

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

**MEMBERS ABSENT:** Brooke Sommerville

**TRUSTEES PRESENT:** Trustees Alexander Sierra, Joyce Harant, Steve Montez, and President Robert Johnson (in at 10:35 am)

**STAFF PRESENT:** Executive Director Cahill, Brianna Cobb, Nick Conrad, Becky Fredrickson, Matt Freeman, Mike Friberg, Chanel Hargrave-Murry, Tammy Johnson, Scott Loftus, Karrie Ross, Nicole Staley, Katie Van Cleve, Shalesse Pie, Jenny Swanson, Spencer Wilson, Attorney Kevin Day, Attorney Justin Gunn, and Alicia Woodworth

**OTHERS PRESENT:** Pamela Marshall, and Representatives from GameTime

**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**

No request to attend meeting electronically was received.

**4. MINUTES**

**4.A. Approval of April 15, 2025 DEIA Committee Meeting Minutes**

Executive Director Cahill moved to approved the April 15, 2025 DEIA Committee meeting minutes. Motion seconded by Pastor Hightower. Motion passed by unanimous Aye voice vote of all members present.

**5. PROCESS/POLICY UPDATES**

Attorney Day stated that there is nothing to report currently however, at the next meeting a legislative federal mandate update will be provided.

**6. NEW BUSINESS**

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

-Geographic Distribution of Free Series Programming (Yoga, Parks on Tap, Streets Belong to Me)

Scott Loftus presented the 2025 Traveling Event Schedule and Geographic Distribution of Free Series Programming Report. Please see *Attachment A*.

Chanel Hargrave-Murry stated that the Juneteenth Jubilee Day collaborative event will be held on Thursday, June 19 at Glen Oak Park. There are many Juneteenth events to be held in Peoria. With the help of the Park District's marketing team, we've been able to create a landing page on the Peoria Park District page where you can go to and click on the event,

and it takes you straight to their home page and calendar of events that will be happening during the month of June for all the organizations that are celebrating.

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

Shalesse Pie presented the April 2025 Workforce Stats Report. *Please see Attachment C.*

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

Spencer Wilson presented the April 2025 Qualifying Construction Contracts Workforce Goals and Participation Goals Reports. *Please see Attachment D.*

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

No report at this time.

**7. PENDING BUSINESS**

**7.A. ADA Analysis**

Becky Fredrickson stated that at a recent At a DEIA Committee meeting, trustees requested a status update of the existing accessible and non-accessible playgrounds. Provided is a spreadsheet listing parks, playgrounds, swings, and exercise equipment along with status of ADA accessible or not. The Park District has made significant effort to convert playgrounds and swings to be ADA accessible as funding and resources allow. Of the 27 parks listed, 18 have ADA accessible playgrounds. Of the remaining 9 parks, 2 parks only have swings and are not expected to get playgrounds, 4 parks have playgrounds that are in the process of being replaced with funding that is secured, 1 playground is scheduled to be removed rather than replaced due to its location, and the remaining 3 non-accessible playgrounds at Chartwell Park, Grand View Drive Park, and Charter Oak Park will be replaced in the coming years through the bond issue.

**8. OTHER BUSINESS**

None at this time.

**9. ACTION ITEMS REVIEW**

1. Provide a draft of the revised DEI commitment document by the June DEIA Committee meeting.
2. Expand the minority workforce participation goal document to include maintaining the 29.4% minority workforce percentage in executive leadership.
3. Schedule a legislative update for the next month's meeting to discuss progress and determine next steps.
4. Develop a philosophy document outlining the park district's approach to community input and feedback in playground design.

**10. NEXT MEETING**

Tuesday, June 17, 2025 at 10:00 AM

**11. ADJOURNMENT**

At 11:03 am Pastor Hightower MOVED TO ADJOURN the meeting. Motion seconded by Executive Director Cahill and passed by unanimous Aye voice vote of all members present.

---

Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Board Secretary

## **Geographic Distribution of Free Series Programming**

**Prepared by:** Chanel Hargrave-Murry, Supervisor of Community Connections

### **1. Parks on Tap**

Parks on Tap, a family-friendly event series, returns in 2025 with 10 different stops in various Park locations transforming our parks into vibrant community gatherings. This ensures geographic and cultural representation across Peoria, encourages inclusive community engagement, and increases visibility for the District in underserved and diverse communities. Featuring the Traveling Taphouse, this mobile beer garden, offers an atmosphere with live acoustic music, food trucks, and outdoor games. Events typically run from 4pm to dusk and are free for patrons to attend, with beverages and food available for purchase.

