



## October 28, 2025 RP DEI Committee Agenda

### Members Present:

### Guests Present:

### Members Absent:

- Approve [September minutes](#)
- November meeting date- Thanksgiving week (Nov 18th or December 9th)
- Reappointments- email Kelley Nielson ([knielsen@roelandpark.org](mailto:knielsen@roelandpark.org))
- [City/Council Updates and Follow-up](#)- Ch 14

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

- Reminder to add items to the [Comms Google Doc](#) for:
  - Dec/Jan Roeland Parker
  - Nov social media/email

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

- Joco DEI Coalition collaboration
- [City Code Chapter 16](#)- Articles 1, 3, 5, 7
- Immigrant rights-
  - [Response plan for city facilities](#)
  - Language Access- interpreters for election day, targeted advertising
- [Proclamations- Native American Heritage Month](#) updates (recipient)
- [Historical Committee Signs](#)
- Updates:
  - Sharing concert tabling community input with council/staff- November 3rd
  - Joco DEI Coalition Updates
  - 75th Anniversary Committee
  - [Strategic Planning Committee](#)

**Next Meeting: November 25, 2025?**

### Next Steps:

#### Future Items

- Chapter 16- Articles 8-16
- 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**

<b><u>City Immigration Enforcement Response Plan</u></b>
<b><u>Chapter 16</u></b>

### **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