



# Racial Equity Ad Hoc Committee Minutes

9/30/20 7:00 PM  
Virtual via  
GoToMeeting

## Committee Members:

Mike Kelly, Mayor - present	Michael Rebne, Council Representative -present
Ben Dickens, Council Representative - present	Michael Calvovich – absent
Kathleen Olvera – absent	Suzie Mears – absent
Michael Poppa -present	Kate Raglow -present
Michael Ryan – present	Carrie Paulette -present
Xavier Comeau -present	Dennis Way -absent
Haile Sims -present	Josey Shaw –present
Stephanie Iser -present	Bambi Leesberg -present
Others Present: Jennifer Jones-Lacy, Asst. City Administrator	

## AGENDA ITEMS

### A. Introductions

### B. Background on Creation of the Committee

1. Share Budget Objective on initial proposal and Resolution
2. Ad Hoc Explanation
3. Purpose – Provide guidance to the Governing Body on Racial Equity Policies
4. Historical References

Mayor Kelly and Councilmember Rebne shared information on the creation of the committee and the historical references and contextual videos that were shared via email prior to the committee meeting.

### C. Define the Challenges Regarding Racial Equity in RP:

1. Mayor Kelly asked how we define the challenges of racial equity in RP. M. Rebne suggested having more diverse City leadership. Ben Dickens said getting community trust in our PD is important. While Council knows the PD, not everyone does. Xavier said we need to define proper terminology for African Americans and discuss the history of how we got here. Carrie said we should ask the community what they think the challenges are. Stephanie wants to discuss the role the City has in culture and setting a positive example so we can make it clear that we will not tolerate racism in our community. Haile Sims asked what we need to do to make RP more open, the Government has shown that it's very open so how do we address the lack of openness with our residents? Education and outreach is a challenge, Getting people to understand the concept of white privilege when they don't understand that lived experience of other races. How can we make everyone feel comfortable in our City? It's important to have a community that is safe for everyone, even those with different opinions.
2. M. Rebne wanted to keep the focus on racial equity in this committee.

### D. Goals for the Committee -Goals should be measurable

1. More education and outreach from the City. Perhaps training for staff and elected.
2. Create more community engagement activities that involve our Police Department and build on that.
3. Review if there are any obstacles for minority-owned businesses to open in RP and look into ways that we could encourage/increase minority-owned businesses in the City
4. Make sure other RP committees are aware of this committee and that we perhaps start there with any racial equity training or efforts
5. Do a policy review/lit review of what other cities are doing with racial equity.

### E. Select a Chair & Co-Chair:

1. M. Poppa nominated Haile Sims as Chair. Haile accepted the nomination and was voted in as Chair.
2. Kate Raglow volunteered as Vice Chair, she was voted in.

### F. Determine Future Monthly Meeting Schedule - Will send a doodle poll to get a consistent time each month to meet regularly. Next meeting date TBD.

### G. Adjourn

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**NEXT REGULAR MEETING:** Date: TBD    Time: TBD    Location: Virtual

## Budget Objective

### Quarterly Diversity and Racial Equity Assessment

1.

Justification: Beginning with the passage of the NDO, which added protections in Roeland Park for LGBTQ-identified folks, we have established a commitment to diversity. The Diversity Proclamation, approved later, also reinforces our commitment to embracing and enhancing the diversity of our city.

The fourth paragraph of the Proclamation states: *“Roeland Park aspires to embrace a multi-cultural future and strives to be a model for other suburbs to emulate”*. That said, it is not always clear what actions contribute to building a more diverse or “multi-cultural” community. Additionally, diversity applies to gender, sexual orientation, age, and social class among other identities. Embracing all our residents’ identities is essential, but given our community was established to be racially segregated, it is also essential that we keep racial diversity in front of us. This is a way we can attempt to repair the harm caused by racial segregation, a legacy that continues even without explicit legal enforcement today. This gives us a chance to undo its ugly consequences and strengthen our community.

In fact, Roeland Park as a city is not only segregated from other more racially diverse municipalities, we are also a city segregated by race and income within our city boundaries. We cannot confront the more distant phenomenon without confronting the local one.

I am recommending discussion on this racial equity assessment for both substance and frequency. In my thinking now, holding these quarterly would not create an undue burden on our responsibilities to complete other tasks, but would not be so infrequent as to render it irrelevant or simply a celebration of accomplishments.

I am suggesting we establish an ad-hoc committee of elected officials and residents to collaborate with staff to compile a list of ongoing community projects. This list would then be matched up to a rubric personalized to Roeland Park and our racial equity goals. We would then decide if our actions have had a positive impact and demonstrate that we are either “embracing a multi-cultural future” or if these actions were not effective in furthering diversity and should therefore make some adjustments. The ad-hoc committee would report on the performance semi-annually.

Similar to the way we regularly check in on our progress toward the strategic plan, or the way we all have accountability measures in our careers, I envision this as clarifying a dimension of that accountability that we already feel responsibility for in other areas. Using these regularly scheduled assessments we can start to quantify our impact and ultimately create the future we want for all in our community.

I would like this to be placed on a workshop agenda as discussion so that together we can flesh out the details of this in a way we feel like we can all participate. The links below are to help illustrate my intention broadly, though it’s understood we would want to make an assessment that fits for Roeland Park. Incidentally, King County, whose equity assessment is featured below, is also one of the researched resources for our proposed parental leave policy.

<https://www.stpaul.gov/departments/planning-economic-development/racial-equity-metrics>

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

<https://kingcounty.gov/elected/executive/equity-social-justice/strategic-plan/equity-strategic-plan.aspx>

[https://library.municode.com/ks/roeland\\_park/codes/code\\_of\\_ordinances?nodeId=CHVBULIRE\\_ART12PRDIEMHOPUAC](https://library.municode.com/ks/roeland_park/codes/code_of_ordinances?nodeId=CHVBULIRE_ART12PRDIEMHOPUAC)

<https://statisticalatlas.com/place/Kansas/Roeland-Park/Race-and-Ethnicity>

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