

DIVERSITY EQUITY AND INCLUSION COMMITTEE MEETING HELD TUESDAY, MARCH 21, 2023 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 Jackie Petty, Trustee and Chair Timothy Bertschy, Sherry Carter-Allen, Pastor Marvin Hightower, and Executive Director Emily Cahill

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

TRUSTEES PRESENT: Trustees Timothy Bertschy, Joyce Harant, Jackie Petty, Alexander Sierra, Vice President Laurie Covington, and President Robert Johnson (v) and attending in-person at 10:50 am.
Note: (v) = attended virtually

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

OTHERS PRESENT: None

1. CALL TO ORDER

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

2. ROLL CALL

3. MINUTES

3.A. Approval of February 21, 2023 DEIA Committee Meeting Minutes

Executive Director Cahill moved to approve the DEIA Committee meeting minutes of February 21, 2023. Motion seconded by Member Carter-Allen and carried on the following roll call vote: Trustee Petty - Aye, Trustee Bertschy – Abstain, Executive Director Cahill – Aye, Member Carter-Allen – Aye, and Member Hightower - Aye. (Results: 4 Ayes; 1 Abstain; 0 Nays).

4. PROCESS/POLICY UPDATES

It was noted that this would be addressed under Pillar 3 today.

5. NEW BUSINESS

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

Executive Director Cahill provided the ICJIA Grant Impact Report July 2020 to date. *Please see Attachment A.* Today, this report will also be shared with Representative Jehan Gordon-Booth to show her the impact of her efforts. This grant is talked about most significant with this Committee and its collective impact is impressive. The report is being shared with the Committee today in order to demonstrate the impact the grant dollars have had and the ability to have impact on violence prevention and the DEIA pillars.

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

Shalesse Pie presented the February 2023 workforce statistics. *Please see Attachment B.* Trustee Bertschy stated that in this February 2023 report, total staff is 24.73% minority and full-time staff is 21.17% minority. This compares to 23.92% minority total staff 3 months ago and 24% minority total staff 6 months ago. Full time staff minority 3 months ago was 20.74% and 6 months ago, 18%. As such, can you explain minority leadership role numbers of 75% 3 months ago and 73% 6 months ago? Shalesse Pie explained that in the past, reporting was of the percentage of minority staff and what percentage were in leadership roles. Previously, it was requested to report the non-minority staff and what percentage were in leadership roles and that's what these numbers represent. Through a discussion explaining the details of the report provided, it was decided that a new metric be added to the report going forward: of the total staff, how many are in leadership positions, regardless if they are minority. Executive Director Cahill stated that as part of Pillar Two, an action step is to define clear definitions for what each of the categories on the report mean and what the targets are. There are many ways to interpret the information currently given and staff wants to make sure that each criterion is clearly defined.

At the next meeting, Trustee Bertschy asked that the demographic breakdown of in-district residents and those the District serves be provided in order to compare to the PPD workforce demographics.

Shalesse Pie provided a listing of all area job fairs and recruitment events attended and held this past month. PPD held job fairs on March 1 and March 11, offering different days and times for participants to attend. Each area of the District was represented and on-site interviews were available. A classroom was set up with computers where candidates could fill out applications online if they chose to do so. At the March 1 job fair there were 43 attendees, the March 11 job fair saw 54 attendees. Job fairs will be held every month until the open positions are filled, with the next job fair scheduled for April 5.

Scott Loftus stated that as of yesterday, 17 more lifeguards are needed to fully staff the needs for the upcoming summer season. However, at this point, staff is confident they can be filled in time for pools opening. A conversation about how to fill the lifeguard pipeline/applicant pool took place. Several possibilities were discussed including recruiting senior citizens and advocating to area schools to require swim lessons as part of the curriculum. Brent Wheeler stated that staff hopes to meet with Peoria Public Schools this summer to discuss a curriculum that would actually provide credit to students to complete a lifeguard class. Staff is completing a proposed curriculum to present to the School District.

