



June 24, 2025 RP DEI Committee Minutes

Members Present: Carrie Paulette, Harold Morales, Emily Cramer, Cmbr. Kate Raglow, Haile Sims, Kourtney Liebman

Guests Present: Joey Carley, Mgmt Analyst; Melinda Hartle - resident

Members Absent: Rogina Moore

- Follow up from last month's business
 - Approve [May minutes](#) - Emily made a motion to approve the May minutes, seconded by Harold. Minutes approved.
- [City/Council Updates and Follow-up](#)- Code Chapter 12 & 13 - The comments for chapter 12 are in the google doc and chapter 13 will be discussed by Council in August, also sent to Sustainability Committee.

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

- Reminder to add items to the [Comms Google Doc](#) for:
 - July email newsletter and social media
 - August/September Roeland Parker - Carrie shared information about including Hispanic Heritage month, which is in Sept.

Goal 1: Assess city council initiatives with an equity lens

- Joey- cost of living analysis + RP demographic data - Joey provided some analysis of Roeland Park's census data relevant to the committee, including poverty, educational rates, language usage, race, citizenship, etc. and household makeups. Carrie asked if we could ask about more granular language use on the citizen survey and Kate said we need to be careful on the number of questions asked. 4.6% are non-citizens. Joey made the caveat that many of these numbers may have changed, and that women in RP make \$0.79/on every dollar compared to men. 94% of the population is insured and 23% of that group is insured by government funded insurance.
 - [Written Summary](#)
 - [Slides Summary](#)
 - [Raw Data](#)
- Joey also gave an overview of the Cost of Living Analysis and a primer for what that will entail. He plans to present it to the City Council on July 7th and will share.
- [Proclamations](#)- July Disability Pride Month -
 - [Disability Pride Month Proclamation](#) Carrie asked for review of the proclamation. The committee added several recommendations to the proclamation.
 - Recipient- The Whole Person - They will send a representative to accept the proclamation - Carrie asked that we tag the Whole Person in the social post and include a the blurb about what's happening. They will be at the meeting on July 7th.

- Historical Committee Signs -
 - Meeting Thursday June 26th 6:00
 - Kate shared some of the Council thoughts regarding the 75th Anniversary sign and that the council would like to broaden the scope of the language and include more celebratory language.
 - There will be four historical signs posted around the City: The Roe Family, Charles Vauter and the founding of RP, Original Environment, and 75th Anniversary.
 - The Historical Committee will workshop the language at their meeting on June 26th and DEI members, Carrie said she would like for the sign to include something about the inclusivity of Roeland Park in modern day, particularly if the racial covenant component is removed. A sign regarding the founding of Roeland Park should reference white residents since that's who was able to live here.
 - If the historical committee wants DEI committee's feedback on the proposed language they can email it and we can send it out and get back on that. Kate will provide an update to the committee.
- Cultural/family celebrations- tabling at summer events - Kourtney shared feedback from the NBRP and said that they were concerned about
 - Concert tabling sign up:
 - August 23rd - Harold and Carrie
 - September 13th - Emily and Jennifer Carrie
 - Next meeting discuss: questions, format, materials needed, Recruitment efforts, incentives
- Updates:
 - Joco DEI Committee Updates- Haile - Next meeting is in August. Primary projects are working with Erin Winn to provide input on the legislative priorities for JOCO, Community Engagement Committee came up with a flier to share what the committee is all about. The JOCO Coalition is up for collaborating but they are still gaining momentum and getting started.
 - Some of the goals are: legalizing marijuana, voting access/ballot language access, affordable housing, expanding access to rural broadband, funding for increased public transit, crown act, amending KS Act against discrimination to include sexual orientation and gender identity, fully funding public education, updating body cam footage laws - if it's part of an investigation it's not released to the public. Cities do have the ability to release footage after an investigation is done, free city programming/day care, repealing ban on same sex couples adoption, and other unenforceable laws, in addition to other goals.
 - Haile said that the Welcoming Johnson County certification process might be something that we could get involved in, but right now there's nothing the JOCO Coalition is ready to partner on.
 - 75th Anniversary Committee- Harold
 - Joey sent an email to all committees regarding the invite for committees to participate in the citywide celebrations, which will be a year-long

process starting in January and culminating in Roe Fest in the summer. Each committee should have a project that can be incorporated into the process. He provided some examples. They wanted proposals submitted by August 30th.

- Harold had an idea of interviewing residents, with some questions that Harold started drafting where we talk to those who have lived in the city for a long time, new residents, immigrants and creating video interviews.

- [Draft Proposal](#)

- Strategic Planning Committee update- Carrie ([Survey](#))
 - Carrie shared an update on the last committee meeting about the question regarding rank on a scale of 1 - 5 your perception of the city's support for diverse populations. Emily said she thinks it's better to keep that question broad.
 - Immigrant rights
 - Certified Welcoming- Welcoming Joco share out
 - Action planning with AIRR
 - Recruitment ideas- Roots Church

Haile shared the AAJC's Birthday Bash Gala which is this Sat 6/28 at Interurban Arts House. Melinda suggested a focus group to bring people to the table and Carrie suggested having that coincide with Harold's idea.

Motion to adjourn was made by Emily, seconded by Haile. Meeting adjourned at 8:44 p.m.

Next Steps

- All- share Comms for July email/social media and August/September Roeland Parker in the Comms Google Doc
- Joey will share Cost of Living presentation when it's finished
- Carrie will share proclamation with Kelley Nielsen and Mayor
- Carrie will share the Whole Person's content for social media/email posts about the proclamation with Katie Garcia to use this content about proclamation.
- All- invited to attend Historical Committee meeting on Thursday June 26th (Kate will attend at 6:30). Kate will share updated language from that meeting, and share committee's general input for the signs.
- Mark your calendars to table at the Concert in the Park:
 - August 23rd: Carrie and Harold
 - September 13th: Emily, Jennifer, and Carrie
- Haile will talk with Chair of Joco DEI Committee about an introduction with RP
- All- review Harold's proposal for 75th Anniversary project and brainstorm additional ideas

Next Meeting: July 29, 2025

Future Items

- 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

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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, ambulatory, self-care, and independent living difficulty)
 - People with marginalized faith traditions (Jewish, Muslim, Jehovah's Witness)
 - Individuals without citizenship status
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