



## May 27, 2025 RP DEI Committee Minutes

**Members Present:** Carrie Paulette, Harold Morales, Emily Cramer, Kate Raglow

**Guests Present:** Courtney Leibman

**Staff Present:** Jennifer Jones-Lacy

**Members Absent:** Rogina Moore, Haile Sims

- Follow up from last month's business
  - Approve [April minutes](#), Emily Cramer made a motion to approve the minutes, seconded by Kate Raglow, all in favor, minutes approved.
- [City/Council Updates and Follow-up](#)- Code Chapter 12
  - Jennifer said that Ch. 12 was reviewed by Parks Committee and it will go to Council on 6/2. She said she would update the tracking list when it was approved.

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

- Reminder to add items to the [Comms Google Doc](#) for:
  - June email newsletter and social media – Jennifer indicated that she included some LGBT local businesses in the newsletter article for June.

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

- [City Code Chapter 13](#)- Street and Sidewalks- Articles 3, 5, and 9 – Carrie
  - 13-301: Carrie asked if Neighbors Helping Neighbors could assist those in need with overhanging trees; and Jennifer answered that it would for those who meet income guidelines.
  - Committee wanted Sustainability to review Article 5 and 9 of Ch. 13.
  - Jennifer said she would review the tree section too and look at updates based on how it's been applied.
  - 13-903: (a)(1) change "school aged to older adults" to all ages.
  - 13-903 (2): Carrie asked about including auditory signals for crosswalks as part of the complete streets policy.
  - Carrie asked about public transit.
- [Proclamations](#)- highlight event, organization, business, artist
  - Additions to calendar?
    - The group decided to focus on the months and not the days.
    - The group developed a calendar of proclamations to promote; Carrie asked who we should prioritize to invite to accept the proclamation. Kate said one group accepting per proclamation is ideal and giving that group a platform to share their information. Emily suggested trying to get new groups to accept each year. Trying to get organizations that have a RP

connection and someone that has something they want to share to the RP community. Jennifer shared that the group needs to be vetted so that they are legitimate and that they understand their time restrictions for comments.

- Pride Proclamation will be accepted by Equality Kansas; Juneteenth Proclamation – AAGJC
- Discussed who should be invited to accept a proclamation for Disability Pride Month and decided on The Whole Person and extending an invitation.
- Priorities in organizations/businesses
- June- Juneteenth, Pride, LGBTQ Chamber of Commerce
- July
- Cultural/family celebrations- tabling at summer events
  - Summer concerts (June 28th, July 19th, August 23rd, September 13th) – Courtney said she would liaison with NBRP to see if they would be willing to host DEI. DEI is trying to collect the cultural and familial celebrations in the lives of Roeland Parkers. This would be a request to be under the pavilion. Kate suggested having a pop-up tent if we can't get under the pavilion. Jennifer said the City could loan one.
  - Questions + format: We would use post-it notes with contact info for follow-up and this could inform the 75<sup>th</sup> Anniversary Committee as well as target messaging.
    - Harold said he would work on some questions to ask people to gain feedback for the collection process.
- Updates:
  - 75th Anniversary Committee- Harold – Getting more documents with deadlines. They wanted to know what DEI could help contribute.
  - Strategic Planning Committee update- Carrie provided an update on the first meeting.
  - Historical Committee update- They selected the shorter version of the historical sign for the 75<sup>th</sup> Anniversary.
- Immigrant rights
  - Update on meetings with Aldi, Lowes, Walmart, Price Chopper: Carrie and Harold provided the “Know Your Rights” information and they were fairly receptive. Lowes, Walmart, and Price Chopper are always looking for ways to give back or volunteer.
  - Certified Welcoming- Welcoming Joco share out: Carrie said the Mayor wants the City to get involved and Jennifer will join the meeting with the reps for Certified Welcoming and the Mayor.
  - Action planning with AIRR- Accompaniment for municipal court?

## **Next Steps**

**Next Meeting: June 24, 2025**

Emily made a motion to approve, seconded by Kate. All in favor – adjourned at 8:38.

#### Future Items

- Joey- cost of living analysis + RP demographic data- June
- Prairie Village Collaboration: Hispanic Heritage Month collaboration (Sept)
- ADU as rentals
- Trans rights
- Native American reconciliation
- Criminal history as protected class
- Capitol Projects DEI Scoring
- Other cities: Mission, Joco, KCMO, Lawrence

#### Committee Feedback

<u>City Code Chapter 13</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)