



Racial Equity Ad Hoc Committee Agenda

3/31/21 7:00 PM
Virtual via
GoToMeeting

Committee Members:

Mike Kelly, Mayor	Michael Rebne, Council Representative
Ben Dickens, Council Representative	Kate Raglow – Vice Chair
Michael Poppa	Carrie Paulette
Michael Ryan	Curtis Herrera
Xavier Comeau	Josey Shaw
Haile Sims - Chair	Monica Espinosa
Stephanie Iser	Curtis Herrera
Staff: Jennifer Jones-Lacy	

AGENDA ITEMS

- A. Approval of Minutes from the 3/1/21 meeting
- B. Discussion of a Business Advisory Sub-Committee – H. Sims
- C. Progress Update on survey collection – C. Paulette
- D. Asian American Pacific Islander Proclamation – M. Rebne
- E. Discussion on Removing Racially Restrictive Covenants from Deeds – M. Rebne
- F. Task List Update
- G. Other Matters
 - 1. Introduce Guests
 - 2. Upcoming Election in November 2021 – filing deadline June 1st @ noon
- H. Adjourn

NEXT REGULAR MEETING: Date: April 28, 2021 Time: 7 p.m. Location: Virtual



Racial Equity Ad Hoc Committee Minutes

3/3/21 7:00 PM
Virtual via
GoToMeeting

Committee Members:

Mike Kelly, Mayor - Absent	Michael Rebne, Council Representative- Present
Ben Dickens, Council Representative - Present	Kate Raglow – Vice Chair- Present
Michael Poppa - Present	Carrie Paulette- Present
Michael Ryan- Present	Dennis Way - Absent
Xavier Comeau- Present	Josey Shaw- Present
Haile Sims - Chair- Present	Bambi Leseberg- Present
Stephanie Iser - Absent	Curtis Herrera - Absent
Staff: Jennifer Jones-Lacy- Present	

AGENDA ITEMS

A. Approval of Minutes from the 1/27/21 meeting

1. Cmr Rebne made a motion to approve the minutes from the 1/27/21 meeting, seconded by Kate Raglow. All Ayes, the motion carried.

B. Neighbors for a Better Roeland Park Membership – Sarah Martin

1. Sarah Martin representing the group made a brief presentation to the REAH and answered questions about membership on the steering committee and group as a whole.

C. Discussion w/ Ryan Murray w/ ETC on Citizen Survey & Options for REAH

1. Ryan Murray provided an overview of a pulse survey and how the committee could ask some questions to those who have indicated on the larger citizens survey that they are interested in participating in a focus group. The group asked about specific outreach to households of color. Mr. Murray said it would cost \$5,000 to target a specific racial or ethnic group for the survey.

D. [Survey Question Approval for Online Survey](#) – Discuss distribution plan for internal survey

1. Carrie Paulette went through the survey and got clarification on some questions to update. She will update the questions and the introduction to provide additional details on the goals of the committee. Ms. Paulette, Ms. Raglow, Haile Sims and Jennifer Jones-Lacy will review the survey and test it prior to sending it out. The plan is to start it on March 15th and have it run until April 15th so we can post info in the April newsletter about the survey.
2. Michael Poppa made a motion to approve the survey with the amendments, seconded by Mike Ryan. All Ayes, motion carries.

E. Standing Committee Participation and Composition Moving Forward

1. Discussed that the Council will review the approval of making the Racial Equity Committee a standing committee moving forward. The group discussed the max number of participants and whether we should have a limit. Also discussed the desire to have some ex officio members from the Business Community (Lowe's, Price Chopper, Walmart, Sunflower Medical, maybe schools, etc) as well as advisors from NAACP, El Centro and similar organizations. Ms. Jones-Lacy will send an email out to the committee members to determine if everyone is still interested in moving forward on the standing committee.

F. Other Matters

1. [Google Drive Repository](#) of Info for members
2. Taking minutes in the future
 - a. Michael Poppa offered to take basic minutes moving forward.
3. COVID vaccine task force from Advent Health – Ms. Jones-Lacy shared information Mayor Kelly received from Advent Health who is trying to gain support of vaccinations among residents of color in Johnson County. They asked for the REAH Committee's ideas on how to improve outreach and Mr. Sims suggested they email Ms. Jones-Lacy with any ideas they have.

