



## Diversity Equity Inclusion Committee

June 27, 2023, 7 – 8:00 pm

The following people were in attendance. This was a hybrid meeting hosted live at City Hall and on Zoom:

Haile Sims, Chair	Regina Moore	Emily Cramer
Kate Raglow	Rachaund Moore	RP Mayor, Michael Poppa
Miel Castagna-Herrera	Carrier 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.

### A. Approve May minutes

Kate Raglow made a motion to approve the May minutes.

The motion was seconded by Miel Castagna-Herrera.

Passed unanimously.

### B. Notes from the Chair

Haile Sims, Chair, is pleased to formally announce the committee name change to the City of Roeland Park Diversity, Equity & Inclusion Committee, which better reflects the goals of mission of our committee.

### C. Event Recaps

*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. **Pride** – Carrie Paulette gave a report of attending the K.C. Gay Pride Parade and festivities, indicating it had been a fun and enjoyable event.

- b. **Juneteenth** – Haile Sims and Carrie Paulette

Haile Sims & Carrie Paulette attended the Johnson County Juneteenth Celebration in Downtown Overland Park at Thompson Park on Saturday June 17. Haile appreciated how well organized the event was. Carrie also attended the march that preceded the festivities and reported that it really added to the level of community involvement of the event.

Haile Sims also attended the Prairie Village Juneteenth Celebration at Harmon Park. It was an evening event with vendors and activities for family members of all ages. Haile plans to talk to the organizers of both events to see if they can be combined into one day-long event.

#### D. Education Series

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

**a. Calendar of events - Haile Sims**

Haile commented that the DEI Committee's listings of area cultural events is not being published timely in the Roeland Parker. Kate Raglow provided the specific due dates and publication dates for information to be published in a timely manner:

Submission Date to City Personnel	Issue Date	Print deadline
	August/September	July 13
September 1	October/November	September 14
November 2	December/January	November 16

**b. August/September Events for Roeland Parker**

The following events were recommended to be listed on the calendar of events:

Ethnic Enrichment Festival, August 18-20, Swope Park, Haile Sims

K.C. Fiesta Hispana, September 16, Miel Castagna-Herrera

City of Roeland Park Fiesta, September 16, Miel Castagna-Herrera (Miel has concerns about these being scheduled on the same day. Someone may want to contact the organizer, Shea, to discuss.)

Faith in Blue, October 2023, City of Roeland Park Roeland Park Community Center, Haile Sims

**c. Joint meeting with Prairie Village Diversity Committee (August)**

Haile brought to the table that Prairie Village has been holding Town Hall meetings with great success.

Last night (June 26) the topic of the Town Hall was transgender legislation, especially Kansas SB180 and its repercussions. Haile proposed that he invite the organizers to a joint meeting in August as a learning opportunity for us to glean how we can successfully host open forums in Roeland Park. Carrie mentioned some of the initiatives that the city of PV is also involved in.

#### E. City Response to SB180(anti-trans legislation) – 10 minutes

*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.*

Carrie Paulette gave a presentation about Kansas SB180, its repercussions, and what the DEI committee's role should be in providing general community information to residents as well as what kind of support the DEI Committee should give to the LGBTQ community in Roeland Park. To summarize Carrie's presentation, Kansas SB180 becomes effective July 1, 2023. The LGBTQ community is fearful of the consequences. Per Mayor Michael Poppa, some LGBTQ community members are moving out of the state for fear of repercussions of the Bill. Poppa indicated additional legislation will be forthcoming based on gender & sex, including a State "legal definition" of sex. Carrie indicated that Kansas is the only state with a codified definition of male/female. The City of Lawrence wants to create a "sanctuary city" in terms of how this law affects people in public spaces. Prairie Village has also issued a statement that they would not be changing their enforcement of NDO policies. Carrie wants to know if Roeland Park has issued a response to this bill, but she has not found out anything at the City level. Mayor Michael Poppa, who was present at tonight's meeting, suggested that the committee remind local businesses and public areas of the City's NDO. Speaking previously about Kansas SB180, Poppa was quoted in Carrie's presentation as having stated that there is no "right of action, [SB180] doesn't create a crime and it does not impose penalties for noncompliance."

The City of Roeland Park's NDO protects rights in Roeland Park. A discussion ensued about whether the RP DEI Committee should encourage businesses to adopt policies and/or commit to more gender inclusive bathrooms and locker rooms. Same for the City of Roeland Park in terms of public spaces, City Hall, Community Center, City pool and locker rooms, and restrooms in city parks. Kate Raglow suggested that all bathrooms should have a changing table to enable a parent of any gender with the space needed to change diapers of their child(ren). Miel asked about the status of bathrooms in City Hall. Mayor Micheal Poppa indicated that bathroom signage makes visible both nongender and gender specific bathrooms on specific floors of the building. Miel asked about bathroom signage being planned for the remodel of the community center. Michael Poppa recommended that the DEI Committee draft a public statement and initiative to post through the City's social media indicating the DEI committee's stance on SB180 and the type of education and support it is offering community members, and where to find additional support if needed.

Haile Sims made a recommendation that the City of Roeland Park stands with the LGBTQA community and provides know your rights information on social media. Including information about where folks can appeal for help if they feel their rights are being violated or ignored. Kate Raglow confirmed that this can go out on the City's social media branded as the DEI Committee.

Carrier Paulette made a motion that the RP DEI Committee would create and sign off on a "Know Your Rights" social media campaign with resources for people affected by KS SB10 to be posted on the City of Roeland Park social media.

The motion was seconded by Emily Cramer.

Passed unanimously.

#### **F. Review goals to reflect name change**

Due to time constraints of this meeting, a review of the committee goals has been postponed. Haile Sims asked committee members to email him personally with their recommendations on this topic. He would review and bring a consolidated report of what was submitted at a future committee meeting.

#### **G. July Meeting**

The July meeting will be an important meeting with a packed agenda. Committee members should expect the July meeting to last at least 90 minutes:

- a. Juliana Garcia with SM Post will attend to update us on Shawnee Mission
- b. Police Department will provide update on Faith in Blue event in October
- c. Kendra Neal Wright, Diversity Specialist with Johnson County will attend to give us insight on effective DEI committee actions
- d. Kate Raglow suggested that the new author of the historical committee also be invited to interact with Juliana Garcia.

#### **H. Adjourn**

A motion to adjourn was made by Kate Raglow.

Seconded by Carrie Paulette.

Passed unanimously.