#### **2025 Parks on Tap Locations:**

1. Glen Oak Park / Luthy Botanical Garden
2. Donovan Park
3. Sommer Park North
4. Bicycle Safety Town
5. Franciscan Recreation Complex
6. Cassidy Park
7. Proctor Recreation Center
8. Grandview Drive Park
9. Detweiller Park
10. Bradley Park

#### **Impact Highlights:**

- Intergenerational, multicultural attendance
- ADA-accessible, free programming
- Local vendor and artist spotlights

### **2. Streets Belong to Me**

The *Streets Belong to Me* initiative reclaims public spaces as safe, vibrant, and youth-centered zones. These events reflect the District's commitment to equity, safety, and neighborhood empowerment through recreation and resource connection.

#### **Event 1: May 30, 2025**

**Location:** Proctor Recreation Center (Jonelle McCloud)

**Activities:** Basketball tournaments, open swim, food, music, and local vendor engagement.

**Event 2: July 24, 2025**

**Location:** Trewyn Park

**In Collaboration With:** Fill the Fire Truck, Peoria Grown, and local nonprofits

Activities: School supply drive, healthy food distribution, basketball, entertainment, and resource tables.

**DEIA Alignment:**

- Diverse representation of youth and families
- Free access to essential supplies and services
- Culturally relevant entertainment and food
- Partnership-building with grassroots and service organizations

**\*\*2025 Streets Belong to Me Note:** Originally, staff planned for a 3<sup>rd</sup> Streets Belong to Me event in late June. Given the close proximity on the calendar, staff pivoted resources to the new Jubilee Day – A Juneteenth Celebration on June 19<sup>th</sup> that will be held in Glen Oak Park.

**3. Yoga in the Park**

The Peoria Park District offers Yoga in the Park as a free wellness opportunity designed to be inclusive, calming, and accessible to beginners and advanced practitioners alike. Each session is led by an experienced and passionate yoga instructor who guides participants through the class in the peaceful, scenic settings of our local parks. Classes are held on Saturday mornings during the summer months starting at 8am. Instructors work on incorporating warm-up, yoga flow, and guided meditation.

**Summer 2025 Yoga in the Park Locations:**

1. Grandview Drive Park
2. Franciscan Recreation Complex
3. Martin Luther King Jr Park
4. Luthy Botanical Gardens
5. YMCA
6. Glen Oak Park
7. Donovan Park
8. Bradley Park
9. Trewyn Park

**DEIA Alignment:**

- Offers free access to wellness in a natural setting
- Welcomes a wide range of age groups and experience levels
- Promotes mental and physical health equity through movement and mindfulness

## **4. Rec 'n Roll**

Rec 'n Roll is a unique partnership between the Peoria Park District and the YMCA, designed to bring free, high-quality programming directly into our neighborhood parks. By combining resources and expertise, we've created a mobile recreation experience that offers fun, enrichment, and connection for families across the city.

This year, Rec 'n Roll visits these six neighborhood parks:

- Glen Oak Park
- Gwynn Park
- Logan Park
- Trewyn Park
- Morton Square Park
- Columbia Park

At each park, families will participate in activities that include sports, arts, games, educational programming, and more. The collaboration between the Park District and YMCA allows us to reach more youth, engage more families, and deliver programs that focus on physical activity, character development, and community building.