G. Adjourn

NEXT REGULAR MEETING: Date: March 31, 2021 Time: 7 p.m Location: Virtual

Importance Rank	Racial Equity Ad Hoc Internal Survey
	Priorities
1	Educate community on racial equity policies we already have in place and what it means for residents and visitors
2	Build Race Equity policy assessment for all major policies (infrastructure, social, departmental) for council to use in decision making
3	Decriminalize small amounts of marijuana possession.
4	Affirmative Action in city hiring
5	Black-led ongoing Neighbor Advocacy Group--or work with NBR (mostly white) to integrate that group
6	Identify the process to remove "racial covenant" language from deeds.
7	Education/Commitment/Funding to affordable housing
8	Increase the minimum wage in RP.
9	Support/Recruit BIPOC to run for office
10	Organizing/listening to people living at BLVD apartments
11	Black Lives Matter in Roeland Park--ongoing series of speakers, trainings, discussions, actions, accountability
12	CROWN act: protection for Black people re: hair at work in the city or for city
13	Land acknowledgement: a more public acknowledgment that this is the land of Shawnee and Kanza people and their history- this could be through physical signs at the entrance of city buildings/parks, on the website (the history on the website is very white-focused) ~ <i>opportunity to partner with the Historical Committee</i>
14	Legislation to curtail/punish those who make racial profiling 911 calls
15	Work with Wyandotte County to add new signage at the north entrance to the city on Roe to highlight the change in speed limit.
16	Review materials (written, media) that reflect differing viewpoints of the following terms, some of which are reflected in Resolution No. 682: white privilege, systemic/institutionalized racism and implicit/unconscious bias.
17	Training by SURJ or other anti-racism organization and include indigenous history training
18	Celebrate Juneteenth as a city holiday.
19	Collaboration with Cedar Roe on trainings and book displays, book clubs, podcast list
20	Study the origins, goals and worldview of the organization, "Black Lives Matter".
21	Working with the Shawnee Indian Mission to acknowledge the hard truths of its past
22	Declare an official city honoring of Indigenous People's Day instead of Columbus Day
23	Organizing trainings, esp. For white Roeland Parkers to understand our complicity with racism better
24	Outreach plan for safety ordinance – working with El Centro, AIRR and other partners
25	Film series and discussions
26	Driving Tour of History of Segregation of KC: https://www.jocolibrary.org/our-stories/history-segregation-kansas-city (We could have city council and/or staff do their own driving tour and facilitate conversations after)
27	Signage that remembers and educates about racial segregation in RP
28	Shawnee Mission North mascot change
29	Black Lives Matter to RPPD promotional messaging

DRAFT- Fiscal Year 2022

Organizational Goals & Current Objectives

A. Prioritize Communication and Engagement with the Community

– by expanding opportunities to inform and engage residents in an open and participatory manner.

Objectives:

1. Purchase a Neighborhood Resource Trailer for the Police Department

Justification:

A Police Neighborhood Resource Trailer is used as a positive tool for all neighborhoods in Roeland Park to enhance the contacts and relationships with the police department. It provides additional support for our community policing philosophy by having specific items and resources available at community events such as block parties, firework displays, park programs, school socials, sporting activities, and business presentations. The trailer will provide a place to transport and display many items for distribution to the community such as health care information, immigration assistance, community outreach programs, crime prevention, and retail safety. The trailer will be equipped with special lighting, speakers, erase boards, coolers, grill, and display our city logo and police badge. The trailer will be a one-stop-shop community relations “Specialized Unit” that will reflect our commitment to public safety, communication, and promotion of our diverse community. This Resource Trailer will focus on community connections, educational information, healthy lifestyles, and socialization. This would be a community’s trailer to enjoy. Storage will be at public works in a designated area as needed if not deployed or in the reserved end parking lot of police parking. A chain, axel lock, and tow bar lock will secure the trailer from theft.

Cost Estimate: \$10,000 Account 360-5315

Completion Date: 3/1/22

Responsible Party: Chief Morris and Police Officers

Submitted By: Chief Morris

2. Evaluate and Address Citizen Concerns with an Ever-Increasing Property Tax Burden Tied to Appreciating Home Values. Determine Feasibility of a Compensating Lowering of the Mill Levy. Additionally, Create an Analysis of the Cost-of-Living Comparison with All Cities and Towns within a Maximum of a 25-mile Radius Limit.

