MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD WEDNESDAY, SEPTEMBER 16, 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, Executive Director Cahill, Pastor Marvin Hightower (v), Brooke Sommerville, and Jodi Scott
Note: (v) = Attended Virtually

MEMBERS ABSENT: Vice President Steve Montez and Sherry Carter-Allen

TRUSTEES PRESENT: Trustees Reagan Leslie Hill, Joyce Harant, and President Robert Johnson (in at 4:07 PM)

STAFF PRESENT: Executive Director Emily Cahill, Brianna Cobb, Becky Fredrickson, Karrie Ross, Shalesse Pie, Scott Loftus, Spencer Wilson, Chanel Hargrave-Murry, David Gray, Katie Van Cleve, Willie Howe, Attorney Justin Gunn, and Alicia Woodworth

1. CALL TO ORDER

Trustee Hill presided and called the meeting to order at 4:00 pm.

2. ROLL CALL

Roll call was taken.

3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY

Pastor Hightower requested to attend the meeting electronically due to work purposes. Jodi Scott MOVED TO APPROVE Member Pastor Hightower attend the meeting electronically due to work purposes. Motion seconded by Executive Director Cahill and passed unanimously on roll call vote.

4. MINUTES

4.A. Approval of August 19, 2026 DEIA Committee Meeting Minutes

Executive Director Cahill MOVED TO APPROVE the minutes of the August 19, 2026 DEIA Committee meeting. Motion seconded by Brooke Sommerville and passed unanimously on roll call vote.

5. CITIZEN REQUEST TO ADDRESS THE COMMITTEE

None at this time.

6. PROCESS/POLICY UPDATES

6.A. Community Workforce Agreement Policy Revisions

Executive Director Cahill reviewed the memorandum regarding potential Community Workforce Agreement (CWA) policy revisions. Legal counsel determined that several CWA objectives, including contractor accountability and minority participation, are already addressed in current District policy. Staff recommended a phased, project-specific approach, initially applying CWAs to a limited number of larger projects rather than adopting a low dollar threshold. A $500,000 threshold was discussed as a possible starting point, but no threshold was adopted. Members discussed the variability of District projects, specialized contractors and subcontractors, the continued ability of nonunion and minority contractors to bid, and the importance of measurable workforce development outcomes. Questions

were raised regarding results in other communities, union accountability and apprenticeship opportunities, the City of Peoria's approach, and how to increase the pool of diverse tradespeople rather than reallocating workers among projects. Executive Director Cahill agreed to seek additional information from union representatives and about the City's policy. Staff and legal counsel will develop draft policy language, including potential exceptions and a review process, for committee consideration next month and possible recommendation to the Strategy Committee.

6.B. Committee Meeting Time Discussion

Members discussed whether the current 4:00 PM meeting time limits participation due to work and coaching schedules. Options included morning, lunchtime, and coordinating with the Programming Committee on the third Wednesday of each month. The committee tentatively discussed a 12:30–1:30 PM meeting time, with a firm 1:30 PM ending time to accommodate Pastor Hightower. Executive Director Cahill and Trustee Hill will coordinate with Trustee Sierra regarding the Programming Committee schedule before confirming any change. No formal vote was taken.

7. NEW BUSINESS

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

-Review of Summer Intern Experience/Impact

David Gray reviewed the 2026 summer internship experience, which concluded at the end of July. He described three components: grant-funded interns, participants in the Mayor's internship program, and counselors-in-training. The program included orientation and a code of conduct, weekly schedules and expectations, and professional development in job fairs, résumé writing, references, interview preparation, and mock interviews. Staff discussed working with younger participants, including 14-year-olds, and adapting activities during extreme heat and storms. David reported a successful summer and noted that recruitment for fall internships was underway. Photographs of interns and their activities were shared. Staff commended the program and the employees who hosted interns.

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

Shalesse Pie presented the August 2026 workforce diversity statistics. In response to a question, she explained that the conclusion of summer employment, including camp counselors, lifeguards, and park crews, would affect both workforce totals and potentially the percentages reported in coming months. She emphasized the District's ongoing recruitment and efforts to highlight employees and career opportunities. No action was taken.

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

Staff reviewed the qualifying construction contracts report. Bids had been received for the MLK Park renovation project, which was expected to come before the Board. The basketball court project, IT room relocation, and Proctor Center lift had been awarded, with contractor documentation being collected. No projects were completed during the reporting period, so no final minority participation or expenditure results were reported. Staff also provided updates on the PADEAT workforce development initiative, which was developing a pilot to connect approximately ten high school students and five young adults with trades opportunities, and on planning for the City's spring procurement expo. The PADEAT group anticipated forming subgroups to address participants, support services, union involvement,

and data collection. Members requested more information about the initiative's goals and coordination with existing programs; staff offered to share meeting minutes when available. The District participates in the City procurement expo through its own outreach table.

8. PENDING BUSINESS

None at this time.

9. OTHER BUSINESS

No additional other business was raised.

10. ACTION ITEMS REVIEW

1. Staff will obtain answers from union representatives and information on the City's CWA approach
2. Staff will prepare draft CWA policy language for the next committee meeting
3. Staff will share minutes from the ADEP workforce development meeting when received.

11. ADJOURNMENT

At 4:48 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