MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD WEDNESDAY, AUGUST 19, 2026 AT 4:00 PM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL

MEMBERS PRESENT: Trustee and Chair Reagan Leslie Hill, Vice President and Vice Chair Steve Montez (in at 4:07 PM), Executive Director Cahill, Sherry Carter-Allen, Pastor Marvin Hightower, Brooke Sommerville (v), and Jodi Scott
Note: (v) = Attended Virtually

MEMBERS ABSENT: Devon Hawks

TRUSTEES PRESENT: Trustees Reagan Leslie Hill, Alexander Sierra, Ron Silver, Mark Slover, Vice President Steve Montez, and President Robert Johnson (in at 4:07 PM)

STAFF PRESENT: Executive Director Emily Cahill, Becky Fredrickson, Matt Freeman, Karrie Ross, Scott Loftus, Spencer Wilson, Chanel Hargrave-Murry, Tammy Johnson, Jalen Jenkins, Julie Craghead, Attorney Justin Gunn, and Alicia Woodworth

OTHERS PRESENT: Matt Bartolo, Clint Drury, Scott Ruskusky

1. CALL TO ORDER
Trustee Hill presided and called the meeting to order at 4:00 pm.

2. ROLL CALL

3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY
Brooke Sommerville requested to attend the meeting electronically due to work purposes. Sherry Carter-Allen MOVED TO APPROVE Member Brooke Sommerville attend the meeting electronically due to work purposes. Motion seconded by Trustee Hill and passed unanimously on roll call vote.

4. MINUTES
Due to the lack of a majority of a quorum physically present at the July 15, 2026 DEIA Committee meeting, the meeting was not considered a formal meeting and no minutes were presented for approval. Those in attendance continued to discuss agenda items; however, no formal Committee business was conducted.

5. CITIZEN REQUEST TO ADDRESS THE COMMITTEE
None at this time.

6. PROCESS/POLICY UPDATES

6.A. Presentation by Local Union Leaders Regarding Minority Participation Efforts
Executive Director Cahill introduced Matt Bartolo, President of the West Central Illinois Building Trades and Business Manager of Laborers Local 165; Clint Drury, Executive Director of the Building Trades; and Scott Ruskusky, Secretary-Treasurer of Local 165. The representatives discussed their minority participation and workforce development efforts, apprenticeship and training programs, recruitment initiatives, and opportunities to partner with the District on future capital projects. They emphasized the relationship between the

availability of local construction work and the ability to recruit and retain a diverse local workforce.

The representatives discussed Community Workforce Agreements (CWAs) and responsible bidder policies used by other public bodies as mechanisms to increase local workforce participation and connect publicly funded construction projects with apprenticeship and training opportunities. They also discussed partnerships and programs designed to introduce individuals to the construction trades, including Woodruff Career and Technical Center, apprenticeship and pre-apprenticeship programs, and opportunities for adults and individuals reentering the workforce.

Committee discussion included access to the trades for high school students, recruitment and retention of minority workers, workplace culture, opportunities for formerly incarcerated individuals, wage equity, and the importance of creating pathways to family-sustaining employment. The representatives stated that the trades have zero tolerance for discriminatory workplace behavior and described resources available to members experiencing workplace concerns.

The Committee also discussed how CWAs and responsible bidder provisions could relate to specialty contractors. Following discussion, the Committee agreed that staff and legal counsel will review the CWA and responsible bidder language provided by the union representatives, compare it with the District's existing procurement policy, identify areas of overlap and any gaps or differences, and bring the analysis back to the Committee for further discussion.

6.B. Staff Update to Committee Expansion

Executive Director Cahill provided an update on behalf of Director of Equity and Inclusion Brianna Cobb, who was unable to attend the meeting. Brianna Cobb has initiated outreach to Central Illinois Friends, Peoria Proud, and the Peoria Chapter of PFLAG regarding potential LGBTQIA+ representation on the Committee. Staff had not yet received responses to the initial correspondence and will continue outreach and work to establish connections with prospective committee members and community partners.

She also noted that preliminary conversations with prospective representatives will be important to clarify the role and expectations of Committee members and to help ensure meaningful community participation rather than simply filling Committee seats. Staff will continue to update the Committee as outreach progresses.

7. NEW BUSINESS

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

-DREAM^2 Overview/Impact

Jalen Jenkins presented an overview of the DREAM^2 (Drama, Recreation, Education, Arts, Music and Mindfulness) After-School and Summer Program at Proctor Recreation Center. The program serves students in kindergarten through eighth grade at no cost to participants and averages approximately 65 students per week during the eight-week summer program and 60 students per week during the 36-week after-school program. He highlighted partnerships with local schools and community organizations that support educational, recreational and enrichment opportunities for participants.

Julie Craghead reported on the program's academic and literacy outcomes. Proctor campers read nearly 800 books and articles totaling approximately 600,000 words, while DREAM² participants read nearly 1,500 books and articles totaling approximately two million words. An in-house assessment and intervention tool was added to provide each student with a personalized growth track. Among participants attending Peoria Public Schools, staff reported average benchmark growth of 12% in both reading and math and a 90% rollover rate.