Justification: Poverty levels increased again in the city creating an inability to provide the necessities of life for many. <https://www.kshb.com/news/local-news/johnson-county-poverty-increase-highlights-the-need-for-affordable-housing>. Employment opportunities greatly decreased overall in the areas. Property values continue to increase. Property taxes automatically increase with the upsurge in value without a comparable increase in household income. The 2020 Budget did not include a mill levy adjustment. During 2020 the City experienced an excess in reserves which led to a transfer of \$685,600 to the Special Infrastructure fund from the General Fund versus the \$75,000 projected to be transferred.

Cost Estimate: \$0 **Account**

Completion Date: June 1, 2022

Responsible Party: Finance Committee, Staff

Submitted By: Tom Madigan

B. Improve Community Assets – through timely maintenance and replacement as well as improving assets to modern standards.

Objectives:

1. Conduct a Space needs, Cost and Site Assessment for a possible new Public Works Facility at the Rocks

Justification: Over 35 potential locations have been investigated for a Public Works relocation. To date, none have proved feasible. In addition, after many attempts to interest developers in the Rocks, it has become apparent that the city needs to look at this property from a different perspective. The current PW building dates to 1980 and has multiple issues. Building a new facility to LEED standards will significantly reduce the city's carbon footprint. Installation of solar on a new structure will further support the goal of sustainability in city buildings. No land acquisition would be required, and a new facility could be built in a way to allow the current facility to continue operating during the construction phase.

A state-of-the-art public works facility would enhance the Roe Parkway corridor and potentially serve to spur future development. The Comprehensive Plan (p.30) addresses public facilities priorities most desired by our residents - sidewalks/trails and parks/recreation. Incorporating a new public green space as a part of the PW facility would help address these.

As research, it is suggested that tours be arranged to nearby recently constructed PW buildings, including Mission and Prairie Village, to gain a better understanding of these modern facilities. Another possibility may be to pursue a combination of PW facilities with the City of Westwood and/or the City of Fairway.

The space needs, cost and site feasibility for Roeland Park PW can be determined by City Architects, City Engineer and/or through an RFP process.

Cost Estimate: \$15,000 **Account 360-5209 Equipment Reserve Fund**

Completion Date: 5/31/2022

Responsible Party: City Engineer/Architect, PW Director, PW Committee

Submitted By: Jan Faidley

2. Phase 2 of Cooper Creek Park Restoration Project

Justification: This objective is a continuation of improvements to Cooper Creek Park amenities, updating the gateway entrance into the city, and conserving the park's natural environment for the benefit of wildlife, plants, and people. Phase 1 began in 2021 to materialize a vision of a beautiful sustainable park.

Two newly installed sculptures - River Totems 1 & 2 – now stand at the gateway and signal our commitment to protecting the natural world that sustains us. A picnic table, 3 new benches, and trash/recycling receptacles are due for installation soon. A small natural rock play-space for children will be built, and native pollinator plantings will soon grace the entrance of the park. Volunteers with handsaws halted the progress of hundreds of wintercreeper vines that threatened the park's trees. Specialists from Habitat Architects will build upon that effort in September 2021, with comprehensive spraying to kill the invasive plants that blanket the creek beds.

The goal of Phase 2 in 2022 is to reinforce and build upon the Phase 1 work in Cooper Creek Park. Landscaping with native pollinator plants will be increased in area and diversity to qualify as a certified Monarch Waystation. A Little Free Library will be installed in the north area of the park. Two small playscape items made mainly of natural materials will be installed. Habitat Architects will continue their eradication of invasive plants with a second spraying of herbicide. Then they will reseed the area with native grasses and flowering perennials to prevent erosion and beautify the creek banks. When Habitat Architects replaces the invasive plants with native trees and shrubs, we will be well on our way to a fully realized Cooper Creek Park - one that conserves the woodland/stream

ecosystem and invites people of all ages to relax and play while surrounded by natural beauty.

Cost Estimate:

\$24,000 total, details below **Account 300-5470 Special Infrastructure Fund**

- **Construct, install, and register a woodland-themed Little Free Library** next to the ADA-accessible bench in the north area of the park; Library will include some books on nature; The Fraley Family, who lives across the street, will care for and manage the Library. Total for this component \$500.

- **Create simple landscaping beds adjacent to the picnic table and 3 benches** to revitalize and beautify the park and add to its cohesive and welcoming look; lower maintenance native grasses will benefit pollinators and other wildlife but not attract bees where people gather; volunteer labor from Cooper Creek Park Restoration Project members in preparing beds; estimated costs include plants, soil amendments, mulch, Dove 6” edging rocks, and weed barrier materials; border installed by Public Works at no charge to the project. Total for this component \$4,525.

