



Racial Equity Committee Meeting Notes

January 31, 2023

7 – 8:00 pm

Attended by:

Haile Sims, Chair

Erin Winn

Kate Raglow

Emily Cramer

Michael Poppa

Carry Paulette

Diane Mora, Secretary

Committee Goals:

1. Develop economic and workforce opportunities for businesses and employees of color and identify any obstacles that exists
2. 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. Develop 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 stronger relationships with the community.

Agenda

A. Approve December minutes

Approval of the minutes from the December 2022 meeting was postponed until the February 2023 meeting.

B. Notes from the Chair – 5 mins, H. Sims

Meeting called to order by Haile Sims. Welcome to our new Mayor, Michael Poppa.

Mayor Poppa introduced himself, and indicated the REC is a property for him. He can be reached at City Hall on Mondays and Thursdays.

C. Upcoming citizen survey questions – 5 mins, E. Winn

Goal 2: 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.

Erin Winn led this discussion indicating that the survey is issued to residents every 2 years. The 2023 survey is open for suggestions to the question bank.



Haile Sims asked whether the existing questions would remain on the survey?

Carrie Paulette suggested that if the questions remain the same, we have a better chance of establishing a baseline compared to last year's responses.

Erin Winn indicated she would locate a copy of last year's questions and follow up with the committee.

D. Racial Equity impact Analysis – 5 mins, E. Winn

Goal 2: 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.

Action needed: give feedback

Erin Winn reported on feedback the City Council received in September in which the REC proposed to the City Council that any agenda item of \$15,000 be reviewed by the REC before being implemented. Erin raised the question that if the purpose of the REC is to analyze the expenditure, perhaps it should take place at budget time, rather than at the point of purchase. This led to the City Council asking how it can best coordinate the REC analysis.

Carrie Paulette agreed that making an analysis earlier in the process makes the most sense. She also suggested the REC create a list of "look-fors" (i.e. social determinants) by which to evaluate the expenditure. How does the time relate to the strategic plan or impact all citizens?

Haile Sims expressed that this kind of review and input is exactly the type of work the REC should be doing to ensure that City projects implemented now will still be relevant and equitable 50+ years from now.

E. Discussion items – 15 minutes, H. Sims and all

Goal 2: 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.

a. Shawnee Indian Mission

Should the RP REC keep apprised of the situation even though the Indian Mission is situated in the neighboring city of Fairway? Carrie Paulette suggested that we invite someone to speak with the REC at an upcoming meeting to inform us about the situation. Erin Winn suggested a reporter Julian Garcia, a journalist from the Shawnee Mission Post.

b. Bishop Miege

Haile Sims wanted everyone to be aware of Roeland Park's official response to the racist messages enacted my students at Bishop Miege.

c. Johnson County NAACP membership



Erin Winn asked the REC to consider the benefit of supporting membership in the NAACP. The City of Overland Park is the only city in the metro area that has a membership. The cost of an annual membership is \$5,000 per the website and entitles the member entity to a subscription to the NAACP publication. Several REC members suggested Erin find out what Overland Park perceives as the benefits of their NAACP membership. Diane Mora proposed the REC consider whether \$5,000 would be better spent on local efforts to build stronger ties within our community when compared later on with the results of Erin's conversation with the City of Overland Park.

F. Education Series – 5 minutes, H. Sims

Goal 3: Develop racial bias and equity education and outreach for city staff, elected/appointed officials and residents.

Action needed: calendar out available regional trainings

Haile Sims asked every REC member to submit at least one local, public event held in February in honor of Black History month. He has already started a list that includes Alvin Ailey Dance and a Tribute to Aretha Franklin at the Kauffman Center for Performing Arts. He is especially excited to learn that the KC Royals are offering free admission to the Negro League Baseball Museum. Haile's goal for the REC is that we build a Calendar of Events that can be broadcast through the City of Roeland Park social media accounts so that folks in our community are encouraged to attend events.

Emily Cramer supported the suggestion.

Diane Mora suggested adding a request to the postings for residents to post selfies from any of the events they do attend.

Carrie Paulette suggested the possibility of awarding a book prize for some of the photos. Erin Winn stated this was definitely doable. Haile Sims liked the idea.

Kate Raglow also liked the calendar approach and wanted to emphasize Juneteenth b/c of Haile's involvement with a corresponding event related to the historical relevance of the date.

G. Other business

Haile Sims asked for thoughts about meeting in person rather than on Zoom. No formal decision was reached, and no formal proposal was offered. In general discussion it appeared most members are open to a mixture of meetings on Zoom and some in person.

Kate Raglo indicated that as the liaison to the RP Historical Committee she is trying to bridge the gap of information from the Historical Committee to the REC. Signs of the



Santa Fe Trail are still being created; signs for the Shawnee Indian Mission have been tabled. Members of the Historical Society are favorable to attending a meeting of the REC to answer any questions from our group.

Carrie Paulette attended the MLK event. She met members of a citizen action committee called "Prairie Village For All" and obtained one of their pamphlets. She was impressed with their list of actions they have committed to and to which they encourage other residents of Prairie Village to take action on with regard to housing affordability in Prairie Village. Specifically, Carrie cited signing petitions and subscribing to the organizers email list. When Carrie asked how she might get involved, they encouraged her to check the housing affordability laws in Roeland Park.

Haile Sims was invited to moderate a public program titled "Diversity 101" for the City of Roeland Park on Saturday, February 25, at Meadowbrook Park. He is honored to be invited.

H. Meeting Adjourned

Kate Raglow made a motion to adjourn the meeting at 8:00 p.m.

Carrie Paulette seconded the motion.

Motion passed by the majority.