

MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, APRIL 15, 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 (in at 10:20 am), Executive Director Cahill, Pastor Marvin Hightower, Sherry Carter-Allen, Devon Hawks (in at 10:13 am), Jodi Scott, and Brooke Sommerville

MEMBERS ABSENT: None

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

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, Shalesse Pie, Melissa Sierra, Kristi Shoemaker, Jenny Swanson, Attorney Justin Gunn, and Alicia Woodworth

OTHERS PRESENT: Pamela Marshall, Accessibility Advocate

1. CALL TO ORDER

Trustee Sierra called the meeting to order at 10:04 am.

2. ROLL CALL

3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY

No request to attend meeting electronically was received.

4. MINUTES

4.A. Approval of March 18, 2025 DEIA Committee Meeting Minutes

Pastor Hightower moved to approved the March 18, 2025 DEIA Committee meeting minutes. Motion seconded by Brooke Sommerville. Motion passed by unanimous Aye voice vote of all members present.

5. PROCESS/POLICY UPDATES

Trustee Sierra stated that he has met with Executive Director Cahill and Brianna Cobb to review the DEIA Commitment document as well as the DEIA Strategic Plan. In addition, the Juneteenth celebration event at Glen Oak Park will include a drone show rather than fireworks.

6. NEW BUSINESS

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

-Annual Scholarship Data for 2024

Kevin Davis stated that between April and June 2024, the Peoria Park District DEIA Committee worked with staff to develop a format for presenting annual data on the District's scholarship program. Staff and committee members cycled through several revisions of this data, and in June ultimately agreed on three key data points that would

be tracked and reported annually: (1) reach, (2) usage, and (3) expense. *Please see Attachment A Report.* The final section of this report lists and describes other equitable access opportunities within the District which are separate from the scholarship program. These offerings are scheduled as monthly topics of focus at other DEIA Committee meetings throughout the year, and will be discussed in greater detail at those times. However, they are briefly noted at this time in the interest of providing a fuller picture of the District's equitable access opportunities.

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

Shalesse Pie presented the March 2025 Workforce Profile, noting that the metrics are holding steady. *Please see Attachment B.* In addition, three job fairs were held and heavily attended. A new recruitment commercial featuring staff has been launched, and planned outreach to ICC, Bradley university, high schools, community events (Career Spark, Goodwill, Common Place), and the use of TikTok and other digital platforms. There is a proposed partnership with Peoria Housing Authority (PHA) to connect with residents seeking employment. Other potential partners include EPIC, CWTC, Job Opportunities Program, Project Upgrade, Southside Community United for Change (SCUC), and Peoria Public Schools (transition program students).

Attorney Gun confirmed that workforce data can be requested under current Illinois law.

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

Tammy Johnson presented the March 2025 Qualifying Construction Contracts Workforce Goals and Participation Goals reports. *See Attachment C.* Of note is that there has been a slight delay in data due to weather-dependent project work.

Trustee Sierra stated that he would like the DEIA Committee to explore tracking DEIA metrics not only in services, but also product procurement. Tammy Johnson stated that she believes there will be a need to determine administrative feasibility of collecting and using this data.

Discussion Highlights:

- Concept of “responsible” vs “responsive” bidder raised
- Challenges with vendor compliance (e.g., Amazon, Callaway) noted
- Suggestion to collect data only for larger contracts or at quote stage
- Legal research underway regarding thresholds and vendor obligations
- Importance of local economic reinvestment emphasized

Board Advocacy:

- Board members will raise this issue at the upcoming IAPD Legislative Conference
- Staff and legal team will evaluate:
 - Feasibility of product vendor reporting
 - Policy options for long-term integration

6.D. Pillar Four: Support Community Workforce Development

David Gray provided an update on the Moonlight Coalition for Adult Learning including:

- Celebrated 10th anniversary of PIA Gift Shop
- March graduation ceremony recognized 10 new GED graduates
- Fall 2025 graduation scheduled for early October

Committee members acknowledged success and continued growth in program impact

7. PENDING BUSINESS

None at this time.