Member Carter-Allen stated that this is a very serious issue that needs to be in front of our local legislators and leaders. It would have an especially detrimental impact to minority children if pools were closed in the summer due to lack of lifeguards. Currently, the recruitment of lifeguards and collaboration with Peoria Public Schools is

not working and as such, what do we do about it? Executive Director Cahill agreed. Trustee Petty stated that this issue needs to be transparent and the public made aware. Trustee Bertschy stated that not everyone knows the history of the Central Park Pool and the relationship between PPD and PPS. He requested a one-page summary of the history be provided to the committee for reference in which Executive Director Cahill agreed to provide. Trustee Bertschy requested to keep lifeguard recruitment efforts on the agenda.

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

Executive Director Cahill stated that tomorrow night the Board will vote on the contractor policy as presented. If anyone is interested in watching, the meeting will be streamed via Facebook Live at 6:00 pm and the recording will be posted on the PPD Facebook page for further viewing. Trustee Bertschy wanted everyone to understand what the key term of “Qualifying Construction Contract” means according to the policy. Becky Fredrickson stated that it is any job that is \$50,000 or over where there is actual construction work performed.

5.D. Pillar Four: Support Community Workforce Development

Shalessa Pie stated that work is well underway in filling seasonal positions and internships.

Trustee Sierra stated that Illinois Central College is one of 40 award recipients of the Good Jobs Challenge Grant by the US Economic Development Administration that helps IT professionals. He would like to see if there is a way the District can contribute to this and diversify its IT department. He will send Executive Director Cahill more info on this.

6. PENDING BUSINESS

None at this time.

7. OTHER BUSINESS

Trustee Bertschy stated that the Mayor’s Joint Commission on Racial Equity (JCRE) has proposed to the City and County the adoption of a Racial and Equity Impact (REI) Ordinance. It requires that every step taken by that body be examined through a racial equity lens. A report would be made to the deciding body so they can evaluate that as a part of their overall consideration in any step they take. Trustee Bertschy would like to see a similar ordinance adopted by other governmental bodies within Peoria County, of which a significant one would be the Peoria Park District. He would like to propose that at the next DEIA Committee meeting, an initial discussion concerning this be placed on the agenda to see if this is something the Park District would want to adopt as well.

Pastor Hightower asked what the status was of the position that is responsible for the required tracking in compliance of HB453. Executive Director Cahill stated the tracking duties are in the Compliance Administrator job description, along with the implementation of the new policy. As directed at the last meeting, she took portions of the different DEI Officers of the City and County and placed them into a spreadsheet and tracked who is responsible for each task, including the Compliance Administrator job duties and work is progressing to move forward with filling that

position. The Compliance Administrator would be responsible for all of the HB453 and new policy data tracking that has been discussed for quite some time in this committee. She will provide the spreadsheet to the Committee later today for their review.

Member Carter-Allen stated that it was her understanding that the Committee wanted to see someone in a DEIA Officer position. Executive Director Cahill stated that in evaluating the duties of the City and County DEIA Officer positions, there is no gap within the District and all of the duties are being performed by different personnel within the District. In evaluating the various DEIA Officer job functions, many of them are currently performed by the Park District's HR Department. The gap that exists is the functions the Compliance Administrator would perform, thus fulfilling all the functions of a DEIA Officer as has been discussed in DEIA Committee meetings during development of the new policy. It would take a Board directive to reallocate resources to hire a DEIA Officer. It is the philosophy of the Park District that everyone has a role in the responsibility to move the DEIA effort forward. The District collectively prioritizes that in a different way than if it were a singular person's job function to do that work. She hopes that with the data that has been provided and the work the District has been doing in this effort, the Committee can see how committed staff is to this effort and it is working.

Trustee Sierra stated that before the new policy was developed, the DEIA Committee expressed interest in establishing a DEIA Officer position and the Board would evaluate the organizational structure, not just a single position. Executive Director Cahill stated that from her perspective, the work is being done. If there are specific things that are not being done, then they need to be brought to her attention so they can be addressed either by requesting the Board to reallocate resources for a new full time DEIA Officer or distributing the duties within current positions.