- **Install Bee Springer and Forest Bug Springer playscape equipment from Kompan Commercial Playground Equipment.** Qualities of the two small playscape items:
 - Reflect the natural pollinator theme of the park
 - Materials are mainly natural and Robinia wood is warranted for 10 years; springs for 5 years; repair parts available and no yearly maintenance required
 - For children ages 2-12 years
 - Usage: 1 or 2 children can ride the bee at a time; 1 child can ride the forest bug
 - Promotes balance, coordination, cooperation, muscle strength, a sense of spatial relationship, dramatic play, language development, and tactile richness
 - Designed using the highest safety standards
 - ADA: Both follow the six principles for universal, inclusive design

Bee Springer: Cost, including shipping and estimated \$70 price increase for 2022: \$4,526

Forest Bug Springer: Cost, including shipping and estimated \$70 price increase for 2022: \$3,207

Public Works will prepare the site and install both playscape items. Total cost of this component \$7,733.

- **Increase the landscaping area and diversity of pollinator plants to qualify as a certified Monarch Waystation by adding four new landscaping beds located near the split rail fencing.** City-owned post rocks will be utilized in the

landscaping plan which Public Works will move and install; volunteer labor from Cooper Creek Park Restoration Project members in preparing beds; estimated costs include plants, soil amendments, mulch, Dove 6" edging rocks, and weed barrier materials; landscaping rock border will be installed by Public Works at no charge to the project. Total cost of this component \$4,635.

- **Apply for certification as a Monarch Waystation** and purchase two outdoor 12" x 9" certification signs for the landscaping beds – cost of \$100.
- **Seek grants from local nonprofits and other resources** to supplement the costs of plants for the Monarch Waystation: Missouri Prairie Foundation, Kansas Native Plant Society, and Roeland Park Sustainability Committee. Grant applications do not guarantee that grants will be awarded.
- **Treat invasive plants for a second time** in September of 2022 – Cost is already included in the 2021 contract with Habitat Architects.
- **Sow a cover crop seed mixture of native grasses and flowering perennials** to restore eradicated areas, prevent erosion and add beauty; scheduled for two weeks after eradication treatment in September 2022. Cost is already included in the 2021 contract with Habitat Architects.
- **Plant 130 Native Trees and Shrubs** to improve plant diversity, create bank stabilization, minimize long-term erosion, provide habitat/food for wildlife, and add shade and seasonal beauty.
 - Plantings will occur 2+ weeks after the second herbicide treatment in Sept. 2022
 - #3 RPM (Root Production Method) trees/shrubs will be used – RPM trees produce superior plant survivability, improved root system, better utilization of water, and accelerated growth rate.
 - The new trees and shrubs will not be watered because RPM trees/shrubs are suitable for planting where watering will not occur and will still net around 90% survivorship.
 - Habitat Architect's tree planting contract includes fertilizer tablets and tree trunk wraps. Trees will not be staked.
 - To provide increased safety at the top of the creek banks with a thicker stand of trees/shrubs, Habitat Architects recommends planting 130 containerized #3 RPM trees/shrubs at a cost of up to \$50 each. This number will allow for a likely demise of 10% of the trees in the first years.Cost estimate is based on Habitat Architect's contract for 90 trees/shrubs at \$5,000 for a total component cost of \$6,500.

Completion Date: 10/30/2022

Responsible Party: Parks and Recreation Superintendent, Habitat Architect, Cooper Creek Volunteers,

Submitted By: Trisha Brauer

C. Keep Our Community Safe & Secure – for all citizens, businesses, and visitors.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By:

D. Provide Great Customer Service – with professional, timely and friendly staff.

Objectives:

1. Implement a Web-based Map to be Viewable by the Public for Annual Leaf Collection Progress

Justification: Roeland Park provides a leaf collection program to residents each year. Staff develop maps with dates and zones to indicate when leaf pickup will occur in a particular area of the city. Communications about the program are posted on the city's website, multiple social media outlets and via daily email updates. Residents within a certain zone typically have a set number of days to have leaves placed at the back of the curb for collection depending on the schedule for each zone, however this can be challenging for residents to know when the leaf truck will precisely be on their street. Staff has equipped the leaf truck with a GPS unit that tracks current location and speed which is used by staff to address questions about progress and missed pickups. It also helps in providing more detailed updates on which streets have been completed and those that are remaining. Utilizing a web-based map that can be intergraded within the city's website would allow for

residents to see the location of the leaf truck in real time and aid residents in determining when the leaf truck would likely be on their street. Staff contacted Johnson County AIMS and they can assist with setting up the mapping software needed and formatting the data perimeters to indicate the streets that have been completed and include colors to the map showing where the leaf truck has been.

