	\$ 17,245	3%	\$ 131,267	21%							
GLC Irrigation Improvements	5	0	0	4	1	0	0	Tri-County Irrig	X	N	\$ 139,762	\$ 0	\$ 0	0%	\$ 0	0%							
Gwynn Path Replacement	17	4	2	4	9	1	2	Hoerrs Blacktop	X	N	\$ 74,900	\$ 0	\$ 0	0%	\$ 0	0%							
Detweiller Water Main	7	0	2	4	3	0	1	JC Dillon	X	N	\$ 97,910	\$ 32,751	\$ 32,751	33%	\$ 0	0%							
LFAC Demolition	13	5	2	4	9	0	4	JIMAX	X	N	\$ 121,720	\$ 17,500	\$ 11,500	9%	\$ 6,000	5%							
<b>TOTAL GOAL</b>	<b>341</b>	<b>104</b>	<b>120</b>	<b>39</b>	<b>41</b>	<b>4</b>	<b>10</b>				<b>\$ 7,187,412</b>	<b>\$ 3,801,967</b>	<b>\$ 421,496</b>	<b>6%</b> 20%	<b>\$ 3,614,284</b>	<b>50%</b> 5%	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>#DIV/0!</b> 20%	<b>\$ 0</b>	<b>#DIV/0!</b> 5%

\*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.

## 2025 Peoria Park District Job Fair Series

Our 2025 Peoria Park District Job Fair Series is underway. This annual, three part, showcase of PPD employment opportunities, kicks off the recruitment and hiring season. All departments are represented to speak to potential applicants, with the option of hosting onsite interviews.

Our first event, was postponed from its original date of Wednesday, February 5, due to winter weather, and was held on Tuesday, February 11 at the Noble Center from 4pm – 6pm. This rescheduled event proved to be an attendance success, with 117 visitors in two hours, a new record.

Our second event was held on Saturday, March 8 at Proctor Recreation Center from 11am – 1pm. This event was another attendance success, with 94 visitors in two hours.

The third scheduled event, will take place on Wednesday, April 2 at the Noble Center from 4:30pm – 7pm. Flyer is attached.

## Additional Recruitment Efforts

In addition to our own PPD hosted events, staff has been participating in various Job Fairs, Resource Fairs, and Career Day/Presentations in preparation for the 2025 hiring season. Below is the current master list of events and programs attended and those upcoming events on the calendar:

<u>Event</u>	<u>Date</u>	<u>Visitors</u>
Career Spark Virtual Booth (online)	1/01/25	ongoing
Camp Open House	1/16/25	46
Hiring Event @ Goodwill Commons	1/24/25	50
PPD Job Fair Pt 1 @ Noble	2/05/25	117
Spring Job & Internship Fair @ Bradley University	2/13/25	65
Central IL Community Resource Fair	2/16/25	71
Hiring Event @ Goodwill Commons	2/21/25	53
District 150 SIP Day (district-wide) on MS Teams	3/05/25	TBD
PPD Job Fair Pt 2 @ Proctor	3/08/25	94
College & Career Fair @ Limestone High School	3/14/25	TBD
SEAPCO College & Career Fair @ ICC East Peoria	3/20/25	TBD
Peoria Proud Community Involvement Fair @ Northwoods Mall	3/22/25	TBD
PPD Job Fair Pt 3 @ Noble	4/02/25	TBD

## Spring 2025 Internships

Recruitment, interviewing, and placement for Spring Interns throughout the District is in process. Spring Internship experiences run through June 30, 2025.

The report will be available next month when all interns are in place.

Join us at the



# Job Fair

**February 5** | **4-6pm** at *Noble Center*

**March 8** | **11am-1pm** at *Proctor Center*

**April 2** | **4:30-7pm** at *Noble Center*

- On-site applications & application assistance.
- Meet our team! Ask questions & learn about the jobs.
- On-site interviews & potential on the spot hiring!



Learn More at [PeoriaParks.org](https://PeoriaParks.org)

