

**MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, JUNE 17, 2025 AT 10:00 AM AT BICYCLE SAFETY TOWN, 6518 N SHERIDAN ROAD, PEORIA, IL**

**MEMBERS PRESENT:** Trustee and Chair Alexander Sierra, Executive Director Cahill, Pastor Marvin Hightower, Brooke Sommerville, Devon Hawks, and Jodi Scott

**MEMBERS ABSENT:** Sherry Carter-Allen

**TRUSTEES PRESENT:** Trustees Alexander Sierra, Joyce Harant, Steve Montez, and Ron Silver

**STAFF PRESENT:** Executive Director Cahill, Brianna Cobb, Matt Freeman, Chanel Hargrave-Murry, Karrie Ross, Nicole Staley, Katie Van Cleve, Shalesse Pie, Jenny Swanson, Spencer Wilson, Attorney Kevin Day, Attorney Justin Gunn, and Alicia Woodworth

**1. CALL TO ORDER**

Trustee Sierra called the meeting to order at 10:13 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 May 20, 2025 DEIA Committee Meeting Minutes**

Pastor Hightower moved to approved the May 20, 2025 DEIA Committee meeting minutes. Motion seconded by Jodi Scott. Motion passed by unanimous Aye voice vote of all members present.

**5. PROCESS/POLICY UPDATES**

**5.A. Legislative Updates**

Attorney Day stated that in addition to following the status of cases that have been filed challenging injunctions and executive orders, both he and Attorney Gunn have joined a national and international governmental attorney group. The group provides interesting resources and conversations on various topics. In addition, Attorney Day has had positive conversations with the City of Peoria's Legal Department, where they have a DEIA focus and challenges, similar to the Park District.

Attorney Gunn stated that in order to help the DEIA Committee better understand the Federal government's challenges that they present to the Park District, particularly as it relates to the District's DEIA mission, he is providing a foundation for analysis, along with a legal update. As background, the current administration has enacted a number of Executive Orders that are focused on ending DEIA. As relevant to the Park District, those Executive Orders generally function by canceling spending for equity-related programs. Those actions are not the only actions that are relevant to this DEIA Committee. Those actions have not been without challenge, however, and many of those challenges arise from the U.S. Constitution. Attorney Gunn explained some basics of how, Constitutionally, our federal government is supposed to operate. Subsequently, it will provide legal updates related to Executive Orders and Supreme Court rulings.

## **Federal Government Spending Basics**

The federal government is one of enumerated powers. As powerful as it is, the President, Congress, and the federal courts cannot take any action unless that power is either granted to the government by the Constitution, or the action is taken pursuant to a statute or other law that is enabled by a provision of the Constitution. If a power is not expressly or impliedly granted to the federal government, the power is reserved for the states, or to the people. Importantly for our analysis, the President's, or for that matter any administration's, Executive Orders, to be lawful, must either directly or impliedly be authorized by the Constitution. Article I, section 8 provides Congress with many of its powers. One such power comes from the spending clause, which provides that "[t]he Congress shall have the Power . . . to pay the Debts and provide for the common Defense and general Welfare of the United States." Article II creates an executive Power for the United States, the President, and that executive is responsible for, among other things, ensuring that the will of Congress is executed. Unless the enactment from Congress is very specific, the President has wide latitude to determine how the law should be executed—at least until the judicial branch interprets the law. As relevant for Congressional spending, the President generally must spend allocated funds according to the intent of Congress. The President can delay or avoid spending some funds, however. In 1974, Congress enacted the Impoundment Control Act, providing the President with procedures that he or she must follow to delay or withhold funds. While the President cannot "impound" the funds for any reason or in any manner, impoundment does provide the President with a mechanism to delay spending to resolve policy disputes or to pursue cost savings.

## **Legal Updates**

### *Executive Orders*

On March 27, 2025, a federal court in the Northern District of Illinois entered a temporary restraining order that prevents the U.S. Department of Labor ("DOL") from enforcing provisions of the President's Executive Orders that called for the DOL to terminate grants or contracts with organizations that promote DEIA. Notably, so far, the parties that have challenged the anti-DEIA have relied on the 3 First Amendment to great success. In this case, the judge specifically found that the Executive Orders' termination provision was coercive and could chill speech.