Cost Estimate: \$1,000 initial set up fee with \$100 annual maintenance fee thereafter
Account 106-5214 Other Contracted Services

Completion Date: August 31, 2022

Responsible Party: Public Works Director

Submitted By: Donnie Scharff, Public Works Director

E. Cultivate a Rewarding Work Environment – where creativity, efficiency and productivity are continuous pursuits.

Objectives:

1. All Staff and Elected Officials to Complete Diversity, Equity, and Inclusion (DEI) Certification Program through MARC's Government Training Institute by the End of 2022

Justification: MARC has developed a new certification program through their Government Training Institute that is designed to create understanding around the distinctive differences of the terms "Diversity, Equity and Inclusion" and their impact within the workplace setting. DEI training is beneficial for attracting and retaining quality and diverse employees, increasing innovation and creativity, and improving employee and organizational performance.

GTI's Diversity, Equity, and Inclusion (DEI) series enables participants to gain awareness of fundamental diversity, equity and inclusion concepts, terminology, and application. Participants are introduced to strategies that support them in their on-going learning and cultivation of inclusive workplace environments.

The certification program consists of roughly 8 hours of class time and costs \$300 per participant. We have roughly 35 staff and 10 elected officials. The cost would total around \$13,500.

Cost Estimate: \$13,500 **Account 101-5206- Training**

Completion Date: 12/31/2022

Responsible Party: City Clerk

Submitted By: Kelley Nielsen, City Clerk

F. Encourage Investment in Our Community – whether it be redevelopment, new development, or maintenance.

Objectives:

1. Incentivize Home Energy Audits to Promote Roeland Park Achieving our Carbon Emissions Reduction Goal

Justification: The buildings sector accounts for about 76% of electricity use and 63% of all Kansas City Regional associated greenhouse gas (GHG) emissions, making it essential to reduce energy consumption in buildings to meet Roeland Park’s sustainability goals. Luckily, opportunities for improved efficiency are enormous using technologies known to be effective and reduce costs to building owners and tenants. Through a partnership with the KC Regional Building Energy Exchange, Roeland Park will incentivize the cost of a building energy audit for willing building owners. Given the data and the direct assistance of professionals within the BE-Ex, building owners can take advantage of the resulting energy data and invest strategically in known cost savings measures like LED lighting, insulation, smart thermostats, and/ or better windows. Owners will receive the following:

- A pre-visit questionnaire — allowing the energy experts to learn about concerns and interests in advance.
- A home walk-through with energy experts (Including blower door test Thermal image testing.
- A customized report with recommendations and next steps; and
- Post-visit consultation with an Energy Advisor.

An audit costs \$450, the City would pay \$400 and the property owner would pay \$50. The budget allowance would provide funding for 37 audits.

Cost Estimate: \$15,000 **Account 101-Consulting**

Completion Date: 12/31/2022

Responsible Party: Assistant City Administrator in Coordination with Regional Building Energy Exchange, Evergy, and Kansas Gas.

Submitted By: Mayor Mike Kelly

G. Work to Implement Strategic Goals – as outlined in the Strategic Plan,

Comprehensive Plan, Planning Sustainable Places Study, and other planning documents adopted by Council.

Objectives:

1. Investigate Storm Water Utility Options Available to Roeland Park

Justification: Currently Roeland Park does not operate a storm water utility as is common among neighboring Johnson County communities. The 2020 version of the Single-Family Cost of Living Comparison showed that communities that operate a storm water utility and employ a related utility fee also tend to enjoy a lower property tax mill rate. Implementing a storm water utility could further diversify the revenue structure of the community, which is Strategic Plan Goal and Strategy 1.D- Dedicate resources to create a financial plan with the purpose to diversify the revenue base.

The investigation would entail an initial legal assessment of how a storm water utility may be established considering any unique circumstances in Roeland Park. The investigation would also entail a high-level engineering analysis to identify rough impervious surface area, common methods of applying a fee as well as identifying fees contributed by different land uses. The investigation would also look at how the resources can be deployed.