Member Carter-Allen stated that after the analysis and review of the various data and duties within the Compliance Administrator, it is still the DEIA Committee's intention to see someone responsible for DEIA in the District.

8. ACTION ITEMS REVIEW

1. Continue to work on advocacy against HB3852 that proposes to raise the minimum wage for Lifeguards and work on how to fill the community's lifeguard pipeline.
2. Provide the DEIA Committee with the duty review of the different DEI Officers in the community.
3. Provide a one-page history of the Central Park Pool.
4. Provide baseline definitions of the Workforce Statistics Report and provide the demographics of the community the District serves.
5. Place on the next meeting agenda REIA Ordinance Review.

9. NEXT MEETING

Tuesday, April 18, 2023 at 10:00 am

10. ADJOURNMENT

At 11:19 am Trustee Bertschy made a motion to adjourn the meeting. Motion second by Pastor Hightower and carried on unanimous voice vote.

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



PEORIA PARK DISTRICT

ICJIA IMPACT REPORT

FY2021 to date

March 20, 2023

Speaker Pro-Tempore Jehan Gordon-Booth
300 E. War Memorial Drive, Suite 303
Peoria, IL 61614

Dear Speaker Pro Tempore Gordon-Booth:

On behalf of those who work for the Peoria Park District and those who benefit from our wide variety of offerings, I am honored to be able to extend our gratitude to you.

Your consistent trust in our work over the last several years has resulted in some amazing results. The dollars received through the Illinois Criminal Justice Information Authority (ICJIA) have allowed us to redouble our efforts to support children who are underrepresented, while also making our community more vibrant and engaging in order to offer quality, enticing alternatives to negative behavior.

Because we know how busy you are, we tried to distill what could legitimately take hours to share down into a few simple pages. If you would like additional information about any of the elements contained herein, please don't hesitate to ask! Further, as you approach the FY2024 budget process, if we can provide any supports, please let us know!

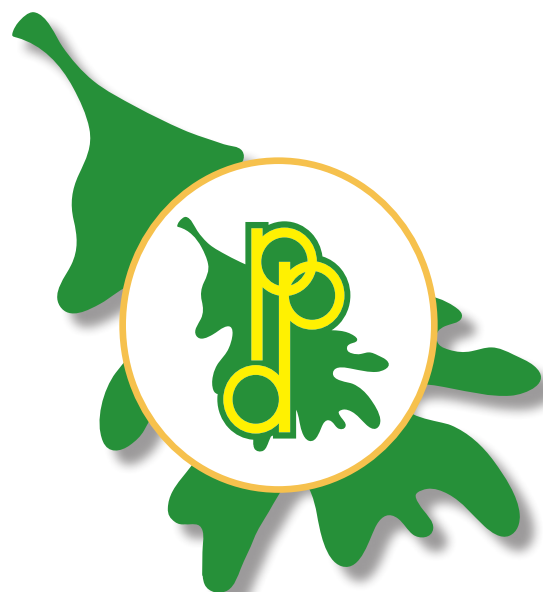
When we started this journey together in the summer of 2020, we were slowly re-emerging from the impacts of COVID. Over the last three years, we have been able to expand our work to reach thousands of young people and their families. Since we began, we have served more than 26,000 people and still have four months to go in our FY2023 grant cycle!

Whether in changes in behavior or school performance, or in attitudes about the quality of life in our community, these dollars have positive impact and we are grateful for the opportunity to make change in the way that we are best at in the Peoria Park District... by providing safe spaces and places, filled with healthy activities that encourage meaningful quality interaction and engagement.

Thank you for this opportunity to serve and for giving us this chance to improve our impact for those who need it most. We look forward to continuing to serve in this role with your help and continued trust and support. On behalf of our staff and trustees, I thank you in advance for your consideration and assistance.