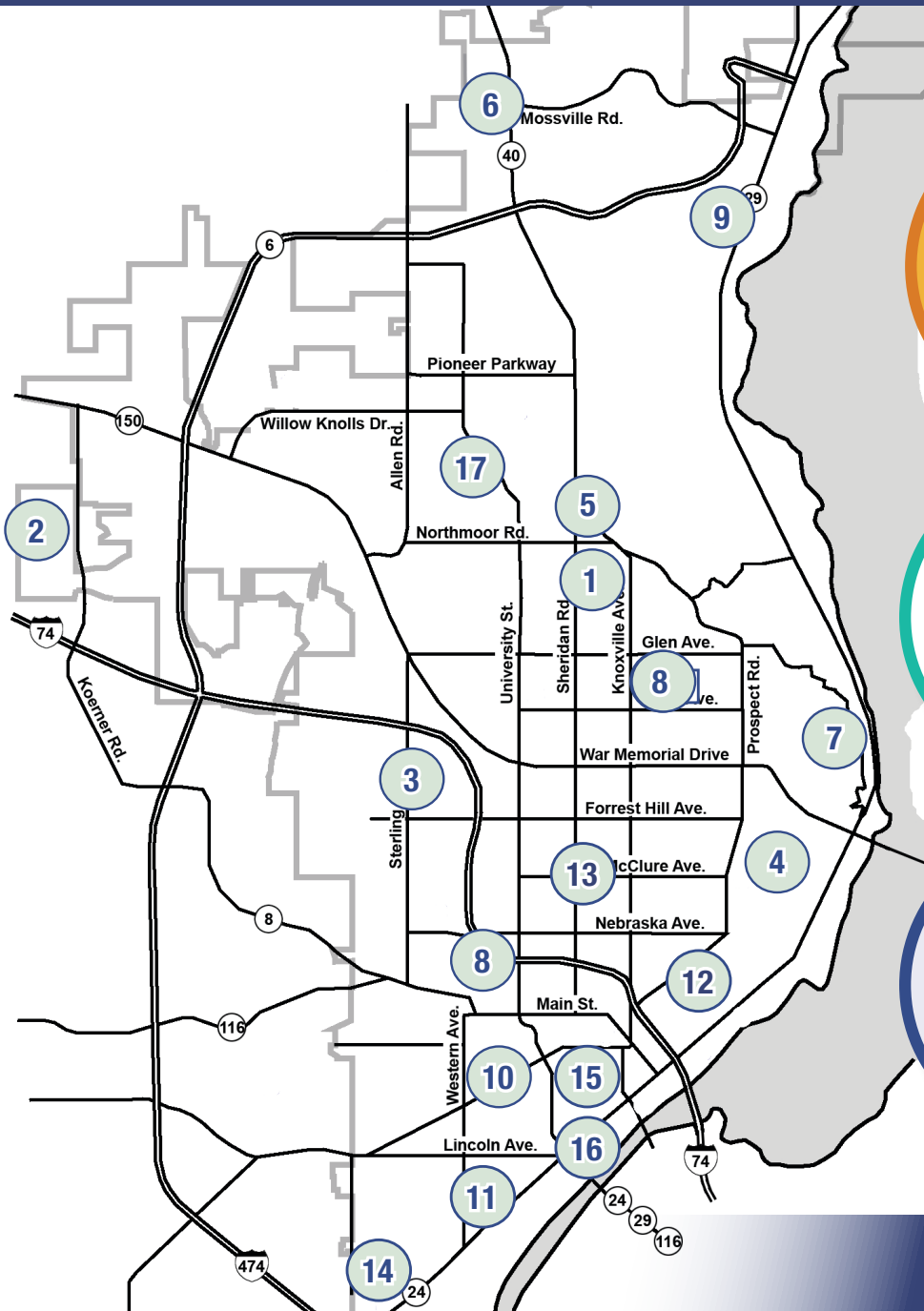
In addition to our two team, we've expanded Rec 'n Roll by bringing in other community organizations, including:

- Goodwill Industries - offering mentorship and workforce-readiness resources
- Girl Scouts - leading hands-on activities that promote confidence, leadership, and teamwork

### **Summary:**

The Peoria Park District continues to make progress in aligning its outreach, programming, and partnerships with DEIA principles. Through continued community presence, listening sessions, and youth leadership, the District is laying a strong foundation for inclusive, accessible, and responsive park services in 2025 and beyond.

# 2025 SCHEDULE



## 2025 Parks on Tap Stops:

- |                          |                    |
|--------------------------|--------------------|
| 1. Donovan Park          | 6. Cassidy Park    |
| 2. Sommer Park North (2) | 7. Grandview Drive |
| 3. Franciscan Park       | 8. Bradley Park    |
| 4. Luthy/GOP             | 9. Detweiller Park |
| 5. Bicycle Safety Town   | 10. Proctor Center |



## 2025 Rec 'N Roll Stops:

- |                        |                        |
|------------------------|------------------------|
| 4. Glen Oak Park (11)  | 13. Columbia Park (10) |
| 11. Logan Park (10)    | 14. Trewyn Park (11)   |
| 12. Morton Square (10) | 15. Gwynn Park (10)    |



## 2025 Yoga in the Park Stops:

- |                        |                        |
|------------------------|------------------------|
| 1. Donovan Park        | 7. Grandview Drive (2) |
| 3. Franciscan Park (2) | 8. Bradley Park (2)    |
| 4. Glen Oak Park (2)   | 14. Trewyn Park        |
| 4. Luthy/GOP (2)       | 16. MLK Jr. Park (2)   |
| 6. Cassidy Park        | 17. YMCA (2)           |

See full schedule details at [PeoriaParks.org](https://PeoriaParks.org)



