

Joint Commission on Racial Justice and Equity



June 16, 2022

**Inaugural Annual
Meeting
Peoria Civic Center**



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Welcome

- **Mayor Rita Ali,
City of Peoria**
- **Chairman Andrew Rand,
Peoria County Board**

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Opening Remarks

- **Tim Bertschy**
- **Mary Peterson**

**JCRJE Steering
Committee Co-Chairs**

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Organization of Commission



- **Goals**
- **Mission**
- **Vision**

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Speakers

Dr. Walter Milton & Dr. Joel Freeman
Co-Founders & Co-Authors

Black History 365



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Report

- **Charity A. Gunn**
MSW, ICC Racial
Justice & Equity
Coordinator
- **2022 Peoria**
City/County Racial
Disparities Report

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Report

- Purpose
- Approach to assessment of disparities
- Data points (Key Indicators)

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Report

- The median net income for a Black family in Peoria county is less than 50% of that of a White family.
- A Black person in Peoria County is 3.6 times more likely to be incarcerated than a White Peoria County resident.
- Placement of I-74 disrupted the economy in Peoria's Black neighborhoods.
- Black Peorians are twice as likely to die in our healthcare system than White Peorians.

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Child & Youth Development

- Krishan Bedi
- Stephanie Bragg
- Bianca Brown
- Shalandra Burch
- Tonya Fant
- Gigi Gibson, Co-Chair
- Nikole Henry
- Courtney Lee
- Christian Lee
- Charles Miner
- Dearl E. "Skip" Morris
- Dawn Parker-Frakes
- Teri Rainey
- Anni Reinking
- Nikki Romain
- Anupama Uddavolu, Co-Chair
- Ashley Whitlatch

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Child & Youth Development

Work to Date

- **Child & Youth Development Subcommittee divided this category into 4 groups and examined the academic success of students in these categories:**
 - **Birth to 5 years of age**
 - **6 years to 10 years of age**
 - **11 years to 14 years of age**
 - **15 to 18 years of age**
- **Our subcommittee also examined additional factors that could be connected to students' academic success.**

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Child & Youth Development

Key Indicators

- Kindergarten Readiness
- Third Grade Level English Language & Math Proficiency
- Eighth Grade Level English Language & Math Proficiency
- High School Truancy
- Support with attaining education

Our resource is *2020 Heart of Illinois United Way Community Assessment*.

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Child & Youth Development

Key Community Partners (potential community partners/allies)

- Peoria Public School District & The Regional Office of Education
- Daycare programs
- Family homes
- Public Libraries
- After School Programs
- Bradley Summer Reading Program
- Waterford Upstart
- Math Tutoring Centers
- YMCA
- Dream Center
- Neighborhood House
- Boys & Girls Club
- School Counselors
- Urban League
- Carver Center
- Teen Mom programs
- Peoria Proud
- Foster Care Programs.
- ICC
- Employer incentive for higher education

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Economic Development & Jobs Committee

- Shawn Allen
- Erik Christian
- Jonathan Jenkins
- James McCoy
- Nia McFarland-Drye, Co-Chair
- Paula Nachtrieb
- Tom Pelger, Co-Chair
- Ronald Ruffin
- Michael Seghetti
- Chris Setti
- Monica Smith-Wallace
- Jacqueline Watkins
- Marilyn Woods
- Janice Zagardo

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Economic Development & Jobs

Work to Date

- Reviewed and evaluated for our purposes, the King County Equity & Social Justice strategic plan
- Reviewed data from ICC's Workforce Equity Initiative
- Discussed past efforts to address community issues
- Discussed racial equity and justice issues related to jobs and economic development and potential metrics
- Formed sub-groups (jobs and economic development) to gather community input.
- Jobs sub-group met with 14 community-based organizations to understand:
 - Actions taken to help marginalized individuals obtain jobs that pay above a living wage
 - Organizational collaborations
 - How many people worked with each year
 - Successes & Biggest obstacles
 - City & County actions to assist with Phase 2 work