With humble gratitude and much respect,

Emily G. Cahill
Executive Director of Parks and Recreation



\$2M

invested to date in
violence prevention at
Peoria Park District has
supported:

**more than
26,000**
people served
to date



over 250K
hours of FREE
recreation
and out of school
programming provided



the equivalent of
**more than
7,000**
days of violence-free
activities supported!

Difference Maker



For the same **\$2M** investment, the
State of Illinois would cover the costs to
confine **4** youth for the same length of
time as this grant funding!

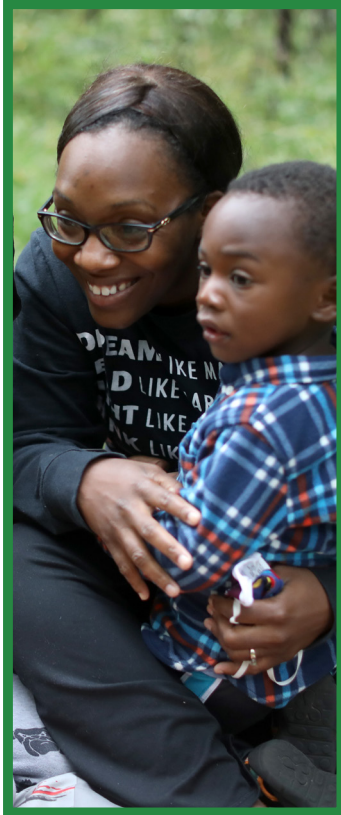
What we do....

With the help of ICJIA, we have been able to tailor supports to kids like him and his family using the following strategies:

Wide Impact (30%): WIDE reaching programming targeted broadly at areas or populations of high need. Over 50% of participants will be low-income or live in highest poverty and crime zip codes of 61605 and 61603. WIDE programming brings people into the sphere of the Peoria Park District, provides us with their contact information, and identifies who might be higher need/higher risk.

Selected Impact (35%): SELECTED programming is offered to individuals identified as higher need/higher risk through WIDE reaching programming or through external referrals. Over 70% of participants will be low-income or live in highest poverty and crime zip codes of 61605 and 61603. SELECTED programming creates a consistency between the Peoria Park District and the participants and allows for recruitment of the highest need/highest risk individuals into TARGETED programming.

Targeted Impact (35%): TARGETED programming is for the highest need/highest risk individuals recruited through SELECTED programming or through external referrals. Over 80% of participants will be low-income or live in highest poverty and crime zip codes of 61605 and 61603. TARGETED programming provides high levels of support and guidance for participants in to improve their health and economic outcomes, while keeping them out of harms' way.



COMMUNITY EVENTS (WIDE IMPACT)

The District hosts community events ranging from free yoga in the park on Saturday mornings to our Streets Belong To Me kick-off to a violence-free summer. These, along with complimentary tickets to Howl-Zoo-Ween, Lakeview Park After Dark and other larger-scale events, are focused on providing quality alternatives to negative behavior.

In addition, these grant dollars have made it possible for the District to offer more programming that is mobile and that brings recreation and education opportunities to our patrons where they live and play.

over

3000

participants in District
community events to date,
with 4 more events still
planned for 2023!



SUMMER OF FUN! (WIDE IMPACT)

With the assistance of ICJIA dollars, the District has been able to distribute Summer of Fun Park Passes to local residents, with an emphasis on students in Peoria Public Schools that provides children and their caregivers unlimited daily visits to Peoria Zoo, Peoria PlayHouse Children's Museum, Owens Ice Center, Golf Learning Center and Gwynn Family Aquatic Center during the three month summer season.

These activities all provide positive recreation opportunities for family fun, education and experiences during a time of year when violence trends upwards. Per summer season, this effort has provided the equivalent of over 300 days of safe and positive recreation for our targeted youth and families!



21 883

free visits to these
facilities during the
summer of
2021 and 2022.



SPORTS/RECREATION PROGRAMMING (SELECTED IMPACT)

For years the Peoria Park District has been giving the youth in our community the chance to experience a myriad of sports and recreation programming.