On April 23, 2025, the President signed an Executive Order seeking to end the legal theory of "disparate impact" discrimination. Disparate impact discrimination is a legal theory whereby an employer can be held liable for its employment practices that, although neutral on their face, work to cause substantial adverse impact to a protected group. The seminal disparate impact case is *Griggs v Duke Power Co.* In this 1971 case interpreting Title VII of the Civil Rights Act of 1964, the employer required employees to pass a test that had no connection to an employee's ability to do the job. As a result of the test, many black candidates were denied certain roles. The Supreme Court found the practice unlawful, and established the legal theory of "disparate impact." As part of the President's Executive Order, "Presidential approval" has been removed from key regulations carrying out Title VI of the Civil Rights Act of 1964 that prevent discrimination in programs and activities that receive federal financial assistance.

*U.S. Supreme Court*

On June 5, 2025, the Supreme Court issued an opinion interpreting Title VII, a key feature of the Civil Rights Act of 1964. Title VII is an anti-discrimination statute that makes it unlawful for employers to discriminate on the basis of an individual's race, color, religion, sex, or national origin. Under Title VII precedent, sex has been interpreted to include sexual orientation. The new case, *Ames v. Ohio Department of Youth Services*, brought a challenge to the way several appellate courts previously interpreted the law. In the Sixth Circuit, where this case was brought, members of majority groups were required to produce evidence showing "background circumstances to support the suspicion that the defendant is that unusual employer who discriminates against the majority." The 4 requirements of "background circumstances" is not required for members of minority groups. The Seventh Circuit, our jurisdiction, applied the "background circumstances" requirement to majority group plaintiffs.

In *Ames*, the plaintiff was a heterosexual woman. She had been employed with a state agency for 15 years when she applied for a promotion. The plaintiff was interviewed for the promotion, but the agency ultimately hired a lesbian woman. Shortly after plaintiff's interview, she was removed from her position and was demoted to an entry level position. Her old role was filled by a gay man.

In a unanimous decision, the Supreme Court held that requiring majority groups to show "background circumstances" is not consistent with the text of Title VII and the Court's case law construing the statute.

**5.B. Revised Commitment to DEIA Document**

Executive Director Cahill presented the revised Commitment to DEIA document for discussion. *Please see Attachment A.* The primary function of the revisions is to merge pillars two and four: Focus on the PPD Workforce and Support Community Workforce Development. In the beginning, pillar two was focused on internal efforts and pillar four was focused on external efforts. In practice, it was seen that there were many redundancies. As such, the two pillars have been merged. There are also updates to definitions and minor edits.

**5.C. Community Input and Feedback Process in Playground Design**

Executive Director Cahill stated that the action item from the last meeting – "develop a philosophy document outlining the park district's approach to community input and feedback in playground design". The Public Input Process Efforts document that is provided today was approved by the Board and addresses this. *Please see Attachment B.* There is not a separate public input process for playground design, nor should there be. This document shows the inventory of ways that the Park District engages with the public.

**6. NEW BUSINESS**

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

-HISRA Programming Overview/Highlight Summer Programming Efforts  
Katie Van Cleve, Director of the Heart of Illinois Special Recreation Association (HISRA), stated that HISRA is the result of a desire on the part of the Chillicothe, Morton, Peoria

and Washington park districts to provide quality recreation programs and services to individuals with disabilities and special needs. HISRA and its member districts enthusiastically support the spirit and intent of the Americans With Disabilities Act. HISRA is committed to providing opportunities for each individual to enjoy recreation activities in the least restrictive environment possible. Among the many recreational and sports camp offerings, is the Bicycle Crews program gives campers the tools needed to transition from the classroom to the world of employment. They learn fundamental employment skills as well as specific skills needed to be employed in a coffee shop environment, with a program ratio of 1 staff : 4 campers.