Total Staff			
	April 2025	Three Months Ago (January 2025)	Six Months Ago (October 2024)
White Female	292	243	275
White Male	308	220	302
Asian Female	8	9	6
Asian Male	1	2	2
Black Female	51	43	48
Black Male	78	62	71
Hispanic Female	10	10	14
Hispanic Male	25	16	18
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	2	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	13	14	13
Two or More Races Male	10	5	9
Total	799	626	759
Total Minority	199	163	182
% Minority	24.91%	26.04%	23.98%

\*Goal for DEIA for the Peoria Park District 29.40%

Turnover Stats for April 2025	Total	Full-Time	Part-Time
Voluntary Separations	3	2	1
Involuntary Separations	1	0	1
Seasonal Layoff	0	0	0
	4	2	2

\*Locations: Camp Wokanda (1), HISRA (1),  
RiverPlex (1), Various Locations (1)

Full-Time Staff			
	April 2025	Three Months Ago (January 2025)	Six Months Ago (October 2024)
White Female	44	42	41
White Male	75	75	75
Asian Female	3	2	1
Asian Male	0	0	0
Black Female	6	6	7
Black Male	14	14	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	1	2	2
Total	150	148	145
Total Minority	31	31	29
% Minority	20.67%	20.95%	20.00%
Total Number of Leadership Positions**:	97		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	19.59%		
Percentage of minorities who sit on Executive Team	22.22%	(2/9)	
Percentage of total minorities to serve in leadership roles	61.29%	(19/31)	

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

## Rev 05/12/2025

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

Projects bid/started in previous calendar year



## Rev 05/12/2025

*"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.*

Projects bid/started in previous calendar year.



PLEASURE DRIVEWAY & PARK DISTRICT OF PEORIA

## PEORIA PARK DISTRICT

1125 W. Lake Avenue, Peoria, IL 61614 • P: 309.682.1200 • F: 309.686.3352 • [www.PeoriaParks.org](http://www.PeoriaParks.org)

**DATE:** 4/15/25  
**TO:** Emily Cahill  
**FROM:** Becky Fredrickson  
Sup't of Planning  
**SUBJECT:** ADA Accessibility Playground Status

### Peoria Park District Board of Trustees

#### **PRESIDENT**

ROBERT L. JOHNSON SR.

#### **TRUSTEES**

TIMOTHY BERTSCHY

LAURIE COVINGTON

JOYCE HARANT

REAGAN LESLIE HILL

STEVE MONTEZ

ALEXANDER SIERRA

#### **EXECUTIVE DIRECTOR**

EMILY G. CAHILL

At a recent DEIA Committee meeting, trustees requested a status update of the existing accessible and non-accessible playgrounds.

Attached is a spreadsheet listing parks, playgrounds, swings, and exercise equipment along with status of ADA accessible or not.

The Park District has made significant effort to convert playgrounds and swings to be ADA accessible as funding and resources allow. Of the 27 parks listed, 18 have ADA accessible playgrounds. Of the remaining 9 parks, 2 parks only have swings and are not expected to get playgrounds, 4 parks have playgrounds that are in the process of being replaced with funding that is secured, 1 playground is scheduled to be removed rather than replaced due to its location, and the remaining 3 non-accessible playgrounds at Chartwell Park, Grand View Drive Park, and Charter Oak Park will be replaced in the coming years through the bond issue.

**Playgrounds/Swings/Exercise Equip.**

4/15/2025

Park	ADA Accessible Playground	Non-Accessible Playground	ADA Accessible Swings	Non-Accessible Swings	ADA Accessible Exercise Equip.	Non-Accessible Exercise Equip.
Becker	1		1			
Bielfeldt	1		1			
Bradley	3		1	2		
Cassidy	1		1			
Charter Oak		1				
Chartwell		1				
Columbia	1					
Creighton Woods		1				
Detweiller	1	1	1			
Endres		1				
Franciscan		1				
Glen Oak	1	1	1	2		1
Grand View Drive		1		1		
Gwynn	1					
Lakeview	1					
Logan	1		1		1	
Markwoodlands		1				
MLK	1	1	1	1		
Morton Square	1					
Proctor	1		1			
Robinson			1			
Rolling River				1		
Safety Town	1					
Schmoeger	1	1	1	1		
Sommer	1	1	1			
Stadium	1		1			
Trewyn	1		1			
Totals	20	12	14	8	1	1

Comments
CIP
CIP
2025 City Grant
To be removed
2025 Bond Issue Funding
2024 Bond Issue Funding
CIP
2025 OSLAD Grant
2025 Modifications in Progress