With increased funding in these areas, we have been able to target our most at-risk youth and get them involved, inspiring them to lead an active lifestyle by contributing to a healthy mental and physical wellbeing.

more than **1200** youth from 61603 & 61605 have gained skills and learned ways to be healthy



OUT OF SCHOOL PROGRAMMING (SELECTED IMPACT)

ICJIA-supported DREAM² and Out of School camp programming has shown increased impact as a result of improved focus on STEAM (science, technology, engineering, arts, and mathematics) and experiential play. Focused at Proctor Recreation Center, ICJIA funds support children as they learn through play, recreation, imagination and exploration. These programs focus on promoting healthy active lifestyles and the development of soft skills that will improve their capacity to gain employment and succeed in school settings. All of this and more is done in a safe setting, allowing the participants to be involved in positive community activities.

492 children have participated in out of school programming since grant inception, which include COVID limitations.



WORKFORCE DEVELOPMENT & INTERNSHIPS (TARGETED IMPACT)

Every day the District provides the opportunity to engage in experiences that change perspectives and inspire new ideas. Through our “Be Anything” model, we are focused on making what might feel impossible possible through education and workforce engagement.

PPD’s Workforce Development program recruits students from middle school through college who come from high crime and at-risk neighborhoods and schools to gain experience while earning a paycheck and participating in soft skill and professional development activities.



over

800

high school and college
aged people have been
exposed to District
careers in the community.

WHAT’S NEXT?

Our difficult reality is that the \$900,000 received through the ICJIA violence prevention program make most of the work just shared possible and without it, these programs go away or require user fees to be reinstated. ICJIA funds help to support all or part of 8 full-time staff positions that help to support underrepresented youth and their families. They work year-round to engage and encourage youth to reach their potential.

Here’s just one of multiple ways that this funding has changed lives:

Joe*, a student in our DREAM programming, had regularly been disruptive and rude. He was on the verge of being asked to leave the program when our Education Manager spent some time alone with him and taught him to play Yahtzee. She quickly realized he was gifted with numbers and loved playing the game. Once that strength was identified he started teaching others to play and was asked to be a peer leader during math lessons. The change in his behavior since then has been night and day. He shows increased confidence and participates in all lessons well. Even his teachers at his school sent a note to DREAM2 staff saying how much his behavior and grades have improved.

--Julie Craghead, Education Manager

*Student’s name has been changed.

Students like Joe come through our doors every day and on behalf of him and others in our community, thank you in advance for your continued advocacy. Together, we are making a difference!

February 2023 PPD Workforce Statistics

| Total Staff | | | Full-Time Staff | |
|---------------------------------------|-------------|-----------------|---|--|
| White Female | 256 | | White Female | 38 |
| White Male | 234 | | White Male | 70 |
| Asian Female | 7 | | Asian Female | 1 |
| Asian Male | 3 | | Asian Male | 0 |
| Black Female | 56 | | Black Female | 9 |
| Black Male | 69 | | Black Male | 15 |
| Hispanic Female | 7 | | Hispanic Female | 0 |
| Hispanic Male | 10 | | Hispanic Male | 3 |
| American Indian/Alaskan Native Female | 3 | | 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 | 1 | | Other Female | 0 |
| Other Male | 0 | | Other Male | 0 |
| Two or More Races Female | 5 | | Two or More Races Female | 1 |
| Two or More Races Male | 0 | | Two or More Races Male | 0 |
| | | | | |
| Total | 651 | | Total | 137 |
| Total Minority | 161 | | Total Minority | 29 |
| % Minority | 24.73% | | % Minority | 21.17% |
| | | | Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations | 79.31% |
| | | | Non-Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations | 76.85% |
| | | | | |
| Previous month's % minority: | Total Staff | Full-Time Staff | Minority in Leadership Roles (F/T) | Non-Minority in Leadership Roles (F/T) |
| 3 months ago: October 2022 | 23.92% | 20.74% | 75% | 61% |
| 6 months ago: July 2022 | 24.00% | 18.00% | 73% | 78% |