



## February 25, 2025 RP DEI Committee Agenda

### Members Present:

### Guests Present:

- Grace Suh- Sustainability Committee
- Prairie Village Diversity Committee: Karen Heath, Ron Nelson

### Members Absent: (Harold virtual)

- Follow up from last month's business
  - Approve [January minutes](#)
- [City/Council Updates and Follow-up](#)- read January sections. Time for questions.
- New roles (from last month's input):
  - New Council Liaison: Kate Raglow
  - Recruitment: Harold, Roginia
  - Boulevard Apartment Liaison: Roginia
  - Haile?

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

- Reminder to add items to the [Comms Google Doc](#) for:
  - March social media/email
  - April/May Roeland Parker

### Goal 1: Assess city council initiatives with an equity lens

- Collaboration with Prairie Village Diversity Committee
- Monarch Refuge Project- Sustainability Committee project
- DEI city updates- any concerns about DEI initiatives/language in city
- Sidewalk clearing update
- Needs Investigation: Roesland Info
  - Census data and other next steps?
- Immigrant rights
- Budget objectives- due March 3rd
- 3rd floor space
- [City Code Chapter 11](#)

### Next Steps

**Next Meeting: March 25, 2025**

### Upcoming Events:

### Future Items

- ADU as rentals
- Trans rights

- Native American reconciliation
- Criminal history as protected class
- Strategic Plan
- Bike Ped Network Plan
- Capitol Projects DEI Scoring
- Other cities: Mission, Joco, KCMO, Lawrence

### Committee Feedback

<u>City Code Chapter11</u>
<u>3rd Floor Space</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