



March 18, 2025 RP DEI Committee Minutes

Members Present: Carrie Paulette, Emily Cramer, Kate Raglow, Jennifer Jones-Lacy, Haile Sims

Guests Present: Joey Carley,

Members Absent: Rogina Moore, Harold Morales

- Follow up from last month's business
 - Approve [February Minutes](#) Emily made a motion to approve, seconded by Haile Sims, all in favor, motion carried.
- [City/Council Updates and Follow-up](#)- Code Chapter 10 updated, the committee reviewed the changes in Chapter 10 where Carrie said she wished they would have changed the language regarding housing/detaining prisoners. Jennifer said that that standard is set in police policy.
- Joey Carley- new RP Management Analyst, Joey introduced himself to the committee and said he's here to help.
- 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
 - Spotlight local events & businesses in KC for Arab American heritage month

Goal 1: Assess city council initiatives with an equity lens

- Updates
 - Nall Park Ribbon Cutting: April 25th
 - Land Acknowledgement location discussion in process (Historical Committee)
 - Monarch Refuge Project updates- [budget objective](#) submitted - Carrie reviewed the DEI piece of the project and the link between migration from immigrants and butterflies. DEI will help with translation, work with the library, and develop a story walk. Kate explained that the objective went through a first round of approvals. Votes will take place in August-September for the 2026 project.
 - Sidewalk clearing update - Carrie provided an update from Khal and said that the Winter Warriors program is still working and that they have five volunteers and they all want to stay on the list. Haile asked how difficult it would be to transition it to a spring type project. Jennifer said that the Neighbor's Helping Neighbors program is designed for volunteers and the Tree Preservation fund also provides support for tree trimming and maintenance for all city residents. Kate provided the details of the Tree Fund and stated that the goal is to help people maintain

their trees. Committee is supportive of idea of continued help for clearing overgrown brush on sidewalks and other yardwork help.

- Strategic Plan Ad Hoc Committee- beginning in spring, Carrie mentioned that she will serve as the liaison for DEI.
- Jennifer mentioned the Public Art Master Plan and Carrie suggested Curtis and Miel would be good people to chat to about that. There will be opportunities for DEI to give input throughout the creation of the Public Art Master Plan. A consultant has been hired.
- [City Code Chapter 11](#)- April council meeting - see notes below
- Proclamations- highlight event, organization, business, artist - Carrie said maybe getting some more context to the proclamations such as inviting someone or showcasing an event associated with these proclamations. Jennifer and Kate explained the process and stating that having DEI help find recipients or
 - Haile gave an example of how Chairman Kelly came to an event to read the proclamation and include a call to action where you do an organization, event then action.
 - Jennifer said she would get a calendar of standing proclamations.
- Needs Investigation:
 - Roesland Info- Carrie said that 24% of Roesland's population is ELL, 40% were free and reduced lunch. Added info from conversation to committee's guiding questions
 - Census data and other next steps- could Joey help with this information and/or provide a demographic overview of RP based on city and census data already collected:
 - Languages
 - abilities/accommodation needs
 - Demographics: Socio-economic status, citizenship, race, age, gender ID
 - Housing types: Rent vs. own
 - Jennifer said she would send this to Joey to get a little demographic info of RP.
- Immigrant rights- Project RISE Roundtable Updates
 - March 26th 10:00am, City Hall Conference Room
 - Carrie said she would do it if there is a zoom. Haile said that he will move things be here. Jennifer will need to set up a zoom. Carrie will send over slides and materials to print
- [City Code Chapter 12](#)- not discussed
- Johnson County DEI Committee collaboration- Carrie asked Haile the best way to collaborate with the JOCO committee. Haile said their meetings are really packed but he may be able to get someone from the committee to attend the RP committee.
 - Haile shared that Joco DEI Committee is currently working on trying to get voting materials translated to Spanish.
- 3rd floor space ideas - additional storage, working space, coworking space for residents, workout equipment for staff
- Recruitment ideas- New Roots Church -revisit next meeting
- Prairie Village Collaboration: Hispanic Heritage Month collaboration - no updates

Volunteers Needed

- Roeland Park 75th Anniversary Committee- [fill out application online to join](#), Harold has volunteered
- Prairie Village Collaboration: Hispanic Heritage Month collaboration
- Project RISE Roundtable Presentation- Know Your Rights, Immigration
 - March 26th 10:00am, City Hall Conference Room
 - Haile planning to attend, Carrie will zoom in

Haile moves to adjourn, Emily seconds

Next Steps

- Jennifer will check with Chief Honas about outstanding Chapter 11 questions
- Jennifer will ask about calendar of proclamations
- Jennifer will connect with Joey about demographic data investigation
- Carrie will create and send materials for RISE Roundtable, including Joey for printing purposes. Jennifer will set up zoom link
- Haile will attend March 26th RISE Roundtable, Carrie will attend via zoom.
- Haile will ask Joco DEI Committee about collaboration/attending a meeting

Next Meeting: April 29 2025

Future Items

- Chapter 12- May 5th
- Joco DEI Committee- May?
- PV Hispanic Heritage Month event
- Public Art Master Plan input
- ADU as rentals
- Trans rights
- Native American reconciliation
- Criminal history as protected class
- Strategic Plan updates
- Bike Ped Network Plan
- Capitol Projects DEI Scoring
- Other cities: Mission, Joco, KCMO, Lawrence

Committee Feedback

City Code Chapter11

- 10.4(d): before they give guns back to an owner, do they check to ensure there aren't DV, mental health, or other violence issues with the person.

- 11.101.2(a) strike military exception for tobacco use
- Harold asked what the penalty was for placing literature on parked cars, Jennifer said it would be a general ordinance violation.
- 11-204. Harold said he wishes criminal littering would be enforced by the police and if the city could do an educational campaign
- 11.3. Haile had some questions about marijuana decriminalization and the effects of having it in the city code, as opposed to just relying on the state law. Also, why only marijuana and not other drugs are listed- concerns if this targets marijuana users more, when it is legal in other parts of the metro and not as dangerous as other drugs (ie. fentanyl)
- 11.4 Carrie asked that DEI be kept up to date on any changes to conversion therapy per state law changes.
- 11-401(d) Question about whether there is a way to protect from conversion therapy when provided does not receive compensation

3rd Floor Space

City Proclamations

Committee would like to try to reach out to organizations, businesses, individuals to spotlight along with proclamations at City Council. Goal: give them a platform to share about their work or event in the meeting and on RP social media.

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)