



December 10, 2024 RP DEI Committee Agenda

Members Present: Carrie Paulette, Harold Morales, Roginia Moore, Emily Cramer, Jennifer Jones Lacy, Jeff Stocks

Guests Present: none

Members Absent: Haile Sims

- *Co-Chair Carrie Paulette called the meeting to order.*
- Donations for Roseland families
 - *Donations brought were collected by Jennifer to take to City Hall. Members encouraged to drop any additional canned goods or warm weather items off at RP City Hall until about December 18th.*
- Follow up from last month's business
 - Approve [October minutes](#)
 - *Roginia motioned to approve minutes, and Emily seconded. All were in favor.*
- [City/Council Updates and Follow-up](#)- read October sections. Time for questions.
 - Land Acknowledgement
 - City Code Chapter 8, Articles 1-6
 - Tree Ordinance
 - *The first application for tree removal has been received by the city, although the application will not officially open until December 16th.*
 - DEI Council Questions
- Reappointment: Please email Kelley Nielson at knielsen@roelandpark.org to be reappointed for 2025.
 - *All current members had already submitted their reappointment email and intend to continue on the committee in 2025.*

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

- Reminder to add items to the [Comms Google Doc](#) for December & January social media, Feb/March Roeland Parker
- *Roeland Parker deadline is first week of January.*
- *Discussed ideas for Martin Luther King "Day of Service" opportunities, Black History Month and Women's History month.*

Goal 1: Assess city council initiatives with an equity lens

- [City Code Chapter 8 Articles 7-12](#) and [Chapter 9](#) (see below)
- [Council Equity Questions](#) next steps (see below)
- Collaboration with other committees (updates)
 - Art- Carrie

- *Met with Art Committee in October. Art Committee is working on Master Art Plan and thought that collaboration with DEI Committee may be good idea within that process. Other ideas discussed included translating their public materials to Spanish, using heritage months as times to seek out artists of different background, developing criteria/questions to help guide who they select as artists for RP gallery and shows.*
- Sustainability- Harold
 - *Will attend meeting in January*
- Aquatics Center- Roginia
 - *Will attend meeting in January*
- Parks- Emily
 - *Emily attended in October- they have a large committee. They didn't have any questions at this time.*
 - *Idea for future collaboration: Story Walks at R or Nall Park with book from library, DEI committee could help pick out book.*
- [Goal Setting/Ideas for 2025](#): Members gave written feedback on Goals and Roles for next year with the following results
 - *1st Priority: Needs Investigation*
 - *2nd Priority: Immigration & Collaboration with other cities*
 - *3rd Priority: Trans rights*
 - *4th Priority: Native American Reconciliation*
 - *Interest in Roles for 2025:*
 - *Chair: Carrie*
 - *Communications: Emily*
 - *Notetaker: Emily*
 - *Recruitment: Harold, Roginia*
 - *Boulevard Apartment Liaison: Roginia*

Upcoming Events:

Next Steps

- Jennifer will ask City Administrator about adding the equity questions to agenda software, as well as adding DEI Committee update to future council meeting for chairs to give update.
- Jennifer will ask about Carrie presenting at Department Head Meeting to provide background about Equity Questions for staff use.
- Harold will connect with Sustainability Committee to attend meeting in 2025.
- Roginia will connect with Aquatics Center Committee to attend meeting in 2025.
- Carrie will pass on input from AIRR about City Code Chapter 8 Article 12

Next Meeting: January 28, 2025

Future Items

- See 2025 priorities

- ADUs as rentals

Committee Feedback

City Code Chapter 8 Articles 7-12

- Sec. 8-704. Public Officer; Procedures. b) Any person found by the public officer to be in violation of section 8-703 shall be served a notice of such violation. The notice shall be served by certified mail --
translation provided for these?
- Sec. 8-705. Failure to Comply; Penalty. – *Drop imprisonment language*
- Sec. 8-905. Abatement of Nuisance; Procedure. The City Clerk shall issue a notice to the owner, occupant or agent by certified mail, return receipt requested, or by personal service to cut, trim or destroy such weeds, grass, shrubs or trees. – *Translation provided for these?*
- Sec. 8-907. Violation; Penalty.- *Recommend to remove imprisonment as penalty*
- **Sec. 8-1202. Finances and City Services.** Collect immigration-related information in the provision of City services. *Does citizenship status come up with background checks for various permits? If so, what happens with that information and can lack of legal status result in denial of permit?*
- **Sec. 8-1203. Department Practices.** (1) Members of RPPD shall comply with the department's internal "Immigration Violations" policy and any other department policies applicable to immigration or immigrants. *What is "Immigration Violations" policy? Do the police have ways to translate their services when interacting with individuals who don't speak English?*
- *Roeland Park Municipal Court. 4) The City shall provide reference to a repository listing immigration attorneys that such defendants may contact, when appropriate. Does the city have a good list of attorneys, is this something that is needed? (Can ask local orgs for recs)*
- *Will run this language by AIRR (Advocates for Immigrant Rights and Reconciliation and pass on their suggestions as well.*

City Code Chapter 9

- *Pronoun updates only.*

Council Equity Questions

- *Jennifer will run these new questions by City Administrator to approve adding them to the software. Chairs could present the new questions to Council during their next update.*
- *Could these also be added as something staff fills out- Carrie would be interested in presenting to staff at the Department Heads Meeting to share about the background and intent of the questions. Jennifer will ask Keith about this possibility.*

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