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Economic Development & Jobs

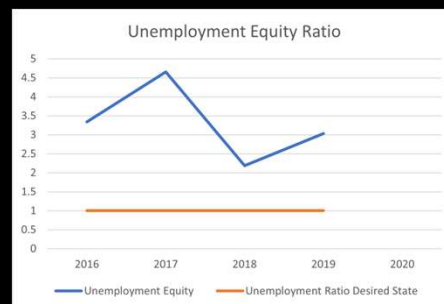
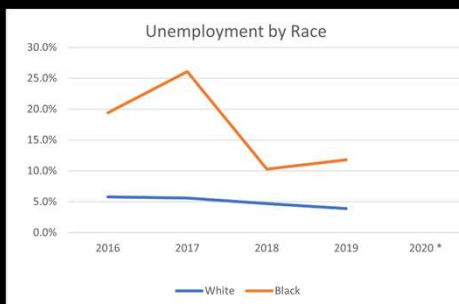
Key Indicators

For top-tier, community dashboard metrics:

- Median Householder Income by Race
- Poverty Rate by Race
- Unemployment Rate by Race

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ECONOMIC DEVELOPMENT & JOBS



Unemployment rates	2016	2017	2018	2019	2020 *
White	5.8%	5.6%	4.7%	3.9%	
Black	19.4%	26.1%	10.3%	11.8%	
source = American Community Survey					
*Note: due to COVID limitations, the 2020 data is not usable. 2021 is expected in Sept 2022					
"Unemployment equity ratio" *	2016	2017	2018	2019	2020
Unemployment Equity	3.34	4.66	2.19	3.03	
Unemployment Ratio Desired State	1.0	1.0	1.0	1.0	
* Black unemployment divided by white unemployment ("Equity" = 1.0)					

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Economic Development & Jobs

Key Community Partners (potential community partner/allies)

- Goodwill Industries
- Tri County Urban League
- Jobs Partnership
- METEC
- House of Hope
- Helping Hands Resource Center
- Neighborhood House
- Jubilee Ministries
- Minority Business Development Center
- Career Link, ICC
- Salvation Army
- United Way
- Greater Peoria Economic Development Council
- City of Peoria
- Black & Hispanic chambers of commerce
- Major Peoria area employers

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Environment & Climate Committee

- Whitney Andal
- Edward Barry
- Sommer Ben-Ezra
- Jason Beverlin
- Camille Coates
- Thomas Drea
- Antwine Freeman
- Joyce Harant
- Dawn Harris Jeffries
- Ryan Hidden, Co-Chair
- Barbara Kaptanian-Ruth
- Ashley Maybanks
- Mark Pendleton
- Barbara Pierce
- Mara Romero
- Jonathan Thomas
- Natasha Thompson-Devine
- Jamila Wilson, Co-Chair
- John Wright

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Environment & Climate

Work to Date

Our research shows that:

- Poor air quality is the most significant environmental health risk in the United States.
- Air pollution is caused by producing electricity, growing food, and driving on roads.
- Black and Hispanic minorities bear a disproportionate burden from air pollution.
- Consumption of goods and services by non-Hispanic whites disproportionately causes air pollution.

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Environment & Climate

Key Indicators

- Outdoor Air Quality
- Safe Indoor Environment
- Cumulative Negative Environmental Impacts
- Diesel School Bus Cabin Emissions
- South End Green Space and Trails
- Water Quality & Water Pipe Replacement
- Urban Interstate & Highway Traffic Pollution

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<h2>Environment & Climate</h2>	<h3>Key Community Partners (potential community partner/allies)</h3> <ul style="list-style-type: none">• City of Peoria & Peoria County• Peoria City/County Health Department• Greater Peoria Economic Development Council• Tri-County Regional Planning Commission• Sierra Club• Central Illinois Health Community Alliance• Peoria NAACP• Illinois EPA• US EPA
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<h2>Health & Human Services Committee</h2>	<ul style="list-style-type: none">• Francesca Armmer, Co-Chair• Tamia Banks• Ethan Carnes• La'Shay Carter• Terry Cassidy• Shacorrah Evans• Mariama Ford• Bernice Gordon-Young• Rachel Hearn• Mike Kennedy• Kamlesh Macwan• Anne Morrow• Shantha Murthy• Nicole Robertson, Co-Chair• Carla Sewell• Jaclyn Shallat• Crystal Slaughter• Barbara Smith• Chris Wade• Linda Wilson
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Health & Human Services

Work to Date

- Monthly meetings convened in July 2021 with only one cancellation due to mandatory covid transition to virtual meetings:
 - OMA guidelines followed
 - 50-85% attendance record
 - Small working groups established in March 2022
- Identification and prioritization of key health disparities
- Brainstorming and discussion sessions for input gathering
- Identified 29 topics/themes, prioritized/ranked by members

