



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)
- [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

<u>City Immigration Enforcement Response Plan</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