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

Shalesse Pie presented the May 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 May 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**

None at this time.

**8. OTHER BUSINESS**

Executive Director Cahill reminded everyone that Thursday is Juneteenth Jubilee Day at Glen Oak Park, where a full slate of activities is planned. Everyone is encouraged to attend.

**9. ACTION ITEMS REVIEW**

1. The Commitment to DEIA draft document is to be provided to the Board at a July Strategy Ad Hoc Committee meeting. Feedback will then be collected and provided to the DEIA Committee. A formal staff recommendation for adoption will be presented to the Board at the August 27 Regular Board meeting.

**10. NEXT MEETING**

Tuesday, July 15, 2025 at 10:00 AM

**11. ADJOURNMENT**

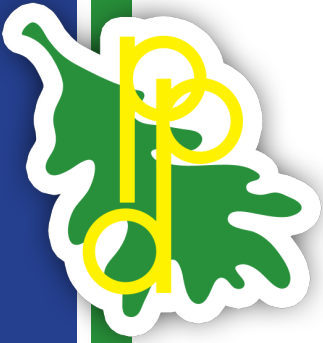
At 11:08 am Pastor Hightower MOVED TO ADJOURN the meeting. Motion seconded by Brooke Sommerville and passed by unanimous Aye voice vote of all members present.

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Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Board Secretary



**Peoria Park District  
Commitment to  
Diversity, Equity, Inclusion,  
and Accessibility**



## **PEORIA PARK DISTRICT'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)**

Peoria Park District Staff and Board believe that 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.

As part of the District's efforts to provide and promote equity in the community we serve, a three-pronged approach has been identified as follows:

- 1. Ensure Equitable Access to Parks, Facilities, and Programming**
- 2. Prioritize a Strong, Diverse, and Inclusive Workforce**
- 3. Encourage Diversity of PPD-Funded Contractors and Suppliers**

This three-pronged approach strives to build sound strategies based in research and best practice, but is also personalized to the nuances that make up our Peoria community, while considering the reach of the Peoria Park District and our mission.

For each of the above, the District has identified strategies to focus our work. These are listed on the following pages. The Peoria Park District leadership team will develop an annual action plan tied to these pillars and present them to the DEIA committee and to the Board of Trustees for review. Depending on the data points, progress reports will be provided to both groups at least quarterly.

For questions about the District's Commitment to DEIA, please call (309) 682-1200 or e-mail [contactus@peoriaparks.org](mailto:contactus@peoriaparks.org)

# DEFINITIONS AND APPLICATION GUIDE

For the purposes of this effort, the following definitions and application guide the focus of the District's efforts:

## DIVERSITY

**Definition:** A range of different ethnicities, gender identities, socioeconomic statuses, sexual orientations, races, cultures, ages, physical and mental abilities or attributes, religions, national origins, and languages spoken.

**Goal:** District offerings serve a group of people that is representative of the population within its service boundaries.

**Examples:**

1. RiverFront Events organizes a variety of festivals that appeal to the major cultural groups in Peoria.
2. Throughout its hiring and recruitment process, the District encourages a diverse applicant pool through the use of job fairs and marketing, with the goal of having a staff reflective of the community.

## EQUITY

**Definition:** The practice or policy of providing equal access to opportunities and resources to people who might otherwise be excluded or marginalized, such as those who have visible or invisible disabilities, financial or geographic barriers to participation, and members of minority groups.

**Goal:** Identify barriers to equal opportunity in District offerings/policy and explore strategies to reduce those barriers. When barriers cannot be immediately addressed, consider incorporating possible solutions into long-term budgeting and planning.

**Examples:**

1. Scholarships are provided to families with low incomes in order to make District offerings affordable.
2. HISRA (Heart of Illinois Special Recreation Association) provides staff support to ensure that children with special needs enjoy the same programs as children without special needs.

# DEFINITIONS AND APPLICATION GUIDE

## INCLUSION

**Definition:** The act of creating an environment in which diverse groups of staff and participants will be welcomed, respected, supported, and valued in all Peoria Park District efforts and activities, both internal and public-facing.

