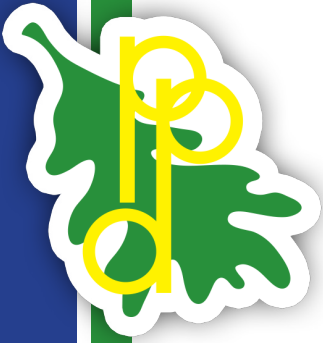




**Peoria Park District
Commitment to
Diversity, Equity, Inclusion,
and Accessibility**



PEORIA PARK DISTRICT'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION AND ACCESIBILITY (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.

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.

Application:

When planning an offering/policy, staff will consider how it might be received/enjoyed by the widest range of residents (accessibility, language, transportation, cost, geography, etc).

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.

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



“Whatever affects one directly, affects all indirectly”

—Martin Luther King Jr.

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 physical or mental disabilities, financial or geographic barriers to participation, and members of minority groups.

Application: When planning an offering/policy, staff will consider how to help residents overcome barriers to participation.

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 provides staff support to ensure that children with special needs enjoy the same programs as children without special needs.

Inclusion

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

Application: When decisions around District offerings and policies are made, staff will consider how diverse stakeholders will be welcomed and encouraged to participate and make their voices heard.

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.”

Application When decisions around District offerings and policies are made, staff will consider how persons with disabilities will be welcomed and encouraged to participate with any relevant barriers reduced or eliminated.

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.

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



This four-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 approach, 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.

Pillar #1

Equitable Access to Parks, Facilities, and Programming:

Strategies

1. The Peoria Park District will strive to provide parks, facilities, and programming geographically close to underrepresented populations.
2. The Peoria Park District will collaborate with community partners whenever possible to provide parks, facilities, and programs where the District does not have its own representation.
3. The Peoria Park District will strive to improve its methods of monitoring and data tracking to improve the effectiveness and relevance of its services.
4. The Peoria Park District will strive to reduce administrative obstacles to community use of Park District parks, facilities, and programs.



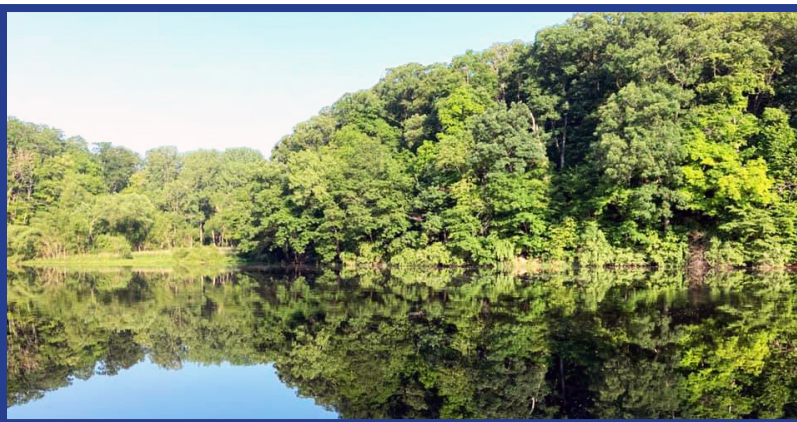
OUR DISTRICT FOCUS

Pillar #2

Focus on the PPD Workforce First.

Strategies

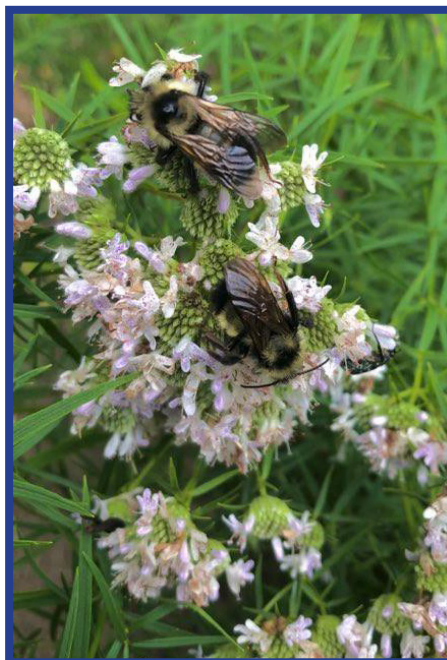
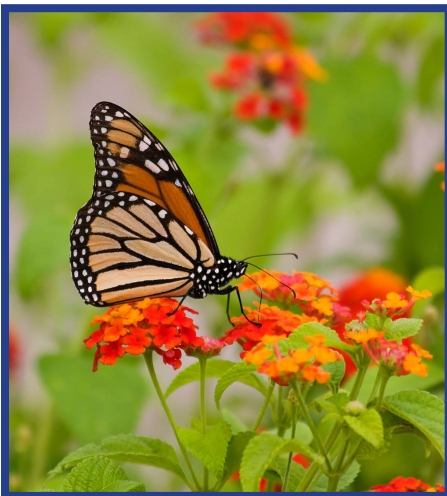
1. The Peoria Park District is an Equal Opportunity Employer and will not discriminate on the basis of race, color, religion, sex, sexual orientation, pregnancy, national origin, citizenship status, age, marital status, disability, military status or unfavorable discharge from the military, protected veteran status, ancestry, or on the basis of any characteristic protected by law as outlined in the Park District's Equal Employment Opportunity Policy.
2. The Peoria Park District will actively work to increase the applicant pool for all District jobs in an attempt to mirror the community it serves.
3. The Peoria Park District will strive to retain, train, and promote minorities, women, and those with disabilities within its workforce.
4. The Peoria Park District will strive to improve methods of monitoring and data tracking to improve the effectiveness of its recruitment and retention efforts targeting underrepresented populations.
5. The Peoria Park District will strive to reduce administrative obstacles to the recruitment and advancement of those who are underrepresented in its workforce.



Pillar #3:
**Actively Promote and Encourage the Diversity, Equity, Inclusiveness
and Accessibility
of PPD-Funded Contractors and Suppliers:**

Strategies

1. The Peoria Park District seeks to encourage maximum participation of minorities, women and those with disabilities on Park District construction, procurement, and maintenance contracts.
2. The Peoria Park District will continue to set participation goals and encourage contractors and staff to track and meet the goals.
3. The Peoria Park District will strive to increase capacity and participation of minority, women, and disabled labor as well as businesses owned by minorities, women, or disabled individuals for Peoria Park District projects.
4. The Peoria Park District will strive to reduce administrative obstacles to increase diversity of Peoria Park District funded contractors and suppliers.



OUR DISTRICT FOCUS

Pillar #4

Support Community Workforce Development.

Strategies

1. The Peoria Park District will seek to increase the community capacity of underrepresented workers through job skills training and adult learning.
2. The Peoria Park District will collaborate with and support community partners engaged in increasing the diversity of our community workforce whenever possible.
3. The Peoria Park District will participate in geographically targeted outreach in underrepresented areas to educate and recruit minority workforce.
4. The Peoria Park District will work with labor unions to support efforts to increase representation of those who are traditionally underrepresented within union ranks.
5. The Peoria Park District will strive to improve methods of monitoring and data tracking to improve the effectiveness of its efforts to increase the diversity of its workforce.
6. The Peoria Park District will strive to reduce administrative obstacles to supporting community workforce development.

