



March 18, 2025 RP DEI Committee Agenda

Members Present:

Guests Present:

Members Absent:

- Follow up from last month's business
 - Approve [February Minutes](#)
- [City/Council Updates and Follow-up](#)- Code Chapter 10 updated
- Joey Carley- new RP Management Analyst
- Code of Ethics Agreement

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

- Reminder to add items to the [Comms Google Doc](#) for:
 - April social media/email- Arab American Heritage Month

Goal 1: Assess city council initiatives with an equity lens

- Updates
 - Monarch Refuge Project updates- [budget objective](#) submitted
 - Sidewalk clearing update
 - Strategic Plan Ad Hoc Committee- beginning in spring
- [City Code Chapter 11](#)- April council meeting
- Proclamations- highlight event, organization, business, artist
- Needs Investigation:
 - Roesland Info- added to questions
 - Census data and other next steps- Joey could help?
 - Languages
 - abilities/accommodation needs
 - Demographics: Socio-economic status, citizenship, race, age, gender ID
 - Housing types: Rent vs. own
- Immigrant rights- Project RISE Roundtable Updates
 - March 26th 10:00am
- [City Code Chapter 12](#)
- Johnson County DEI Committee collaboration
- 3rd floor space ideas
- Recruitment ideas- New Roots Church
- Prairie Village Collaboration: Hispanic Heritage Month collaboration

Volunteers Needed

- Roeland Park 75th Anniversary Committee- [fill out application online to join](#)
- Prairie Village Collaboration: Hispanic Heritage Month collaboration

- Project RISE Roundtable Presentation- Know Your Rights, Immigration - email Carrie if you can help
 - March 26th 10:00am

Next Steps

Next Meeting: April 29 2025

Future Items

- Public Art Master Plan
- Chapter 12- May 5th
- 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 (**Spanish, Punjabi**)
 - People of varying abilities (mobility, vision/hearing impairment, varying levels of communication, on Autism spectrum)
 - People with marginalized faith traditions (Jewish, Muslim, Jehovah's Witness)