8. OTHER BUSINESS

Glen Oak Inclusive Playground Update:

- Strong community use since launch
- Positive parent feedback regarding fencing, safety, and amenities
- Seen as a model for future inclusive playground projects
- Emphasis on distinction between accessible, inclusive, and ADA compliant

Playground Accessibility Inventory:

Becky Fredrickson compiled and presented data:

- 27 parks reviewed
- 18 playgrounds fully accessible
- 4 currently being replaced
- 3 playgrounds remain non-accessible
- Committee to further review report next month

9. ACTION ITEMS REVIEW

Trustee Bertschy shared his closing comments as he completes his term. He reflected on the Committee's growth, progress, and importance of sustained DEIA efforts. Trustee Bertschy received many thanks from Committee members and leadership for his DEIA advocacy and work on the Committee.

10. NEXT MEETING

Tuesday, May 20, 2025 at 10:00 AM

11. ADJOURNMENT

At 11:05 am Sherry Carter-Allen MOVED TO ADJOURN the meeting. Motion seconded by Trustee Bertschy and passed by unanimous Aye voice vote of all members present.

Respectfully Submitted by Alicia Woodworth
Executive Assistant and Board Secretary

Peoria Park District Scholarship Program
2024 Data Summary
DEIA Committee Meeting – April 15, 2025

Peoria Park District Staff and Board believe diversity, equity, inclusion and accessibility (DEIA) are central to our mission. Pillar one of the District’s Commitment to DEIA is Equitable Access to Parks, Facilities and Programming. One way the District strives to fulfil this commitment is through the PPD Scholarship Program. In this program, scholarships are offered on a sliding scale to residents of the Peoria Park District based on financial need and are determined based on the information requested in our one-page universal application form. The most material benefit opportunities provided via this scholarship program include: unlimited discounted enrollments on PPD activities and camps, and discounted memberships at RiverPlex Health & Wellness Center. Therefore, the data contained in this report primarily focuses on these opportunities.

The goal of this report is to provide high-level key data points associated with assessing governance questions, which include:

- 1. What is the reach of the Scholarship Program?
- 2. What is the usage of the Scholarship Program?
- 3. What is PPD’s cost for the Scholarship Program benefits?

Question 1: What is the reach of the Scholarship Program?

- Based on the 2020 Census data, PPD’s total resident population was 133,061, and of those residents 24,116 were below the poverty level. In this report, it is upon this benchmark of poverty level residents that PPD Scholarship Program reach is measured.
- 2023 is the first full year of data we have under the current iteration of the PPD scholarship Program. The table below reflects number of individuals issued scholarship awards in 2023 and 2024, and measures those numbers against the number of individuals determined to be below the poverty level in the 2020 Census.

Timeframe	Count Scholarship Awarded Individuals	Percentage of Awarded Individuals v. 2020 Poverty Level Residents
2023	1249	5.18%
2024	1259	5.22%

- The table below shows the percent breakdown of individual scholarship recipients by ZIP code.

ZIP Code	2023	2024
61603	21%	20%
61604	29%	32%
61605	20%	18%
61614	15%	14%
Other ZIP Codes*	15%	16%

*Other ZIP Codes included: 61525, 61528, 61601, 61602, 61606, 61615, 61616.

Question 2: What is the usage of the Scholarship Program?

- The table below reflects scholarship usage by benefit type for the years 2023 and 2024, compared to the number of scholarship awards issued during those years (1249 and 1259, respectively). The percentages in the second and third columns are determined by taking the total number of participants in each benefit category, and dividing it by the total number of scholarship recipients (1249 for 2023, 1259 for 2024), illustrating the extent to which our scholarship recipients are utilizing each benefit category.

Benefit Type	Percentage of Scholarship Recipients Utilizing Benefit (2023)	Percentage of Scholarship Recipients Utilizing Benefit (2024)
RiverPlex Membership	71%	78%
Sports and Fitness Programming	7%	10%
Summer Camps	8%	8%
Swim Lessons	5%	5%
Arts and Education Programming	4%	4%
School Break Camps	>1%	2%

These numbers do **not** reflect multiple registrations by individuals within the same category. For example, if an individual is enrolled in ten weeks of summer camp, that individual is only reflected once in the “Summer Camp” category. However, an individual enrolled in ten weeks of summer camp *and* two swim lessons will appear twice in the data – once in the “Summer Camp” category, and once in the “Swim Lessons” category.