Also highlighted were the expanded programming and community engagement, including Fright & Delight, She's Got Game, the return of the Talent Show, a revitalized Pool Party, and the Community Sports Association League. Social media engagement increased significantly, generating more than 405,000 digital touchpoints.

The presentation concluded by highlighting the Martinez and Clayton families as examples of families participating in multiple Proctor programs throughout the year, including camps, athletics, the swim team, Step Team, flag football, community events and other recreational activities. Staff emphasized the importance of creating opportunities for families to remain connected to Proctor through multiple programs and experiences.

Committee members responded favorably to the presentation and expressed appreciation for the work being done by Proctor staff. Committee members specifically recognized the staff's commitment to the children and families they serve and the positive relationships staff have developed with program participants. The Committee commended staff for the quality and impact of the programming and thanked them for their continued efforts.

7.B. Pillar Two: Prioritize a Strong Diverse and Inclusive Workforce

Shalesse Pie presented the July Diversity Report. No additional discussion or action was taken on this item.

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

Spencer Wilson reviewed the Pillar Three construction project dashboard and provided updates on current District construction projects. He also summarized a discussion held earlier that day regarding local pre-apprenticeship and apprenticeship programs. He explained that the next step will be to begin framing a potential pilot program, including identifying the population to be served, appropriate partners, and trade unions that could participate. He noted that the initiative is expected to be largely County-led and that discussion is ongoing regarding whether the program should focus on young people entering the workforce, adults interested in the construction trades, or both.

Sherry Carter-Allen stated that she envisioned the initiative as a two-track effort—one serving young people transitioning from high school and another serving adults seeking to enter the construction trades. She emphasized the importance of establishing measurable outcomes for the pilot and tracking participants beyond initial enrollment to determine whether they ultimately obtain employment providing life-sustaining wages. She noted that this outcome-tracking component had been discussed and agreed upon as part of the pilot.

Trustee Sierra revisited the Committee's previous discussion regarding recurring contractors and the District's procurement policy. He noted that since the policy's inception, recurring contractors have been recognized as an area for future policy consideration. He expressed concern that the District should have a consistent approach for evaluating recurring contractors so that contractors are treated fairly and consistently.

In response, Spencer Wilson reported that based on his review of approximately three years of historical information, contractors performing repeat work for the District generally meet or come close to the District's participation goals, although meeting all four goals can be challenging. He indicated that additional information regarding repeat contractors could be compiled for the Committee.

Executive Director Cahill recommended that the first step be to identify and clearly articulate the District's current administrative process for handling contractors that return through the procurement process. She noted that the review would help determine whether an actual policy gap exists or whether the issue can be addressed through clarification of the administrative process.

8. PENDING BUSINESS

None at this time.

9. OTHER BUSINESS

Trustee Sierra referenced prior email correspondence with Executive Director Cahill and legal counsel concerning issues relevant to the earlier discussion of Community Workforce Agreements and potential future policy considerations. Trustee Sierra indicated that he had forwarded the correspondence to Executive Director Cahill for review and believed it could provide useful context for the Committee's future discussion.

Executive Director Cahill reported that she had contacted Attorney Gunn and Attorney Day to retrieve and revisit the legal recommendations previously provided to the District. She noted that the issue had last been considered approximately a year earlier, around the time Peoria County approved its Community Workforce Agreement. She stated that staff and legal counsel would review the prior recommendations, determine whether anything had changed, and bring the information forward for further consideration.

The Committee also discussed the recent change in the DEIA Committee meeting time to 4:00 p.m. Concerns were expressed by Pastor Hightower that Committee members had not been notified or consulted before the meeting time was changed and that the new time presented scheduling difficulties for some members. Chair Hill explained that the meeting time had been established as part of the broader Board committee scheduling process and acknowledged the concerns raised. Members discussed the advantages and disadvantages of daytime versus late-afternoon meetings, including accessibility for working Committee members and members of the public. Chair Hill agreed to place the Committee meeting schedule on the next agenda for further discussion.

10. ACTION ITEMS REVIEW

1. Community Workforce Agreements/Responsible Bidder Requirements: Staff will work with legal counsel to review the Community Workforce Agreement and responsible bidder concepts discussed and compare them with the District's existing procurement policy to identify areas of overlap, potential gaps, opportunities and challenges. The findings will be brought back to the Committee for further discussion.

2. Recurring Contractors: Staff will review and clearly articulate the District's current administrative process for recurring contractors. Based on that review, staff will determine whether additional administrative procedures or modifications to the District's procurement policy should be considered.

3. Committee Meeting Schedule: The Committee's meeting time will be placed on the next agenda for further discussion.

11. ADJOURNMENT

At 5:20 PM, Jodi Scott MOVED TO ADJOURN the meeting. Motion seconded by Executive Director Cahill and passed by unanimous roll call vote.

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Submitted by Alicia Woodworth
Executive Assistant and Board Secretary