



## August 26, 2025 RP DEI Committee Agenda

**Members Present:**

**Guests Present:**

**Members Absent:**

- Follow up from last month's business
  - Approve [July Minutes](#)
- [City/Council Updates and Follow-up](#)- Code Chapter 13
- Goal 2:** Open lines of communication with each section of Roeland Park's community:
  - Reminder to add items to the [Comms Google Doc](#) for:
    - September social media/email; Oct/Nov Roeland Parker
- Goal 1:** Assess city council initiatives with an equity lens
  - PV Hispanic Heritage Festival, Sept 20th- reminder and comms
  - Concert tabling
    - Updates/follow up from August
    - Plans for September
  - [75th Anniversary Project Proposal](#)
    - Proposal finalized
    - [Poll](#) about questions
    - Connect with Strategic Planning focus groups?
  - [Proclamations](#)-
    - Sept- updated proclamation (edits from Mayor), El Centro confirmed
    - October is [Bullying Prevention Month](#)
      - Recipient ideas: Roesland Elementary Social Worker or Principal
  - [City Code Chapter 14](#)
  - [Cost of Living Analysis](#)
  - [Strategic Planning Demographic Report](#)
  - Roots Church: Boarding School Remembrance Day- Sept 24th
  - Immigrant rights- RP community response
  - Updates:
    - Welcoming KC
    - Joco DEI Committee Updates- Oct 10 meet and greet
    - Strategic Planning Committee update (Sept 20th Open House & Sept Roundtable at meeting)
  - Upcoming Events:
    - August 23rd: R Park Concert (tabling)
    - September 13th: Fiesta Roeland Park (tabling)
    - September 20th: Strategic Planning Open House- Community Center

- September 24th: Boarding School Day of Remembrance- Roots Church
- October 10th 4:00-6:00pm: Joco DEI Committee Meet & Greet

**Next Meeting: September 30th, 2025**

**Next Steps:**

**Future Items**

- Sept- Strategic Planning Roundtable (30-40 min)
- Climate Action Plan- MARC- Climate Action KC (goal of net 0 by 2050)
- Welcoming KC/Welcoming Joco
- 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