



Racial Equity Committee Meeting Notes

12/2/21 7:00 PM
Virtual via Zoom

Committee Members:	
Mike Kelly, Mayor - not present	Michael Rebne, Council Representative - not present
Ben Dickens, Council Representative - present	Kate Raglow – Vice Chair - Present
Michael Poppa - Present	Carrie Paulette - Present
Michael Ryan - not present	Diane Mora - Present
Xavier Comeau - not present	Josey Shaw - Not present
Haile Sims - Chair - Present	Monica Espinosa - Present
Stephanie Iser - Present	Curtis Herrera - Not Present
Linda Mau – NAACP Advisor	Guests - Emily Cramer
Erin Winn (staff advisor) - Present	

AGENDA ITEMS

A. Approval of Minutes from the 10/27/21 meeting (5 Minutes)

S. Iser made a motion to approve the 10/27/21 Meeting notes. M. Espinosa seconded. The meeting notes were unanimously approved.

Outcome: 10/27/21 committee meeting notes were approved, unanimously.

B. Notes from the Chair(5 Minutes) – H. Sims

1. Meeting Night Change?

A suggestion was made to have the racial equity meeting on the last Tuesday of the month because there are some conflicts with both Wednesday and Thursday.

As long as it's not on the 2nd Tuesday of the month, which is the planning commission meeting, that would work for H. Sims and E. Winn

H. Sims and C.Paulette both have something on Tuesday nights usually, but they can skip it once a month to attend the REC meeting.

M. Espinosa made a motion to change the REC meeting to the last Tuesday of the month. K. Raglow seconded the motion. It was unanimously passed.

2. Next meetings in January.

We will not meet in December, the next meeting will be in January 2022.

Outcome: There is no additional meeting in December 2021 for the committee. The committee voted to move the meeting date to the last tuesday of the month. This would have started in January, but the January 2022 meeting got moved to Thursday January 27th.

C. Monthly Book Club/Watch Party(10 minutes) – E. Cramer

E. Cramer shared a presentation with ideas on how to approach organizing a book club or film event. ([Here is a link to the slides](#)). M. Espinosa helped put together a list of films and books for the presentation.

E. Cramer shared that when planning an engaging session, we can research existing discussion questions or draft new ones, and she provided some [sample discussion questions](#) that can be used. E. Kramer created a [participant discussion handout](#) that allows participants to jot down their thoughts. Break-out sessions are a great way to get people more comfortable to discuss these topics; some are more comfortable talking in small groups. A key person from each break-out session can share with the larger group. She also shared a list of book and film ideas (see addendum in these meeting notes for these ideas).

M. Espinosa suggested tailoring the documentary or movie to a heritage month, i.e. Women’s history, Native American history month, Asian Pacific Islander month and Black history. She likes the idea of making zoom chats interactive. Keep in mind the ratings of the film and how this impacts the audience, for example how a Rated R film

might not be able to involve as many children. It may be a good idea to have a mix, instead of “all books or all movies”. Movies seem easier for people that don’t have time to read books. We should think about the target audience (i.e. age range). Maybe do a hybrid event where it's optional to read a book or a movie in order to participate. M. Espinosa also asked if we could get a refresher on what to do if difficult conversations come up during these discussions, and how to mediate situations that might come up.

E. Cramer agreed about the need to manage difficult conversations that may come up, and that there could be some tools to use for this such as setting “group norms”.

H. Sims said he could help people that had concerns about facilitating difficult conversations, they can talk to him one-on-one and he can help with this. He added that we can work with outside groups to facilitate, for example our church.

H. Sims said it's 100% up to the members to pick out their topic, and whether it be books, films, podcasts. The most important thing is to pick something one is passionate about and feels comfortable talking about. I.e. don't talk about a difficult book if that's not something you are comfortable doing. Choose a book, movie, or podcast that has a topic that you are comfortable and passionate about.

H. Sims would like us to think about format. I.e. “Watch this movie and come to this discussion, and here are some questions to think about.” We do have a racial equity page on the city website, so we can use that for the sign-up list, zoom information, and whatever else we want to share.

<https://www.roelandpark.net/382/Racial-Equity-Committee>

H. Sims says that we should start out virtual with these events, and then maybe we can think about doing hybrid and/or offering in-person options. We can evaluate this later.