**Goal:** The Peoria Park District's spaces and offerings enable and encourage all participants to feel respected, have a sense of belonging, and feel welcome to participate and achieve to their potential.

**Examples:**

1. Every year, a survey is sent to all District staff encouraging them to provide anonymous feedback about the workplace environment.
2. In the summer of 2020, the Peoria Park District Board of Trustees passed a welcoming resolution affirming Peoria parks are meant for a diverse group of patrons.

## ACCESSIBILITY

**Definition:** The act of "Accessibility" means that a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. The person with a disability must be able to obtain the information as fully, equally and independently as a person without a disability.

**Goal:** The Peoria Park District's spaces and offerings will be welcoming and encouraging to all, such that all participants will be able to access like experiences.

**Examples:**

1. Construction projects will meet or exceed ADA standards for accessibility.
2. Staff will work to provide employment opportunities for persons with barriers.
3. HISRA staff will actively participate in DEIA strategy and planning.



# OUR DISTRICT FOCUS

## *Pillar #1*

### **Equitable Access to Parks, Facilities, and Programming.**

#### *Strategies*

The Peoria Park District will

1. Prioritize high quality service provision and capital investment in ways that supports Access for ALL.
2. Collaborate with community partners whenever possible to provide programming and spaces that support wellness and activity.
3. Train and cultivate a culture that is welcoming and equitable in its support of our patrons and each other.
4. Ensure that all outreach to the community is accessible and inclusive in its tone and in the technology used to make it inclusive and user-friendly.
5. Reduce administrative obstacles to community use of Park District parks, facilities, and programs.



## *Pillar #2*

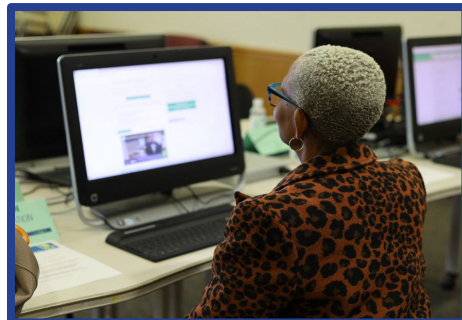
### **Prioritize a Strong Diverse and Inclusive Workforce**

#### *Strategies*

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.

In support of a shared goal to increase the diversity of its workforce and that of our larger community, the Peoria Park District will:

1. Actively work to increase the applicant pool for all District jobs in an attempt to mirror the community it serves.
2. The Peoria Park District will strive to retain, train, and promote minorities and women within its workforce.
3. Increase the community capacity of minority and women workers through job skills training and adult learning.
4. Collaborate with and support community partners engaged in increasing the minority and women workforce whenever possible.
5. Reduce administrative obstacles to the recruitment and advancement of minorities and women in its workforce.



# OUR DISTRICT FOCUS

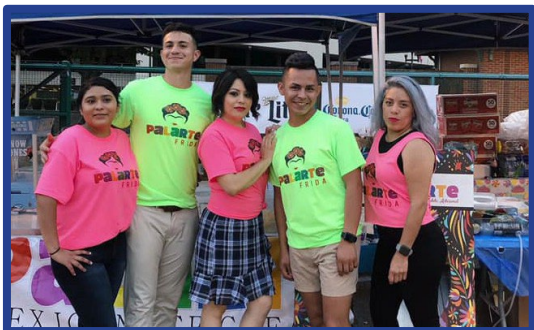
## *Pillar #3:*

### **Actively Promote and Encourage the Diversity, Equity, Inclusiveness and Accessibility of PPD-Funded Contractors and Suppliers.**

#### *Strategies*

The Peoria Park District will:

1. Encourage maximum participation of minorities and women on Park District contracted efforts.
2. Support policy and governance changes that encourage a diverse labor workforce on District jobs and across our service area; set and hold contractors accountable for participation and spend goals.
3. Increase capacity and participation of minority and women labor as well as minority and women owned businesses for Peoria Park District projects.
4. Continue to work to identify and remove administrative obstacles that prevent contractors from applying for Peoria Park District-funded efforts.





