



September 24, 2024 RP DEI Committee Agenda

Members Present:

Other Present:

Members Absent:

- Follow up from last month's business
 - Approve [August minutes](#)
- [City/Council Updates and Follow-up](#)- read August sections. Time for questions.
- Council September Updates and update process
 - Johnson County DEI Committee Update (Haile)
- Reappointment: Please email Kelley Nielson at knielsen@roelandpark.org to be reappointed for 2025.

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

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

Goal 1: Assess city council initiatives with an equity lens

- Park signs?
- [City Code Chapter 7 \(Fire Code- Fireworks only\)](#)
- Property Tax Rebate & Neighbors Helping Neighbors Grant Eligibility: [Background info](#)
- [Week without Driving](#): (Sept 30-Oct 6th)
- [Council DEI Rubric survey results](#)
 - Rubric for council/staff
 - Worksheet for feedback from DEI to council/staff
- Collaboration with other committees
 - Art- 1st Wednesday 6:00pm
 - Sustainability- 1st Thursday 6:15pm
 - Aquatics Center- 2nd Tuesday 6:00pm
 - Parks- 2nd Wednesday 6:00pm
 - Historical- 4th Thursday 6:00pm
- [Welcoming America](#)- certification process

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

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

Park Signs

Property Tax Rebates Eligibility

DEI Rubric for Council