D. Mora mentioned that podcasts are a great idea, people can listen to them while they do other things.

H. Sims shared an idea D. mora brought up: Social Media idea: Hey are you looking for a new year's resolution idea: Why don't you come to 12 months of learning about racial equity topics?. E. Winn said our “PIO” would help us do that, and it's a great idea. We just want to have the sign-up ready so people can take action on those media posts.

H. Sims said that these programs should be available to everyone, and these programs should be available to families. Doing a program with youth is OK. There are a lot of great children's books on racial equity.

H. Sims asked about partnering with the library to distribute books. E. Winn shared that she was not sure how the partnership would work with the library, but the committee has \$1,000 budget and we can distribute the books through city hall if a partnership is not able to be done.

E. Cramer asked if we already have a plan for January. D. mora has volunteered for a program on January 13. D. Mora will send information to E. Winn about the program She wants to do.

H. Sims. that Johnson County arts & Heritage Museum will be hosting an exhibit in 2022, and having a program around this would be great for us.

M. Espinosa asked if we can get together programs in advance so we don't overlap any.

H. Sims would like to go in February, E. Cramer in March, and M. Espinosa in April. Carrie in July. E. Cramer added this to a sign-up list. ([see here](#))

E. Winn said that having four months planned out is great, and we can revisit where we are after that. What's working, what's not? etc

H. Sims only expects us to lead one discussion session for 1-1 ½ hours. However, there is no need to lead a weekly session. Once a month is plenty.

D. Mora posted a link to the [PBS special](#). She asked what was best, doing a podcast or the PBS special. E Winn suggested D. Mora chooses which media format she is most passionate about.

Outcome: E. Kramer shared a presentation about how to plan our monthly REC event & discussions for the public. She shared discussion questions, participant handouts, and book & film ideas. D. Mora will go in January and H. Sims will go in February; other months have been committed to as well. Social media will be provided by the PIO. Events will start online, and we can evaluate for having them hybrid.

D. Mission Statement & Goals—E. Winn

E. Winn shared a draft of REC mission and goals that she and Josey have been working on:

Values: Collaboration, conversation, community, inclusion, equity, and action:

Mission: advance racial equity and inclusion in RP through education, conversation, collaboration, education, and action with our community and governing body.

Goals: Lead educational efforts around racial equity and diversity for community members, Review proposed policies and programs for equity implications, Strive for policies that assist minority residents with entrepreneurial ambitions and those with a goal of establishing a business in Roeland Park.

C. Paulette suggested that we look at the REC's current goals created in 2021 and see how that fits into the mission statement and goals. ([link here](#))

S. Iser brought up that one of the goals should be to understand the equity needs of the community. It's great that we have education and policy as a goal, but we also need to understand the community's equity needs to be able to act on them. While we have done the survey, we also need to meet with community leaders to find out what's going on with our equity needs so we can address equity in our community. How can we build this into our regular process? For example, working with the food pantry leaders, schools, churches, and pulling demographics to help us understand the equity needs we are trying to address.

E. Winn showed the template for the racial equity in communities template, and showed how there is a part on the template that requires leadership to list stakeholders engaged for the policy process. This will be a way that stakeholders are engaged when we make policies, and we can follow leads that other cities have used to do this.

S. Iser shared that she felt that doing a deeper dive into equity needs before we shape our goals in the first place might help us address equity needs effectively by letting us know what to focus on initially.

M. Espinosa suggested defining what equity means? For example, in a recent meeting for her work where she administers grants,, they asked " what does equity mean for your organization?" M. Espinosa liked the idea of focus groups and having check-ins with community groups, and seeing what's going on across the nation for best-practices.

Outcome: E Winn shared some drafts of REC mission statements/goals and a template that would be used to evaluate city policies prior to implementation for equity impact. Feedback from the group was shared; including defining what equity means, doing a deeper dive into community feedback and engagement to understand needs before setting target goals, and looking at the goals the committee already established and how to tie them into the new goals document. E. Winn will email copies of these drafts to us for further feedback.