## **Public Input**

As a public body committed to meeting the evolving needs of our constituents, The Peoria Park District values and encourages public input as a critical part of its many processes.

The District has several ongoing ways to gather input on its spaces, places and associated services:

### **I. Public Meetings- Board & Committee**

All board and committee meetings adhere to Open Meetings Act requirements and agendas are posted to the District's website at least 48 hours in advance of the meeting for public notice and participation. Every public meeting has a standing agenda item that allows citizens to address the board with comments, questions, or concerns.

In addition, the District does the following:

- a. When agenda items warrant additional public notice, staff issue press releases to local media to provide notice that a topic will be discussed.
- b. Staff has created and will continue to maintain a page on the website dedicated to committee meetings that include meeting dates and times and past meeting minutes. Visit it here: <https://peoriaparks.org/about/communication/park-possible/>
- c. All regular meetings of the Peoria Park District Board of Trustees are live on Facebook.

### **II. Project Specific Solicitation**

As capital projects are developed, staff works with trustees to gather public input and feedback on design plans, layout, or ideas. This process is generally most effective when capital dollars have been allocated through the District's Capital Improvement Plan in advance of public input.

In addition, the District does the following:

- a. Feedback may be solicited through focus groups, hosting a table at a community event, meeting(s) with interested stakeholders, online or paper survey, request for feedback using the District's website or social media, press conference, or a combination of these efforts.
- b. Public Input Sessions are also hosted at the request of the Board of Trustees who seek to gather additional information about public opinion prior to a board vote on an issue.
- c. Staff has created a page on the website, Park Possible, that is dedicated to highlighting important projects. This page aims to keep the community abreast of the project details and includes project history, future focus, and resources.

*This process may also be utilized when grant dollars are requested through state and federal sources.*

### **III. Community Survey**

The District works to complete a community survey with participation representative of its service area demographics at least every three years. Survey results help to guide future investment and prioritization of resources.

### **IV. Strategic Planning**

As part of District-wide Strategic Planning processes, public input is solicited to gather feedback and ideas as they relate to both the impact of current resources and the potential for future commitments.

### **V. Public Presentations**

District staff and trustees regularly present to local civic organizations and/or neighborhood associations regarding the impact and offerings of the Peoria Park District. These presentations provide an overview of the District and attendee feedback is a part of these efforts.

### **VI. Participant Surveys**

After the completion of registered programs, patrons receive an online survey and are asked to provide feedback on their experience. Staff uses this information to respond to concerns and to improve programming as part of an ongoing evaluation process.

## **VII. Contact Us!**

The District's website (<https://peoriaparks.org/contact/>) offers a contact us page that invites patrons to share feedback and ask questions. These emails come directly to the District's Executive Director for review and distribution to relevant staff for response.

## **VIII. Social Media**

The District's social media pages, primarily Facebook and Instagram, shares information and solicits feedback from patrons. Patrons may comment directly on posts OR send direct message with their questions, comments, or concerns.

Every Friday morning at 10am, the District goes live on Facebook to share Ten@10, a ten-minute informational presentation that engages the community and offers the opportunity to answer questions or provide feedback in real time.

## **IX. Telephone**

The District's main phone line (309-682-1200) is managed weekdays from 8:30am to 5:30pm. Staff are able to answer questions, provide support for registration, and transfer calls to knowledgeable staff at any of our District locations.

## **X. Other**

All of the District's staffed recreation and admission locations have direct phone lines, emails, and social media pages that allow for contact by patrons. Walk-up contacts is also encouraged at all locations. Many of our locations also have comment cards available at their front desks for completion by patrons. Front desk staff are kept up to date on basic information and are able to share information or provide referral information to other facilities.

