



September 24, 2024 RP DEI Committee Agenda

Members Present: Emily, Carrie, Jeff, Roginia, Haile, Harold

Other Present:

Members Absent: Jennifer

- Follow up from last month's business - Emily motions, Harold seconds
 - Approve [August minutes](#)
- [City/Council Updates and Follow-up](#)- read August sections. Time for questions.-
September notes left on the 2024 running feedback doc.
 - How do we make sure businesses are aware of the Crown Act?
- Council September Updates and update process
 - Johnson County DEI Committee Update (Haile) - presentation on 11/7 to commission about the committee's work; anti-racism resolution is on hold until Dec/first of year
- Reappointment: Please email Kelley Nielson at knielsen@roelandpark.org to be reappointed for 2025. - [Check your email](#), you have until the end of the year to reappoint.

Goal 2: Open lines of communication with each section of Roeland Park's community:

- Reminder to add items to the [Comms Google Doc](#) - Crown Act celebration

Goal 1: Assess city council initiatives with an equity lens

- [City Code Chapter 7 \(Fire Code- Fireworks only\)](#)- feedback added to running doc
- Property Tax Rebate & Neighbors Helping Neighbors Grant Eligibility: [Background info](#)- feedback added to running doc
- [Week without Driving](#): (Sept 30-Oct 6th)- ask committee & community members to share how they participated in this week- share quotes & pictures back in next round of comms (Roeland Park city facebook)
- [Council DEI Rubric survey results](#)
 - Rubric for council/staff- encourage use for council/staff so DEI Committee doesn't have to review more dense material; workshop rubric/questions with council feedback
 - Worksheet for feedback from DEI to council/staff- limit to 2-3 questions total; incorporate into new agenda software
- Collaboration with other committees
 - Art- 1st Wednesday 6:00pm
 - Sustainability- 1st Thursday 6:15pm - Harold
 - Aquatics Center- 2nd Tuesday 6:00pm- Roginia

- Parks- 2nd Wednesday 6:00pm- **Emily**
- Historical- 4th Thursday 6:00pm-
- [Welcoming America](#)- certification process- **hold until next meeting**

Committee Feedback/Mid-Year Check-In

- General feedback
- Recruitment

Upcoming Events:

- [Reconciliation Services Hike](#): October 5th 10:00am
- RP DEI Training: October 9 and 10th 10:00-12:00. Email Kelley Nielson to participate.
- [Prairie Village Voting Town Hall](#) October 10th 6:00pm
- UCS Racial Equity Roundtable: [How Social Identities Influence Your Biases](#) on October 23, 1-3pm
- UCS Racial Equity Roundtable: [How to Create a Culture of Inclusion](#) on November 19, 1-3pm
- Welcoming Cities Lunch & Learn- Jennifer

Next Steps

- All:
 - Share October comms topic in shared doc
 - Reach out to your visiting committee about joining their next meeting
- Jennifer- share emails of other committee leaders (art, sustainability, aquatics, parks, historical) with RP DEI committee members who are joining those meetings
- Emily- create RP DEI 1-pager for Trunk or Treat
- Carrie:
 - Provide talking points for visiting other committee meetings
 - Attend Trunk or Treat for committee on 10/26
- Roginia- attend Trunk or Treat for committee on 10/26

Next Meeting: October 29, 2024

Future Items

- Access to Banking
- ADU as rentals
- Collaboration with PV and Mission DEI Committee

Racial Equity Guiding Questions

- **Disproportionate Impact:**
 - Has input from people most affected been sought?
 - Is it possible some groups would be more negatively affected than others?

- Is it possible that some groups benefit more than others?
- Is that necessary and/or in line with goals? If not, could this be minimized?
- **Equity in language:**
 - Does the policy/practice make normative/stereotypical assumptions?
 - What types of words are used to describe individuals/groups identified in the policy/practice?
 - Is there language that includes or excludes communities that have been historically minoritized? (Ex. “She/He” > “They”)
- **How will this action affect/serve people and places that are:**
 - Low-income (consider: renters, shift work schedules, limited transportation)
 - Communities of color
 - Limited-English speaking
 - People of varying abilities (mobility, vision/hearing impairment)
 - People with marginalized faith traditions

Committee Feedback

City Code Chapter 7, Article 4

- Cultural/religious celebrations that use fireworks- could people apply for a permit to use them on a day other than the 4th? (e.g. Diwali)

Property Tax Rebates Eligibility

- Neighbors Helping Neighbors
 - Add call out for vendors in city comms - “preferred vendor” of the city
 - Handyman vs general contractors & the need for permits
 - Biggest obstacle is finding people to do the work at these price points for these projects
- Property Tax Rebates
 - Is it an awareness issue? Is the application accessible (language, electronic, etc.)? Is it an eligibility issue?
 - Raise the income requirements.
 - Decrease barriers to ease of use (translating application)
 - Continue to communicate these services (e.g. we've only used 17k of the 30k budgeted!) & message the positive impact of these programs. Consider messaging through Neighbors for a Better Roeland Park.
 - DEI Committee to consider tables with info on these programs.

Add “hardship clause” (e.g. loss of spouse, surgery, hard time, etc.) or open ended question for people to expand on what they’re going through at this time to use these grants

DEI Rubric for Council

- Limit to 2-3 questions
- Add into new agenda software & training on it
- Answer questions BEFORE meeting