Cost Estimate: \$5,000 **Account 5215.101 Legal Services & 5209.270 Engineering Services**

Completion Date: 3/31/2022

Responsible Party: City Administrator, Public Works Director, City Council

Submitted By: Keith Moody, City Administrator

2. Update the City's Zoning Code to Improve Clarity as well as Address Barriers to Building "Missing Middle" Housing

Justification: The City's zoning & subdivision regulations (chapter 16) has been updated through a piecemeal method overtime. This represents one of the largest sections of the City's municipal code and provides regulations for City development. After updating the City's Comprehensive Plan in 2020, the City hired Confluence to help updating sections of the Zoning Code associated with residential design standards. Staff recommends continuing to work with Confluence to improve clarity, comprehension and add up to date visuals and terminology.

The Johnson County Housing Task Force Report explains that City zoning codes often create a barrier to building affordable or workforce housing in the County. In addition, our comp plan states that we will work to incorporate some middle density housing as buffers around commercial areas and along Roe Blvd. Right now, our zoning districts include single, multiple residents and duplex categories. This review would help us determine if redefining these categories would allow more zoning flexibility and reduce the barriers for building that missing middle housing style.

The objective would not entail a complete rewrite of the Zoning Code. However, focusing on those areas that have not been updated recently or are difficult to understand will make the development process easier to comprehend for staff, residents, and builders in our community. It will also help to remove any administrative barriers that might exist to moving forward on the comprehensive plan implementation. Specific areas of focus include:

16-201 Definitions

- Update and add new definitions

16-406 thru 16-427 Zoning Districts

- Reorder and consolidate the zoning districts
- Create a setback/bulk regs table (one for the residential district and one for the others)
- Create a permitted use and special use table
- Unify all the building design standards into one section and expand a bit on the commercial and office standards
- Consider adding a new single-family district for smaller lots
- Consider splitting the Multiple Residence district into a Medium Density district (townhomes/rowhouse) and a High Density district (apartments/condos) – to help promote missing middle housing by making it easier to construct townhomes as a transitional zone between single family and apartments
- The Planned Districts section is a bit overly complicated and could be made a bit more simple but not critical to update

16-601 thru 16-614 Accessory Uses and Structures

- Full rewrite
- Add provisions for accessory dwelling units – promote additional housing (but this won't solve the sewer and water connection issue)

16-801 thru 16-820 Vehicle Parking and Loading

- General update to this section
- Create new parking required table

16-1005 thru 1007 Landscaping and Screening

- Landscaping requirements could be better clarified and expanded a bit

- Expanding commercial/industrial screen wall requirement to include a minimum distance and landscaping (landscaped buffer in addition to the wall or fence)

While reviewing the code, the consultant will also make recommendations on updates we should make to accomplish goals set out in the Comp Plan. Due to the cost of this project, staff suggests spreading it out over two years. The cost includes public hearings, code rewrite and public engagement.

Cost Estimate: \$25,000 total, to be split between FY 2022 and FY 2023
Account 101-5209 – Professional Services

Completion Date: 12/31/2023

Responsible Party: Assistant City Administrator & Building Official

Submitted By: Jennifer Jones-Lacy, Asst. City Administrator/Finance Director

H. Encourage Sustainability, Diversity, and Inclusion – through policies and programs which advance public health, sustainability, racial equity, and openness.

Objectives:

1. Employ a Unitary Surface as Part of the Playground Replacement Planned for Phase 3 of R Park Improvements

Justification: The objective is to install a unitary surface under playground equipment to accommodate those with mobility issues. The surface creates a park environment that lives up to our ideals as a city for all residents by improving or the playground at R Park so that it is accessible to children of all abilities. We've seen our neighbors in Leawood tackle this concept and it's the right step forward for our city as well.



R Park Phase 3 renovations is scheduled for 2022 with upgraded walking trail surface and playground equipment replacement. The budget for Phase 3 is \$194,00 for the concrete trails and \$75,000 for new playground structure(s) and swing relocation. Phase 3 does not call for any updates to the playground surfaces.

Cost Estimate: \$100,000 **Account 300.5470 Special Infrastructure Fund**

The cost estimate is based on surface material and footprint of a new play structure. Industry estimates for unitary surfaces vary depending on material, a generous cost estimate would be \$20/sq foot. While the final design of the playground has not been determined the Parks Masterplan details both existing play structures being replaced as part of Phase 3. The two play areas total 5,000 square feet.