# ATTACHMENT C

| Total Staff                           |               |                                     |                                   |
|---------------------------------------|---------------|-------------------------------------|-----------------------------------|
|                                       | May 2025      | Three Months Ago<br>(February 2025) | Six Months Ago<br>(November 2024) |
| White Female                          | 336           | 250                                 | 273                               |
| White Male                            | 337           | 231                                 | 269                               |
| Asian Female                          | 9             | 7                                   | 6                                 |
| Asian Male                            | 1             | 2                                   | 2                                 |
| Black Female                          | 57            | 44                                  | 46                                |
| Black Male                            | 83            | 66                                  | 67                                |
| Hispanic Female                       | 16            | 11                                  | 11                                |
| Hispanic Male                         | 28            | 15                                  | 17                                |
| American Indian/Alaskan Native Female | 0             | 0                                   | 0                                 |
| American Indian/Alaskan Native Male   | 3             | 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              | 16            | 15                                  | 13                                |
| Two or More Races Male                | 12            | 7                                   | 7                                 |
| <b>Total</b>                          | <b>899</b>    | <b>650</b>                          | <b>713</b>                        |
| <b>Total Minority</b>                 | <b>226</b>    | <b>169</b>                          | <b>171</b>                        |
| <b>% Minority</b>                     | <b>25.14%</b> | <b>26.00%</b>                       | <b>23.98%</b>                     |

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

| Turnover Stats for May 2025 | Total     | Full-Time | Part-Time |
|-----------------------------|-----------|-----------|-----------|
| Voluntary Separations       | 19        | 4         | 15        |
| Involuntary Separations     | 0         | 0         | 0         |
| Seasonal Layoff             | 0         | 0         | 0         |
| <b>Total</b>                | <b>19</b> | <b>4</b>  | <b>15</b> |

\*Locations: Detweiller Park (2), HISRA (3), Kellogg Golf Course (1), Lakeview Recreation Center (1), Noble Center (1), PlayHouse (3), Zoo (2), Proctor Recreation Center (1), RiverPlex (1), Various Locations (4)

| Full-Time Staff   |               |                                     |                                   |
|---|---------------|-------------------------------------|-----------------------------------|
|   | May 2025      | Three Months Ago<br>(February 2025) | Six Months Ago<br>(November 2024) |
| White Female  | 43            | 43                                  | 41                                |
| White Male  | 73            | 74                                  | 75                                |
| Asian Female  | 3             | 2                                   | 1                                 |
| Asian Male  | 0             | 0                                   | 0                                 |
| Black Female  | 6             | 6                                   | 7                                 |
| Black Male  | 13            | 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                                 |
| <b>Total</b>  | <b>146</b>    | <b>148</b>                          | <b>145</b>                        |
| <b>Total Minority</b>                                       | <b>30</b>     | <b>31</b>                           | <b>29</b>                         |
| <b>% Minority</b>   | <b>20.55%</b> | <b>20.95%</b>                       | <b>20.00%</b>                     |
| 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 leadership roles | 61.29%        | (19/31)                             |                                   |
| Percentage of minorities on the executive team              | 22.22%        | (2/9)                               |                                   |

