



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

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