



## RP DEI Committee Agenda

July 29, 2025

**Members Present:** Carrie, Harold, Emily, Kourtney, Kate

**Guests Present:** Lilian Valdez Shipp (Prairie Village Diversity Committee)

**Members Absent:** Haile, Roginia

- Guest presenter: Lilian Valdez Shipp, from Prairie Village Diversity Committee, Prairie Village Hispanic Heritage Celebration
  - 9/20 at Harmon Park, folklorico dancing, mariachi, food, pinata
  - Lilian will share fliers/info so we can support with September Comms
- Follow up from last month's business
  - Approve [June Minutes](#)
    - Approved- 1st by Emily, 2nd by Kourtney
- [City/Council Updates and Follow-up](#)- Code Chapter 13- not yet updated, Carrie will ask Jennifer to provide updates on the document

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

- Reminder to add items to the [Comms Google Doc](#) for:
  - August social media/email
    - Round up of donations for school supply drives / where families can get school supplies

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

- Cultural/family celebrations- tabling at summer events
  - Concert tabling sign up: [Confirmed dates for Carrie, Harold & Emily](#)
    - August 23rd - Carrie, Harold
    - September 13th - Carrie, Jennifer, Emily
    - Haile- absent
  - Questions + format
    - Format: Butcher paper with questions at top, people can answer directly on paper with markers (potentially sticky notes for anyone that wants to take away & bring back)
    - Questions:
      - 1. What holidays/rituals do you celebrate? (provide examples)
      - 2. What makes Roeland Park feel like home to you?
        - Could use a foundation for 75th Anniversary- leads into more long form answer or interview session
      - 3. What's one step the city could take to be more inclusive?
  - Recruitment

- Print-outs about committee & recruitment info (follow RP social media/email to keep up to date)
  - Sign-up sheet for follow-up: checkbox for recruitment, willing to share reflections for 75th Anniversary, want to stay informed/receive DEI communications
- Incentives
  - Candy bowl
  - Raffle for a gift card - Cafe Corazon - \$25 per event
    - Get a ticket entered for every answer + Additional tickets for signing up
- Materials, set-up (Jennifer will help with tent reservation)
  - Carrie will work with Jennifer on materials & tables
  - Emily will make a sign/poster- Big DEI Committee, Raffle sign
  - Tent, Table
  - Tshirts for volunteers
  - Recruitment print outs
  - Posters with questions
  - Markers
  - Tickets + bowl
  - Pens
  - Sign up sheet
  - Gift cards
  - Post-it notes
  - Tape
  - Candy
  - clipboard
- 75th Anniversary Project Proposal
  - Collect reflections from diverse group of RPerS- could choose format of written response, send in a video, or interview
  - Compile into: video/word cloud- could be shown at final event (on loop near entrance or part of a welcome) or on website
    - If written response- option for resident to submit a picture
  - Do we open up to people who work in RP?- Roesland Staff
  - Harold will work on questions & send to Carrie to create poll for members to respond to before August meeting
- Proclamations- September Hispanic Heritage Month
  - September 1st or 15th meeting?
    - Note: First meeting in September will be on Tuesday, 9/2
    - Ask Mayor Poppa which day he'd prefer
  - Proclamation Review- linked is 2024 RP Hispanic Heritage Month Proclamation
    - Carrie will work on verbiage & share- updates include:
      - Use "Latino" instead of "Hispanic"- better represents the community, Hispanic emphasizes ties to Spain and colonization
      - Add info about RP population who ID's as Latino

- Add paragraph about the diversity of Latino community, including AfroLatinos, indigenous, residents of all statuses, immigrants and those who lived on this land before it became the US
    - Action steps that RP takes to make safe and welcoming
    - New draft with updates [here](#)
  - Recipient Ideas
    - Group will send suggestions for next meeting
  - Feedback from July- not discussed
- [Historical Committee sign updates](#)- DEI unable to join Historical Committee on July 24th to discuss sign but shared their updated version. Committee appreciated that the new sign both shared Roeland Park's history of exclusion and celebrates its progress.
- [City Code Chapter 14](#) not discussed
- [Cost of Living Analysis](#) not discussed
- [Strategic Planning Demographic Report](#) not discussed
- Updates:
  - Joco DEI Committee Updates- introduction? Didn't meet in July, no update
  - Strategic Planning Committee update not discussed
- Recruitment ideas- Roots Church

**Adjourned 8:36pm: 1st by Harold, 2nd by Emily**

**Next Meeting: August 26, 2025**

#### **Next Steps:**

- Jennifer- update [Follow Up doc](#) for Chapter 13
- Emily will update Comms for August
- Tabling dates:
  - August 23rd - Carrie, Harold
  - September 13th - Carrie, Jennifer, Emily
- Tabling Prep:
  - Carrie will get materials
  - Emily will help with signs
- Harold will create poll with 75<sup>th</sup> Anniversary questions for committee to rank before next meeting
- All- please review updated proclamation and send your approval.
- Carrie will send proclamation to Mayor Poppa for approval
- All- send suggestions for recipients of Latino Heritage Month proclamation
- Carrie will invite recipient for Latino Heritage Month proclamation (pending approval)
- Lilian from PV will share Hispanic Heritage Celebration info so we can share it in Sept comms

#### **Future Items**

- Climate Action Plan- MARC- Climate Action KC (goal of net 0 by 2050)

- Welcoming KC/Welcoming Joco
- 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**


### **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