



## April 29, 2025 RP DEI Committee Agenda

**Members Present:**

**Guests Present:**

**Members Absent:**

- Follow up from last month's business
  - Approve March minutes
- [City/Council Updates and Follow-up](#)- Code Chapter 11
- May meeting date? (Memorial Day week)

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

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

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

- Updates:
  - Joco DEI Committee Updates
  - 75th Anniversary Committee
- [City Code Chapter 12](#)
- Needs Investigation: Joey
  - **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,
  - Presentation on [RISE website](#)
  - Follow up with Aldi, Lowes, Walmart, Price Chopper
- [Proclamations](#)- highlight event, organization, business, artist
  - Additions to calendar?
  - Priorities in organizations/businesses
  - Begin identifying organizations/events to highlight/invite
  - June- Pride, LGBTQ Chamber of Commerce
- Johnson County DEI Committee collaboration
- Recruitment ideas- New Roots Church

**Next Steps**

**Next Meeting: May 27th, 2025**

### **Future Items**

- Cost of Living Analysis (Joey)- May
- Citizen survey
- Prairie Village Collaboration: Hispanic Heritage Month collaboration
- Public Art Master Plan
- ADU as rentals
- Trans rights
- Native American reconciliation
- Criminal history as protected class
- Bike Ped Network Plan
- Capitol Projects DEI Scoring
- Other cities: Mission, Joco, KCMO, Lawrence

### **Roeland Park Businesses Contact**

<b>Lowe's Home Centers, LLC #2588</b>	Matt Malott, Manager 4960 Roe Boulevard, Roeland Park, KS 66205 <a href="mailto:matthew.malott@store.lowes.com">matthew.malott@store.lowes.com</a> 816.500.8945 - 913.261.1040
<b>Aldi Inc.</b>	Nick Buckley - Manager; Kaila Brown - Ast Manager 4801 Roe Blvd, Roeland Park, KS 66205 913.426.8028 No email available
<b>Walmart</b>	Jason Weaver ( on leave) 5150 Roe Boulevard, Roeland Park, KS 66205 <a href="mailto:jdww00cj.s02490.us@wal-mart.com">jdww00cj.s02490.us@wal-mart.com</a> Cell - 479.258.6036
<b>Walmart Roeland Park</b>	Iris Robinson - HR Director - key contact now <a href="mailto:imr000f.s02490.us@wal-mart.com">imr000f.s02490.us@wal-mart.com</a> 913-236-8898

### **Committee Feedback**

<b><u>City Code Chapter 12</u></b>
<ul style="list-style-type: none"><li>• </li></ul>
<b><u>Proclamations</u></b>
<ul style="list-style-type: none"><li>• <b>February</b> Black History Month</li></ul>

- **March** Women's History
- **April** Arbor Day, National Crime Victims' Rights
- **May** Bike Month, Municipal Clerks Week, National Police Week, Public Works Week
- **June** Pride Month, Elder Abuse Awareness Day, National Gun Violence Awareness Day
- **August** National Fentanyl Prevention and Awareness Day
- **September** National Suicide Awareness and Prevention Week, Hispanic Heritage Month
- **October** Bullying Prevention Month
- **November** National Native American Heritage

### 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)