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Health & Human Services

Disparities

- Preventive Care
- Access to Care (including follow up care)
 - Landscape assessment of existing resources; geo-mapping; hours of operations
 - Are existing resources accessible to all (not merely geographically available)?
 - Is there appropriate communication to community regarding accessibility?
- Education: Patient and Provider
- Health Literacy
- Trust and Implicit Bias in Health Care System

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Health & Human Services

Key Community Partners (potential community partner/allies)

- Partnership for a Healthy Community- Peoria City/County Health Department
- Healthcare Collaborative

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Health & Human Services

Health Equity Lens Model

RJE H&H and PFHC alignment

Proposed model uses existing resources, data, and strategies/interventions most effectively through collaboration

PFHC

Partnership for Healthy Community

- CHNA, CHIP
- Implementation

RJE H&H

RJE Health & Human Services Subcommittee

- Racial Equity
- Intervention review

HC

Healthcare Collaborative

- Education
- Advocacy
- Alignment

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RJE H&H and PCCHD collaborative model: EQUITY IMPACT REVIEW

1. PCCHD develops interventions and sends to RJE H&H subcommittee for review with racial equity lens
2. RJE H&H reviews interventions and provides feedback using proven Equity Impact Review (EIR) tool (e.g. King Co)
3. PCCHD considers feedback for implementation

RJE H&H contributes recommended criteria by which health partners (e.g. PCCHD) will review interventions PRIOR to implementation.

Through this newly established and innovative layer of review and recommendation, improved outcomes associated with key indicators determined by health partners (PCCHD) will advance racial equity.

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Housing Committee

- Debra Avery, Co-Chair
- Latoya Brown
- Andres Diaz
- Alicia Harris
- Donny Henry
- Adam Hopkins
- Irene Lewis-Wimbley
- Fai Lowe
- Marcus Peoples, Co-Chair
- Shataqua Poindexter
- Jerricka Rencher
- Valerie Timmes
- Krista Wresinski

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Housing

Work to Date

- Our organization
- Defining our initial primary goals
- Team building and information gathering

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Housing

Key Indicators

- Home ownership by race, zip code, census tract or zone
- Renting v. home ownership by race by zip code, census tract or zone
- Low-income residents by zip code, census tract or zone
- Quality of housing by zip code, census tract or zone
- Un-housed population by race, zip code, census tract or zone

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Housing

Key Community Partners (potential community partner/allies)

- **United Way**
- **Peoria Housing Authority**
- **Habitat for Humanity**
- **Phoenix Community Development Services**
- **Neighborhood Housing Services**

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Information & Technology Committee

- Jessica Bastian
- Kim Conner
- Sean Couch
- Sean Garrett
- Thomas Higgins
- Shawn Johnson
- Rodney Lorenz
- Daniel McCloud, Co-Chair
- Jessica McKean
- Sunny Pearson
- Datikka Peebles
- Robert Ramoska
- Jenniger Replogle
- Lisamarie Schultz, Co-Chair
- Brooke Sommerville
- Aishi Tulasaku
- Nyrobi Wheeler

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Information & Technology

Work to Date

As a subcommittee we are examining and identifying racial inequities as they relate to internet and technology access within the City of Peoria and Peoria County.

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Information & Technology

Key Indicators

- Access to Technology
- Lack of Internet in the home
- Speed/Reliability Disparities
- Proficiency
- Investigate ways where deficits in education, training, and familiarity with technology may influence use within our community

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Information & Technology

Key Community Partners (potential community partner/allies)

- Peoria County School Districts & The Regional Office of Education
- City of Peoria/Peoria County Government
- Internet Providers (Xfinity, AT&T, i3 Broadband, T-Mobile 5G Home Internet, Rocket Communications)
- Greater Peoria Economic Development Council
- Urban League
- Goodwill Industries

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Justice System Committee

- LaVetta Aguilera, Co-Chair
- Peter Barclay
- Donna Crowder
- Emily Gill
- M. Catherine Godhigh
- Barb Katz
- Jennifer Keffler
- Jennifer Morris
- Marcola Owens
- Derrick Parker, Co-Chair
- Rebecca Runyon
- Jennifer Welch-Farrell

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Justice System

Work to Date

- Discussion of initial work topics
 - Arrest policies to incarceration
 - Re-introduction into society
 - Juvenile Justice
 - Sentencing laws and policies
- Determining the topics to be addressed

