



September 30, 2025 RP DEI Committee Meeting Minutes

Members Present: Carrie Paulette, Harold Morales, Kourtney Liebman, Kate Raglow, Emily Kramer

Guests Present: Michelle Rossie, Kate Bender, Ruanda McFerran

Members Absent: Haile Sims, Rogina Moore

Kate Bender and Ruanda McFerran introduced the Strategic Plan and Parks Master Plan process and all of the engagement that they have taken. They are meeting with all of the city's standing committees to gain feedback on the plan. They asked several questions about the City and Parks and Recreation.

- Follow up from last month's business
 - Approve [August Minutes](#) - Motion by Emily, seconded by Harold. August minutes are 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:
 - October social media/email

Goal 1: Assess city council initiatives with an equity lens

- Concert tabling
 - [Updates/follow up from](#) September
 - [Community feedback](#)- Carrie shared the feedback and asked about what the next steps should be and what we should do with this information. She said neighbors made the city feel like home as well as parks. She also shared what holidays folks celebrate and how they do so.
 - Michelle found out about this group through the concert events!
 - Carrie will share the feedback with Strategic Planning
 - Kate said translation and accessibility of communications. Emily said we could definitely weave some of these items (ex. Ethnic grocery store items in RP) city comms.
 - Michelle suggested adding these things to the RP website. Carrie asked if we could incorporate some of the themes of these add'l holidays into the City's existing seasonal events - Tree Lighting, Trunk or Treat and Egg Hunt. Harold suggested partnering with another org to bring some of these items to reality.
 - Carrie said she followed up with all of those who signed up.
- [Proclamations](#)-
 - October update- Roeland Student Council accept the bullying awareness and prevention month proclamation

- [Native American Heritage Month](#) -Carrie explained that she used the Kansas Association for Native American Education land acknowledgement guidance as a template for what to include. Melissa asked if “Native” was the preferred term. Carrie said that often it’s very individualized. The group reviewed and provided feedback. Carrie suggested replacing the first two paragraphs with the land acknowledge sign language. Carrie is going to edit and send out for further review. Suggested asking Sharice Davids but also the Kansas City Indian Center.
- [City Code Chapter 14](#)- new e-traffic section (page 1) - Carrie asked if there was any feedback. She suggested that Sustainability look at it. She suggested having light or reflective gear.
- [City Code Chapter 16](#)- Articles 1, 3, 5 (pages 1-23)
- Immigrant rights-
 - Response plan for city facilities update - Jennifer reviewed and will email out the draft policy.
 - Community canvassing
- Language Access- interpreters - Carrie suggested supporting this initiative.
- Updates:
 - Joco DEI Committee Updates- Oct 10 4:00-6:00 meet and greet at Shawnee Missions Park - Carrie plans to go and asked if anyone wanted to attend as well.

Next Meeting: October 28, 2025

Emily made a motion to adjourn, seconded by Harold. Meeting adjourned at 8:45 p.m.

Next Steps:

Future Items

- Chapter 16- Articles 7-16
- 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

<u>Chapter 14- emobility</u>
<u>Chapter 16</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, ambulatory, self-care, and independent living difficulty)
 - People with marginalized faith traditions (Jewish, Muslim, Jehovah's Witness)
 - Individuals without citizenship status