Completion Date: 11/30/2022

Responsible Party: Parks and Recreation Superintendent and Parks Committee

Submitted By: Benjamin Dickens

2. Implement Program to Change Over Police Vehicle Inventory to Hybrids

Justification: The intent of this objective is to advance the City's sustainability efforts. The Capital Improvement Program reflects the next scheduled replacement of a police patrol vehicle in 2022. Ford now offers a patrol package Explorer (what Roeland Park currently uses for patrol) in hybrid configuration, a hybrid option was first available in a patrol package in 2020 (link to Car and Driver review: <https://www.caranddriver.com/news/a27497594/2020-ford-police-interceptor-utility-hybrid-awd/>).

The following link is a YouTube video on the hybrid Explorer: https://www.youtube.com/watch?v=GD8SgHz52_M

In 2020 Roeland Park averaged roughly 16,000 miles driven by each of our four Explorers and has averaged 11.5 miles per gallon. The miles per gallon we experienced is 32% less than Fords published 17 mpg combined fuel economy for the current Explorer. If we can achieve actual fuel economy that is 32% less than Fords published combined mpg rate of 24, we would see our fuel economy with the hybrid increase to 16 (from 11.5). This equates to a 39% increase in fuel economy resulting in roughly 550 fewer gallons of fuel per year per vehicle which provides a cost savings of \$1,375/year assuming fuel costs \$2.50/gallon. This cost savings approach is more conservative than the method projected by Ford in the Car and Driver article.

The article indicates that the hybrid Explorer costs \$3,500 more than the non-hybrid version (\$41k vs \$37.5k). The 2014 Explorer planned for replacement in 2022 will have been employed for 9 years and have around 150k miles. Assuming a replacement hybrid lasts as long the current Explorer, fuel savings (\$12,375) over the life of the vehicle will more than cover the additional cost (\$3,500). It is worthy to note that the hybrid component warranty is 8 years/100,000 miles.

Less brake, transmission and engine wear are expected with the hybrid as it uses the electric motor as a generator during stopping and employs the electric motor when accelerating and in lieu of idling the engine. Staff has not estimated a cost savings associated with lower maintenance costs, but we do anticipate lower maintenance costs with the hybrid. We track fuel costs, maintenance costs and will establish depreciation cost for our existing fleet at the time the vehicle is sold. We will be able to compare these costs components to that of the hybrid and report on how the actual costs are comparing to estimates/assumptions.

As mentioned above the City has 4 explorers as well as a half-ton truck, a 4-door sedan and a compact SUV that are all non-hybrid vehicles. The department does have a Fusion that is a hybrid currently. As these vehicles come up for replacement, we will consider hybrid and full electric options available in the market that are suitable to our applications.

Cost Estimate: \$41,000 for initial vehicle in 2022 **Account 360-5315**

Completion Date: 12/31/2022

Responsible Party: City Administrator and Police Chief

Submitted By: Jen Hill

3. Remove Discriminatory Language from Property Covenants and Restrictions

Justification: In 1948, after a challenge to discriminatory covenants by a Black St. Louis Family, the U.S. Supreme Court ruled the use of state courts to uphold racially restrictive covenants illegal. Still, Roeland Park from time of incorporation in 1951 until the Fair Housing Act of 1968, continued to enforce these covenants. Given the U.S. census lists only 3 Black people living in Roeland Park in 1960 and 7 in 1970, these covenants worked for their intended purpose of establishing a segregated white city.

Table 22.—CHARACTERISTICS OF THE POPULATION, FOR URBAN PLACES OF 2,500 TO 10,000: 1960—Con.
 ["U" denotes an unincorporated place]

SUBJECT	NORTON	OSA- WATONIE	PAOLA	PARK CITY (U)	PHIL- LIPS- BURG	PLAIN- VILLE	PRATT	ROELAND PARK	RUSSELL	SCOTT CITY	SHAWNEE	ULYSSES	VALLEY CENTER	WA- KEENEY	WELL- INGTON
TOTAL POPULATION	3 345	4 622	4 784	2 687	3 233	3 104	8 156	8 949	6 113	3 555	9 072	3 157	2 570	2 808	8 809
WHITE	3 342	4 290	4 586	2 679	3 220	3 099	7 914	8 946	6 069	3 549	9 028	3 146	2 565	2 804	8 582
NEGRO	***	326	190	***	13	5	233	3	39	6	28	***	***	4	223
OTHER RACES	3	4	6	8	***	***	9	***	5	***	16	11	5	***	4

Seventy years later, white families and individuals in Roeland Park continue to access good housing and increasing property value. But [according to a White House memo](#), the corresponding impact on communities of color includes an enormous racial gap in homeownership and wealth; a persistent undervaluation of properties; a disproportionate burden of pollution and exposure to the impacts of climate change; and systemic barriers to safe, accessible, and affordable housing for people of color and immigrants, especially those with disabilities, and members of the LGBTQ+ community.

