



October 29, 2024 RP DEI Committee Agenda

Members Present:

Other Present:

Members Absent:

- Follow up from last month's business
 - Approve [September minutes](#)
- [City/Council Updates and Follow-up](#)- read September sections. Time for questions.
 - Nall Park Master Plan
 - Fireworks Chapter 5 Code
- Updates from last month
 - Johnson County DEI Committee Update (Haile)
 - Trunk or Treat
 - Welcoming Cities Lunch & Learn
 - RP DEI Training: Implicit Bias debrief
 - Oct Council Meeting Update
- Reappointment: Please email Kelley Nielson at knielsen@roelandpark.org to be reappointed for 2025.
- November/December meeting dates: (December (3rd) or 10th), social?

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

- Reminder to add items to the [Comms Google Doc](#) for November social media, Dec/Jan Roeland Parker (due Nov 4th)

Goal 1: Assess city council initiatives with an equity lens

- Tree Ordinance Funding
- Historical Committee Land Acknowledgement
- [City Code Chapter 8 Articles 1-6](#)
- [Council Equity Questions](#)
 - Rubric for council/staff- 2 questions
- [Ruby Bridges Walk to School Day](#)
- Collaboration with other committees (updates)
 - Art- Carrie
 - Sustainability- Harold
 - Aquatics Center- Reginia
 - Parks- Emily
 - Historical- already done

Committee Feedback Review

Suggestions:

- meet with DEI committees from other cities
- more community involvement
- shorter meetings (1 or 1.5 hours max)

Keep/Things people like:

- Crown Act was a win!
- Like reviewing city initiatives because it feels impactful and increases knowledge about city code
- like narrow goals for added clarity and ability to maintain them
- like pre-meeting email to be able to prep for meeting
- like the shared google drive for easy access
- like increased asynchronous communication

Upcoming Events:

- UCS Racial Equity Roundtable: [How to Create a Culture of Inclusion](#) on November 19, 1-3pm

Next Steps

Next Meeting: November 2024

Future Items

- Access to Banking
- ADU as rentals
- Collaboration with PV and Mission DEI Committee
- [Welcoming America](#)- certification process

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

DEI Questions for Council

Land Acknowledgement