



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

Lowe's Home Centers, LLC #2588	Matt Malott, Manager 4960 Roe Boulevard, Roeland Park, KS 66205 matthew.malott@store.lowes.com 816.500.8945 - 913.261.1040
Aldi Inc.	Nick Buckley - Manager; Kaila Brown - Ast Manager 4801 Roe Blvd, Roeland Park, KS 66205 913.426.8028 No email available
Walmart	Jason Weaver (on leave) 5150 Roe Boulevard, Roeland Park, KS 66205 jdw00cj.s02490.us@wal-mart.com Cell - 479.258.6036
Walmart Roeland Park	Iris Robinson - HR Director - key contact now imr000f.s02490.us@wal-mart.com 913-236-8898

Committee Feedback

City Code Chapter 12

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Proclamations

- **February Black History Month**

- **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)