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

**ATTACHMENT D**

**2025 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS**

Rev 06/11/2025

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                               |           | # Minority | # Women       | Total Hours  | Minority Hours | % Minority   | # Female  | % Female                | Total     |          | Total Hours   | Minority Hours | % Minority | # Female   | % Female  |
|                                   |                  |                        |                        | # Crew                              | #         |            |               |              |                |              |           |                         | # Crew    | #        |               |                |            |            |           |
| 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%        | 4                       | 0         | 0        | 127           | 0              | 0%         | 0          | 0%        |
| GLC Renovation                    | Peoria Metro     | 08/13/24               | N                      | 97                                  | 19        | 8          | 15,254        | 2,399        | 16%            | 2,114        | 14%       | 131                     | 13        | 3        | 10,471        | 521            | 5%         | 114        | 1%        |
| Lakeview Splashpad                | Aupperle         | 09/13/24               | N                      | 22                                  | 3         | 2          | 3,760         | 340          | 9%             | 200          | 5%        | 27                      | 2         | 1        | 789           | 54             | 7%         | 31         | 4%        |
| GOP Inclusive Restroom            | Geo H Rump       | 10/04/24               | N                      | 36                                  | 6         | 3          | 2,264         | 272          | 12%            | 196          | 9%        | 22                      | 1         | 0        | 487           | 8              | 2%         | 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%        | 12                      | 3         | 1        | 665           | 75             | 11%        | 16         | 2%        |
| LFAC Demolition                   | JIMAX            | 01/22/25               | Y                      | 4                                   | 3         | 0          | 200           | 120          | 60%            | 0            | 0%        | 4                       | 2         | 0        | 332           | 152            | 46%        | 0          | 0%        |
| Peoria Players HVAC Replacement   | Standard         | 05/06/25               | N                      | 8                                   | 0         | 1          | 274           | 0            | 0%             | 15           | 5%        |                         |           |          |               |                |            |            |           |
| Franciscan Playground Replacement | GameTime         | 10/02/24               | N                      | -                                   | -         | -          | -             | -            | -              | -            | -         |                         |           |          |               |                |            |            |           |
|                                   |                  |                        |                        |                                     |           |            |               |              |                |              |           |                         |           |          |               |                |            |            |           |
|                                   |                  |                        |                        |                                     |           |            |               |              |                |              |           |                         |           |          |               |                |            |            |           |
|                                   |                  |                        |                        |                                     |           |            |               |              |                |              |           |                         |           |          |               |                |            |            |           |
|                                   |                  |                        |                        |                                     |           |            |               |              |                |              |           |                         |           |          |               |                |            |            |           |
| <b>TOTAL</b>                      |                  |                        |                        | <b>194</b>                          | <b>35</b> | <b>16</b>  | <b>27,801</b> | <b>4,191</b> | <b>15%</b>     | <b>2,566</b> | <b>9%</b> | <b>250</b>              | <b>28</b> | <b>5</b> | <b>17,956</b> | <b>1,900</b>   | <b>11%</b> | <b>161</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 06/11/2025

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      | # MWBE 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 | Y                      | \$ 827,723             | \$ 44,400           | \$ 0              | 0%               | \$ 806,323          | 97%              | \$ 865,840            | \$ 30,400        | \$ 0              | 0%               | \$ 865,840        | 100%             |
| 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   | Y                      | \$ 121,720             | \$ 17,500           | \$ 11,500         | 9%               | \$ 6,000            | 5%               | \$ 121,720            | \$ 0             | \$ 0              | 0%               | \$ 0              | 0%               |
| Peoria Players HVAC Replacement   | 21            | 0          | 3          | 4               | 3             | 0        | 1         | Standard         | WBE | N                      | \$ 260,815             | \$ 47,932           | \$ 0              | 0%               | \$ 231,883          | 89%              |                       |                  |                   |                  |                   |                  |
| Franciscan Playground Replacement | -             | -          | -          | -               | -             | -        | -         | GameTime         | X   | N                      | \$ 325,191             | \$ 217,617          | \$ 0              | 0%               | \$ 98,858           | 30%              |                       |                  |                   |                  |                   |                  |
| <b>TOTAL</b>                      | <b>362</b>    | <b>104</b> | <b>123</b> | <b>43</b>       | <b>44</b>     | <b>4</b> | <b>11</b> |                  |     |                        | <b>\$ 7,773,418</b>    | <b>\$ 4,067,516</b> | <b>\$ 421,496</b> | <b>5%</b>        | <b>\$ 3,945,025</b> | <b>51%</b>       | <b>\$ 987,560</b>     | <b>\$ 30,400</b> | <b>\$ 0</b>       | <b>0%</b>        | <b>\$ 865,840</b> | <b>88%</b>       |
| <b>GOAL</b>                       |               |            |            |                 |               |          |           |                  |     |                        |                        |                     |                   | <b>20%</b>       |                     | <b>5%</b>        |                       |                  |                   | <b>20%</b>       |                   | <b>5%</b>        |

\*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.