Question 3: What is PPD’s cost for the Scholarship Program benefits?

Value of District’s Scholarship Expense		
Scholarship Type	2023	2024
RiverPlex Memberships	\$143,140	\$162,243
Programs and Camps	\$60,811	\$98,533
TOTAL EXPENSE	\$203,951	\$260,776

Important Note: The PPD Scholarship Program is not the only way PPD supports equitable access to PPD’s service offerings. Other PPD Equitable Access Opportunities Include:

- Peoria Zoo Free Admission Days:** The Zoo provides free access to Illinois students and teachers who visit on a field trip, and provides 52 free admission days per year, 6 of which are between June and August. (Highlighted at the DEIA committee meeting on February 18, 2025)
- Dream² Program:** Out-of-school program at Proctor Recreation Center, providing experiences in recreation and education and offered at no cost. (To be highlighted at the DEIA committee meeting scheduled for August 19, 2025)
- Peoria Park District Summer of Fun Pass:** A pass provided to all Peoria Public Schools students and low income parochial school students and their families, allowing free summer admission to the Peoria Zoo, Peoria PlayHouse Children’s Museum, Gwynn Family Aquatic Center, and Owens Center, and the Golf Learning Center. (To be highlighted at the DEIA committee meeting scheduled for October 21, 2025).
- Peoria PlayHouse Children’s Museum Explorer Membership:** Membership that is offered at a low cost to qualifying applicants. (To be highlighted at the DEIA committee meeting scheduled for November 18, 2025.)

ATTACHMENT B

Total Staff			
	March 2025	Three Months Ago (December 2024)	Six Months Ago (September 2024)
White Female	255	251	280
White Male	283	240	309
Asian Female	6	8	7
Asian Male	1	2	2
Black Female	44	44	48
Black Male	73	63	75
Hispanic Female	10	11	16
Hispanic Male	21	16	19
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	2	1	1
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	13	14	12
Two or More Races Male	7	7	11
Total	716	658	781
Total Minority	178	167	192
% Minority	24.86%	25.38%	24.58%

*Goal for DEIA for the Peoria Park District 29.40%

Turnover Stats for March 2025	Total	Full-Time	Part-Time
Voluntary Separations	5	1	4
Involuntary Separations	1	0	1
Seasonal Layoff	3	0	3
	9	1	8

*Locations: Equipment Service Center (1),
Logan (1), Luthy Botanical Garden (1), Noble
Center (1), PlayHouse (1), Proctor (3),
RiverPlex (1)

Full-Time Staff			
	March 2025	Three Months Ago (December 2024)	Six Months Ago (September 2024)
White Female	44	41	39
White Male	75	76	78
Asian Female	2	1	1
Asian Male	0	0	0
Black Female	6	6	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	2	1
Two or More Races Male	2	2	4
Total	150	146	148
Total Minority	31	29	31
% Minority	20.67%	19.86%	20.95%
Total Number of Leadership Positions**:	97		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	19.59%		
Percentage of total minorities to serve in leaders	61.29%	(19/31)	

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

2025 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS

Rev 04/07/2025

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	Y	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%	124	13	2	9,221	483	5%	74	1%
Lakeview Splashpad	Aupperle	09/13/24	N	22	3	2	3,760	340	9%	200	5%	16	0	0	211	0	0%	0	0%
GOP Inclusive Restroom	Geo H Rump	10/04/24	N	36	6	3	2,264	272	12%	196	9%	2	0	0	5	0	0%	0	0%
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%								
TOTAL GOAL				186	35	15	27,527	4,191	15% 20%	2,551	9% 5%	205	23	3	15,204	1,649	11% 20%	90	1% 5%

Projects bid/started in previous calendar year

Rev 04/07/2025

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

**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.*