

MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, AUGUST 19, 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 Mark Slover, Executive Director Cahill, Sherry Carter-Allen, Pastor Marvin Hightower, Jodi Scott, Devon Hawks (v), and Brooke Sommerville (v)

Note: (v) = Attended Meeting Virtually

MEMBERS ABSENT: None

TRUSTEES PRESENT: Trustees Joyce Harant, Steve Montez, Alexander Sierra, Mark Slover, and President Robert Johnson

STAFF PRESENT: Executive Director Cahill, Jonelle McCloud, Julie Craghead, Brianna Cobb, Scott Loftus, Becky Fredrickson, Chanel Hargrave-Murry, Karrie Ross, Katie Van Cleve, Jenny Swanson, Spencer Wilson, Attorneys Kevin Day and Justin Gunn, and Alicia Woodworth

1. CALL TO ORDER

Trustee Sierra presided and called the meeting to order at 10:01 am.

2. ROLL CALL

Roll call was taken, with all members present, including two attending virtually.

3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY

Jodi Scott MOVED TO PERMIT both Devon Hawks and Brooke Sommerville attend the meeting electronically due to work purposes. Motion seconded by Sherry Carter Allen and carried unanimously on roll call vote.

4. MINUTES

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

Jodi Scott MOVED TO APPROVE the July 15, 2025 DEIA Committee meeting minutes. Motion seconded by Sherri Carter-Allen and carried by unanimous Aye voice vote of all members present.

5. PROCESS/POLICY UPDATES

5.A. New Executive Order on Federal Grants

Executive Director Cahill and Attorney Kevin Day provided an overview of the recent Executive Order 14332 related to federal discretionary grants. The order grants authority to deny or rescind funding for programs deemed inconsistent with the presidential agenda, potentially including DEIA initiatives. The committee discussed implications for the Park District, including:

- Risk to future discretionary grants for DEIA initiatives
- Minimal short-term financial impact anticipated
- Importance of aligning Park District language with City and County documents
- Need for proactive review of commitment documents and policies

Legal Counsel noted that discretionary funding may be denied even if grant purposes align, if the District is engaged in other DEIA efforts. The committee agreed on the importance of revising language strategically to avoid jeopardizing funding.

6. NEW BUSINESS

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

-DREAM2 Overview/Impact

Jonelle McCloud, Manager, Proctor Center and Julie Craghead, Education Manager, presented on the Dream Square after-school and summer program. Highlights included:

- Serves K–8 students, with ~65–70 per week in summer and ~60 during school year
- Program acronym: Drama, Recreation, Education, Arts, Music, Mindfulness
- Supported by Illinois Community Health grant and other donors, offered at no cost to families
- Transportation provided from District 150 schools and others nearby
- Strong academic support with measurable gains in math and reading scores
- Partnerships with Bradley University, Caterpillar, Lincoln Branch Library, and local theaters
- Upcoming Community Sports Association league (with Friendship House, Carver Center, YMCA, etc.) to begin in February 2026

Committee members praised the program as an exemplary use of grant funding, noting significant impact on youth, family engagement, and community partnerships.

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

The July 2025 Workforce Stats Report was presented.

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

Workforce utilization and contracting participation reports were reviewed. Spencer Wilson and Becky Fredrickson provided updates on contractor diversity participation. A discrepancy regarding subcontractor hours was clarified: while a minority-owned firm participated, billing was tied to another project, resulting in zero documented hours in this report. The committee directed staff to note such circumstances in future reports.

Becky Fredrickson presented the implementation framework for evaluating contractor good faith efforts. Discussion included whether the document represented a new policy or an implementation tool under the existing 2023 Qualifying Construction Contracts Policy.

During review of the Good Faith Efforts framework, Trustees expressed differing viewpoints. Trustee Slover raised concerns that the framework might duplicate existing policy, create administrative burdens, and potentially reduce the contractor pool, thereby increasing costs. He emphasized a preference for workforce development partnerships (e.g., apprenticeships, community programs) over additional evaluation requirements.

Pastor Hightower responded that the Committee had already discussed and advanced much of this ground in prior meetings, and urged members to focus on building upon past

progress rather than revisiting foundational debates. He noted that the framework was not a new policy but an implementation tool under the existing 2023 Contracting Policy.

Trustee Sierra added that while fresh perspectives were valuable, it was important for new members to understand the Committee's prior work and decisions.

The conversation concluded with acknowledgment of shared goals: strengthening workforce pipelines, ensuring accountability of contractors, and balancing fiscal responsibility with equity commitments.

6.D. Pillar Four: Support Community Workforce Development

No formal report was presented; however, members reiterated the importance of community partnerships to strengthen workforce pipelines and expand educational opportunities.

7. PENDING BUSINESS

None at this time.

8. OTHER BUSINESS

None at this time.

9. ACTION ITEMS REVIEW

1. Begin research on alternatives to DEIA language to be presented to DEIA Committee for feedback.
2. Assess current policy/commitments for language changes that need to be modified due to the recent executive order.
3. On 8.27.25 Board meeting agenda, move to defer Commitment to DEIA document and send back to DEIA Committee for revised language.
4. Staff will work on language to determine how does the Park District connect into workforce development efforts in the community and what is its role?
5. Staff will establish a framework for evaluation for contractor companies that have historic relationship with the Park District. What are the metrics that can consistently be tracked on both a quantitative and qualitative basis including good faith effort analysis? This is a compliment to the quantitative chart that the District already provides. Include a history of bidder performance plus anecdotal context, either good or bad.
6. Trustee Sierra will follow up with Secretary Woodworth to provide the Board's overall goal regarding contract evaluation.

10. NEXT MEETING

Tuesday, September 16, 2025 at 10:00 AM

11. ADJOURNMENT

At 11:45 am Sherry Carter-Allen MOVED TO ADJOURN the meeting. Motion seconded by Pastor Hightower and passed by unanimous Aye voice vote of all members present.

Respectfully Submitted by Alicia Woodworth
Executive Assistant and Board Secretary