E. Racial Equity In Communities - E. Winn

E. Winn shared an overview of how the racial equity in community workshops are going. The workshops seem to be less about a prescribed step for racial equity and more about how to engage in messy conversations, and the kinds of things that happen in our brain when we talk about equity and diversity. E. Winn understands why this is necessary to learn, due to the racial equity topic being one that can be hard for people to discuss. Its been an opportunity to grow and learn.

Outcome: E. Winn shared an overview of what the racial equity in communities workshops have been about. So far, its been more about how to have messy and uncomfortable conversations, which seems necessary for doing equity work.. She will share materials from these workshops with the racial equity committee.

F. Business Advisory Sub-Committee –M. Espinosa

M. Espinosa and C. Herrera will be meeting up again to discuss the future of the business committee. We need to make sure that community feedback is involved at all levels of development. They are shifting gears from the original scope. They are taking a step back to see what is the best value they can offer the community with new goals in mind that have been discussed. Locally owned minority business is something they'd like to promote.

We need to make sure that community engagement is being done throughout all stages of the development process. We may have to be the ones that remind leadership to do these engagement meetings and to have the proper translation services, etc available there at these meetings.

H. Sims shared that there is a proposal for Dutch Brothers to come in at 47th and Mission, and there may be an opportunity to talk to the owners about their plans. H. Sims would like to see the racial equity committee be a

resource to the city council on all kinds of decision making. i.e. are minority contractors being hired? Are living wages being paid? E. Winn shared she would contact H. Sims when Dutch Brother gets back with us.

Outcome: --M. Espinosa shared where we are at with the Business Advisory committee; they are reevaluating their goals. They still want to focus on how to get minority business into Roeland Park & M. Espinosa would like to see REC advocating for community engagement at all steps in the development process. H. Sims would like to see the racial equity committee involved with evaluating new business proposals in Roeland Park as well; E. Winn will connect with H. Sims to provide feedback about Dutch Brothers when/if they reconnect with us.

G. Other Matters

1. C. Paulette - shared that she volunteered with Della Lamb, and she shared information with the committee for how to do that. Right now Della lamb is having daily volunteers do administrative work. I.e. Carrie helped fill out SNAP paperwork when volunteering there. There are also other opportunities like engaging children and setting up lunch buffets. Carrie will forward any Sign-Up genius link this is available. (here is the link shared: <https://mailchi.mp/dellalamb/decvolupdate1-5592080?e=b7111b460f>)
2. S. Iser shared that Marty is still coordinating something for us, they were on a holiday and also waiting to hear back from Della Lamb..
3. M. Espinosa asked that we do something for the homeless as a group.
4. E. Winn brought up the families that need adoption in Roeland Park. Maybe next year REC can adopt and entire family.
5. In General. C Paullete likes the idea of the committee doing service projects together.

Outcome: We discussed volunteering and service projects. C. Paulette shared about volunteer experiences with Della Lamb and what it's been like to volunteer there so far; S. Iser shared that the service project M. Spencer was delayed by holidays and vacation. M. Espinosa suggested we do a volunteer project for the homeless, and E. Winn brought up the possibility of adopting a family for Christmas. In general, C. Paulette would like to see service projects with REC.

H. Adjourn(8:30)

M. Espinosa made the motion. C. Paulette seconded. Unanimously approved.

NEXT REGULAR MEETING: Date: January 27, 2022 Time: 7 p.m. Location: Virtual

Addendum

A. Monthly Book Club/Watch Party Initiative Presentation by Emily Kramer [Link to View the PDF of slides](#)

Who: Members of the Roeland Park Racial Equity Committee & residents

What: Monthly book club/watch party on a book or film that is relevant to racial equity, social justice, allyship and historically marginalized & oppressed people

Where: Virtually (Zoom) or in person; up to the facilitator's discretion

When: Once a month from January 2022-December 2022

Why: To better educate the Roeland Park community in the fight towards racial justice

Selection Criteria:

- Book, film or documentary
- That focuses on topics like racial justice, allyship and historically marginalized and oppressed people
- Able to be read/watched within a month

Planning an Engaging Session:

1. Select book or film
2. Determine details of when & where group is meeting
3. Research existing or draft new discussion questions on said book/film
4. Provide document for participants to answer questions and jot down thoughts (template provided)
5. Utilize breakout rooms/small groups to help facilitate discussion
6. Ask groups to select a spokesperson(s) to share back key highlights and takeaways from small group discussions
7. Debrief as a whole group, with spokesperson(s) sharing insights from small group discussions

