



DEI Committee - Minutes

January 30, 2024

Members Present: Haile Sims, Emily Cramer, Carrie Paulette, Harold Morales

Others Present: Jan Faidley (Councilmember) Jennifer Jones-Lacy (staff)

Members Absent: Rogina Moore

A. Elect a Chair, Vice Chair

- Discussion was held regarding the committee chair. Tabled the conversation until the end of the meeting.

B. Dual Language Program @ SMSD

- Carrie Paulette explained that Shawnee Mission School District is hosting a Thought Exchange to gather priorities for their strategic plan. The Dual Language Shawnee Mission grassroots group is reaching out to request people explain the necessities of a dual language or world languages as a Special program (in elementary school). Jennifer said she would share with the City PIO and get it on social media.

<https://tejoin.com/scroll/219107980>

C. Revisit Goals & Mission Statement for 2024

- Mission Statement Draft: The Roeland Park DEI Committee is committed to intentionally assessing city initiatives with the goal of creating an equitable, inclusive, and safe community and to empowering the diverse voices of Roeland Park's residents and visitors through community engagement.
- Goals:
 1. Assess city council initiatives with an equity lens
 2. Open (or keep open) lines of communication with each section of Roeland Park's community about needs, concerns, feedback, and city initiatives.
- The group discussed the goals and what that meant and how to achieve them. There were questions about what has been done. The group discussed the matrix for grading capital improvements programs and how that would be a good item for the DEI Committee to review. Staff plans to review the next CIP for the 2025 budget and will assess a score, the DEI Committee can then review those scores and see if they agree or have any recommendations.
- Secondly, the group plans to look at each section of the City code as staff reviews them and apply an equity lens. Jennifer will bring those to the committee as they come before they go to City Council. In addition, she will share all of the pending council items so they are aware of issues that will come before City Council and state what they believe is important to weigh in on.
- Jan stated that she is presenting to the Racial Equity in Communities (REIC) group about what Roeland Park has completed in the DEI space since its participation in the pilot REIC program in 2021. She mentioned that the City had some technical support hours through participating in that program and she asked if we had any left that we could tap into to assist with our equity lens process.
- Carrie Paulette made a motion to accept the mission statement and goals above. Seconded by Emily Cramer. All in favor, motion passed.

D. Electing a chair

- The group went back to the conversation on electing a chair. Harold Morales and Carrie Paulette said they would be co-chairs. A motion was made by Haile Sims, seconded by Emily Cramer. All ayes, the motion passed.

E. Adjournment

- Haile made a motion to adjourn the meeting, seconded by Emily Cramer, all ayes. The motion passed. The meeting adjourned at 8:35 p.m.

F. Next meeting: February 27 @ 7 p.m.