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Justice System

Key Indicators

Creation of Three Sub-teams

Three Sub-teams are working on the following key subject matter indicators:

- Causes of violence
- Bail & Incarceration
- Juvenile Justice

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Justice System

Key Community Partners (potential community partners/allies)

- Peoria Police Department
- Juvenile Detention Center
- Peoria County Sheriffs Office
- Peoria County State's Attorney's Office
- Peoria County Circuit Court
- Prairie State Legal Services
- Peoria City/County Health Department
- Local Social Service Agencies & Affiliates
- Area Hospitals
- Peoria Public Schools & The Regional Office of Education
- Rehabilitation/ Re-entry Community Organizations
- Justice Equity & Opportunity Initiative

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Transportation & Mobility Committee

- Antwuan Banks
- Kennedy Banks
- Jamie Bell
- Aaron Chess
- Gloria Clark
- Daniel Elliott
- Tina Foley
- George Ghareeb
- Latareus Horton
- Lorene King
- Peter Kobak
- Catherine Lawless
- Brinda Mehta
- Ronald Rasberry, Co-Chair
- Anshuman Reddy
- Ursula Towne, Co-Chair
- Douglas Troop
- Fred Young, Jr

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Transportation & Mobility

Work to Date

- Recognizing that transportation is a key factor in accessing education, employment and services that allows all our residents to fulfill their potential
- Understanding that our region's prosperity is dependent upon the ability of workers and freight to move throughout the region

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<p>Transportation & Mobility</p>	<p>Key Indicators</p> <ul style="list-style-type: none"> • Proximity to Public Transportation • Safety • Affordability
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<p>Transportation & Mobility</p>	<p>Key Community Partners (potential community partners/allies)</p> <ul style="list-style-type: none"> • Greater Peoria Mass Transit District: CityLink/CityLift • Tri-County Regional Planning Commission • Peoria Economic Development Council • Peoria Area Chamber of Commerce • Illinois Central College • Illinois Pupil Transportation Advisory Committee • Central Illinois Agency on Aging
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Steering Committee

- Brandy Bryant
- Timothy Bertschy, Co-Chair
- Angela Bolden
- Charles Brown
- Mary Chapai
- Robert Dunigan
- Raeann Garza Whitby
- Angela Green
- Joshua Gunn
- Julia Issa-Ghantous
- Jim Johnson
- Micah Lavender
- Chuck Mitchell
- Mike Murphy
- Rasheedah Na'Allah
- Pam Orear
- Mary Peterson, Co-Chair
- Abrain Robinson
- Jonathan Wright
- Bradley Wright-Hulett
- Angela Young

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Steering Committee

Work to Date

- Organized Sub-Committees
- Established organizational policies
- Created working relationship with City and County & City DEI officer
- Determined our JCRJE work plan
- Met with Sub-Committee Co-Chairs as a group
- Followed Sub-Committee progress and met individually with Co-Chairs
- Developed program descriptions
- Established relationship with GARE (Government Alliance on Race and Equity)
- Contacted other cities/counties with racial justice program
- Evaluated efforts of other cities/counties and their application here
- Considered format of website and dashboard and begin creation
- Vetted and approved REIA ordinances
- Hired PT intern and worked on multiple intern option for next year
- Prepared for annual meeting
- Began preparations for written annual report

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Steering Committee

Next Steps

- Completion of Key Indicator stage of work plan
- Broader public outreach (with end of COVID restrictions)
 - Community meetings
 - Involvement of community allies
- Completion of initial strategic plan
- Launch of a public dashboard and website for JCRJE

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Racial Equity Indicator Assessment Ordinance (REIA)

Racial Equity Indicator Assessment Ordinance (REIA)

- What is a REIA ordinance?
- Do other cities or counties have REIA ordinances?
- Does the City or County have experience with such an ordinance?
- To what local governments would it apply?
- What are the next steps?

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Closing Remarks

- **Mary Peterson**
- **Tim Bertschy**

**JCRJE Steering Committee
Co-Chairs**

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Join us!

- **Child & Youth Development**
- **Economic Development & Jobs**
- **Environment & Climate**
- **Health & Human Services**
- **Housing**
- **Information & Technology**
- **Justice System**
- **Transportation & Mobility**



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Thank You

- **Mayor Rita Ali**
- **Chairman Andrew Rand**
- **Commissioners**
- **City of Peoria & Peoria County Staff**
- **Kate Stahl**
- **Community Partners**
- **Stakeholders**