Book Ideas:

- So You Want to Talk About Race
- How to be an Antiracist
- Between the World and Me
- The New Jim Crow
- I'm Still Here
- The Vanishing Half
- Such a Fun Age
- The Hate U Give
- Just Mercy
- Caste
- The Color of Law
- Why Are All the Black Kids Sitting Together in the Cafeteria?
- Hood Feminism



Film Ideas:

- The Hate U Give
- Just Mercy
- 13th
- LA 92
- Say Her Name
- Baltimore Rising
- Fruitvale Station
- Time: The Kalief Browder Story
- Teach Us All
- Hidden Figures
- Marshall
- Selma
- If Beale Street Could Talk
- Whose Streets
- Malcolm X
- The Central Park Five
- Loving



Organization Tools:

Book Club	BookClubz	Meetup
Calendly	Eventbrite	Google Forms

Sign Up & Engagement:

RP Website

Post Sign-Up link on Roeland Park city website with short background information on the book, meeting date, etc.

RP Facebook Group

Post Sign-Up link on Roeland Park Facebook page with short background information on the book, meeting date, etc.

Meeting Places:

Zoom	Community Center	Urban Prairie Coffee
Amazon Prime Video Watch Party (100 devices)	Hulu Watch Party (8 devices)	DisneyPlus GroupWatch (7 devices)

Roeland Park Racial Equity Committee
Book Club/Watch Party Discussion Questions

General:

Fiction:

- Which characters did you like best? Which did you like least?
- Which character did you relate to, or empathize with, the most?
- If you had to trade places with one character, who would it be?
- What do you think happens to the characters after the book's official ending?
- What are your thoughts on the book's structure? Did it serve the story well?
- How did the setting impact the story? Would you want to read more books set in that world?
- Did the book feel real to you?
- Did the plot proceed in a way that felt natural? Or did you feel manipulated by the storyline?
- Are there any characters you'd like to deliver a lecture to? If so, who? What would you say?

<https://www.litlovers.com/run-a-book-club/questions-for-fiction>

Nonfiction:

- Did this book make you want to explore the subject matter more?
 - What were your impressions on the author's style? Did you find the book easy to read, or a slog?
 - Of all the information presented in the book, what has stayed with you the most?
 - What did you Google while reading the book?
 - Did you agree with the author's conclusions? Where did you deviate?
 - Has this book affected the way you go about your life? If so, in what way?
 - Did you agree with the author's advice?
 - Did you doubt the author's advice at some points? How come?
 - What are some passages that you underlined, or that particularly affected you?
 - Do you think the author succeeded in what they set out to do?
 - What is the most important point the author makes in this book?
 - Did you find the author's story compelling?
 - What do you think motivated the author to share his or her story?
 - What did you think of the author's voice and style? Did the quality of the writing match the story?
 - How did the book compare to other memoirs you've read?
 - How did the memoir make you reflect on your own life?
 - What did you learn from hearing this person's story?
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- Are there any areas you wished the author had elaborated upon further?
 - Are there any people in the book whose perspective you wanted?

<https://www.litlovers.com/run-a-book-club/questions-for-nonfiction>

Racial Equity-Specific:

- How does race shape your life as a white person, not as compared to a POC?
- In what ways do you try to position yourself as an exception? E.g. I am not racist because...
- <https://www.penguinrandomhouse.com/articles/discussion-guides-for-anti-racist-book-clubs/>
- <https://www.zinnedproject.org/search? theme=civil-rights-movements>

Roeland Park Racial Equity Book Club/Watch Party Initiative

Name:	
Date:	
Book/Film:	

Discussion Questions

D. Program Sign-up Sheet ([google links](#))

**Roeland Park Racial Equity Committee
Book Club/Watch Party Sign Up Form 2022:**

Month:	Name(s):	Book/Film:
January	Diane Mora- 1/13/2021	TBD
February	Haile Sims	TBD- Black history
March	Emily Cramer	TBD- Women's History Month <ul style="list-style-type: none">● Hidden Figures● Queen of Katwe● On the Basis of Sex
April	Monica Espinosa	Environmental justice
May		
June		
July	Carrie Paulette	TBD