



Racial Equity Ad Hoc Committee Minutes

10/28/20 7:00 PM
Virtual via
GoToMeeting

Committee Members:

Mike Kelly, Mayor - present	Michael Rebne, Council Representative -present
Ben Dickens, Council Representative -absent	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 – absent	Bambi Leseberg – present
Staff: Jennifer Jones-Lacy -present	Curtis Herrera – guest, present

AGENDA ITEMS

A. Approval of Minutes from the 9/30 meeting – Mayor Kelly made a motion to approve the minutes, second by Mike Ryan, all Ayes, motion carried.

B. Review of Goals as stated at the 9/30 meeting – Haile asked if these goals were still appropriate for this group and if this is what we want to focus on. These goals would formulate the questions in the survey as well.

Kate stated that these goals should be essentially the same as the last meeting. The group reviewed the goals and suggested combining some of the goals that were similar.

Carrie discussed the possibility of adding a goal to make sure that residents and visitors feel comfortable in Roeland Park and not feel as though they are being targeted or profiled by other residents or otherwise.

Kate asked Haile to provide an overview of the Police Policy Review Committee to discuss possible crossover.

Haile said there’s a parallel but that police policy and the potential for racial profiling in that context it is being discussed by the other committee.

Carrie asked if we wanted a goal regarding dialogue or training with community members regarding implicit bias or something similar.

C. Overview of United Community Services Racial Equity in Cities project

Kate suggested providing an overview of United Community Services Racial Equity in Cities project and how it could align with what this group is working on. Jennifer explained that UCS hopes to partner with Johnson County Cities and develop a universal framework for working through the challenges of developing equitable cities via policy and the like. They would help facilitate the discussion with each community and develop a plan for affecting change toward racial equity. Each City would also be provided with a tool kit that would help them make policy and process changes that would work toward that goal. Jennifer mentioned that UCS also plans to develop a community-wide survey on racial equity, and our committee also wants to explore that so that might create a duplicative effort.

Review of Goals (continued)

Michael Rebne suggested seeking public input on our goals and possibly have the public to rank order the importance of these various goals. Also providing an option for open-ended responses, allowing people to identify other goals will also be important.

Mike Kelly said getting feedback rather than prioritization would make the community outreach more valuable.

Curtis asked if we were focusing on adults only or if we are also planning to work with school children too. He said that is also important.

Shawnee Mission has developed some resources around this issue this year and making sure these resources hit our schools will be important. It will also be important for this group to make sure we are aware of the resources available in this realm and that we take advantage of strategic partnerships to best accomplish these goals.

We would want to reach out to representatives at the schools, Roesland, Bishop Miege and Saint Agnes.

Carrie suggested we could partner with SURJ to develop programming for parents on anti-racism ideals. Mayor Kelly said we have relationships with Miege and Saint Agnes and we can discuss it with them.

Add some info on the survey to find out if people would be willing to do a listening session. Mike Ryan plans to have a

podcast where people could share their experiences and discuss some of these issues with folks in our area, for those in Roeland Park through Nextdoor, allowing people to share their experiences and thoughts on how to make things better for RP. Kate mentioned that having a facilitated conversation among neighbors, might be something UCS could help us with. Also reaching out via the survey to find out how willing people are to share their stories might be useful.

Below is a draft of the current goals for the Racial Equity Ad Hoc Committee, refined after the meeting:

1. Develop economic and workforce opportunities for businesses and employees of color and identify any obstacles that may exist.
2. To establish that Roeland Park is an open and welcoming community to people of all races and backgrounds, where acting on racist beliefs is not tolerated.
3. Focus on developing racial bias and equity education and outreach for City staff, elected/appointed officials and residents.
4. Create more community engagement activities that involve our Police Department to facilitate building strong relationships with the community.

The following item is less of an external goal and more of a process the committee hopes to undertake:

- Process 1. Do a policy review/lit review of how other cities are tackling the issue of racial equity.

The next meeting will be Wednesday, November 18th at 7 p.m. via GoToMeeting.

D. Adjourn – Haile moved to adjourn, Michael Poppa seconded. The meeting adjourned at 8:09 p.m.

NEXT REGULAR MEETING: Date: Nov 18, 2020 Time: 7 p.m. Location: Virtual

Summary of services UCS will offer to Cities – from Kathryn Evans, Rooted Strategies

FYI - below are some of the services that we plan to offer to jurisdictions who participate - with specific offerings tailored to each city's unique needs and goals. In addition to these services, UCS will produce a comprehensive toolkit with resources to support your efforts.

Education and Training

- Provide education and training around history, current state, situatedness, levels of oppression, and systems thinking facilitated by PMC and supported by other content expert consultants.
- Customized Curriculum to increase knowledge and understanding of the history and current state of systemic racism in Johnson County.

Assessing and Planning

- Equity Audit of individual, organizational, cultural, and leadership factors that impact readiness for and current state of racial equity work in jurisdictions, conducted through assessment tools, one-on-one interviews, and planning meetings with staff and leaders
- Strategic Planning facilitation utilizing a well-regarded framework for building an enduring and resilient initiative, "Moving from Purpose to Practice." The "Moving from Purpose to Practice" framework is adapted from [Liberating Structures](#) and is intentionally included to enable jurisdictions to set clear objectives and goals for their work.

Applied Knowledge/ Sustainability

- Leadership Development with leadership competencies developed by Kansas Leadership Center to better equip jurisdictional leaders to manage change and promote accountability in perspectives, policy, process, and culture
- Technical Assistance and Facilitation by PMC to support jurisdictions in the various phases of their racial equity work, including education, planning, implementation, community engagement, communications, and evaluation.