



January 28, 2025 RP DEI Committee Agenda

Members Present:

Guests Present:

Members Absent:

- Follow up from last month's business
 - Approve [December minutes](#)
- [City/Council Updates and Follow-up](#)- read December sections (below). Time for questions.
 - City Code Chapters 8 7-12 (*update committee*) & Chapter 9
 - Council equity questions
- New roles (from last month's input):
 - Chair: Carrie
 - Communications: Emily
 - Notetaker: Emily
 - Recruitment: Harold, Reginia
 - Boulevard Apartment Liaison: Reginia

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

- Reminder to add items to the [Comms Google Doc](#) for February social media/email

Goal 1: Assess city council initiatives with an equity lens

- [Police Immigration Violations Procedures](#)- guest RPPD Chief Cory Honas
 - [Resource](#)
- [City Code Chapter 10](#)- Police
- Goals for 2025 (results from last month's input):
 - 1st Priority: Needs Investigation (abilities/accommodation needs, language, religions, holidays)
 - School partnership- Roseland (christyalbertson@smsd.org) and Rushton
 - City/census data
 - 2nd Priority: Immigrant rights
 - 2nd Collaboration with other cities' DEI committees
 - Objectives
 - Cities with committees: PV, Mission, Leawood?, Joco
 - Cities with staff person: Olathe, Lawrence, KCMO, OP
 - 3rd Priority: Trans rights (for future)
 - 4th Priority: Native American Reconciliation (for future)
- [Council Equity Questions](#) next steps
- Sidewalk clearing- community assistance program ideas, ideas from Olathe
- Budget objectives- due March 3rd

- Collaboration with other committees (updates)
 - Sustainability- Harold
 - Aquatics Center- Reginia

Next Steps

Next Meeting: February 25, 2025

Upcoming Events:

Future Items

- ADU as rentals
- Trans rights
- Native American reconciliation
- Collaboration with other cities' DEI committees
- Criminal history as protected class
- Bike Ped Network Plan- Feb
- Strategic Plan

Committee Feedback

<u>City Code Chapter 10</u>
<u>Policy Immigration Violations</u>

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