Beyond this, as white residents who have never forcefully questioned this arrangement, we must ask what we have lost in terms of relationships, policy ideas, economic impact, and vibrancy in a community that has been effectively racially isolated for decades.

Indeed, according to [Alissa Walker](#):

...more integrated communities give more people better connections to jobs, schools, and civic resources.

Integration is also important from a fiscal perspective as cities are adversely affected by the financial burdens of segregation. A 2017 [study](#) by the Urban Institute and the Metropolitan Planning Council of the Chicago metropolitan area found that segregation cost the city of Chicago more than \$4 billion annually.

...diverse communities have a high level of civic cohesion, says Cortright. "They create opportunities for people to have many more interactions with people very different from themselves."

[Many of us want to separate the Roeland Park of today from the racist decisions of developers and civic leaders in the past.](#) To do this we need to first acknowledge that Roeland Park was born of racial segregation. Eluding this for 70 years has left us almost as segregated today as we were in 1950 and unclear about how our history has led to our present.

The racist deed language these HOA groups controls was the key to locking racial discrimination in place beginning decades ago. In 1996, dedicated city volunteers completed "Roe'ling Thru the Years in Roeland Park, Kansas: A History". Getting this recorded history down is very valuable work, and we've posted it on our city website. Still,

where so much important detail is in this history, this core purpose of the HOA's is omitted, indicating their purpose was only to preserve the integrity of the community:

In the late 1940s various real estate subdivisions began investigating the feasibility of incorporating their areas into municipalities. This matter was considered by the Roeland Park Homes Association as early as April 1949. The Homes Association had been organized as provided for in the deeds of trust for the homes in the areas that had been developed by the Charles E. Vawter Building Company. Its purpose was to oversee the integrity of the community. One of the functions of the Homes Association was to provide some municipal services not provided by the governing bodies of Mission Township and Johnson County.

Recognizing the acknowledgement of these covenants as a relevant and contemporary issue, the Roeland Park governing body acted in 2020 to give legal recourse to a prospective buyer should a Roeland Park homeowner attempt to execute a covenant to exclude them. This was a good start.

But eliminating these covenants entirely would do at least three things immediately: It would completely resolve the concern that covenants would ever be enforced at all, demonstrate good faith in acknowledging and correcting a recognized symbol of the harmful racism of our past, and show a commitment to our Racial Equity Committee, established to redress racial injustices in Roeland Park.

Additionally, this effort should include ongoing education, trainings, and conversations that ask Roeland Park residents to sit with how we have benefitted from these racist covenants, how we are all harmed by them, and then take policy action to reconcile and correct course. Without this holistic reckoning, we are bound to recreate this racist past in both similar and new ways.

People of all races across the U.S. increasingly recognize integrated neighborhoods are healthy and sustainable places to live. Removing these racial covenants entirely from deeds would serve as a solid foundation for that vision.

The process to remove discriminatory language from covenants will entail the Racial Equity Committee making contact with residents of each final plat which has such language recorded in their covenants and restrictions to find a group that are willing to serve on the Homes Owner's Association Board (no HOA's are currently active in Roeland Park). The City Attorney will assist the HOA Board in forming a board then amending and recording the covenants as well as retiring the homeowner's association after the task is complete should they wish to disband.

A title company may be needed to assist in identifying which plats

have discriminatory language in their covenants. There are 86 recorded plats in Roeland Park according to the AIMS information system, some are commercial or recently recorded and others may not have discriminatory language. An estimate that 60 plats will require completing the process described above results in an estimated total cost of \$. It is estimated that 5 covenant amendments could be carried out simultaneously. This would equate to 12 groups of five. Each group process is estimated to take 2 months or 24 months total. This results in an estimated completion date of 12/31/23.

Cost Estimate: \$ **Account**

Completion Date: 12/31/2023

Responsible Party: City Attorney and Racial Equity Committee

Submitted By: Michael Rebne and the Racial Equity Committee