



Diversity, Equity and Inclusion Committee Meeting Minutes April 29, 2024

Members Present: Jeff, Carrie, Emily, Jennifer, Harold

Other Present: Tom Madigan

Members Absent: Haile, Rogina

- Follow up from last month's business
 - Approve minutes for March- Emily motion, Carrie second
 - Next meeting date: Tuesday May 28th?-
- City/Council Update/Report:
 - Council April Updates:
 - Zoning code updates in both April meetings
 - Zoning Code Updates (Haile, Jennifer)
 - **Less restrictive signs**- cabinet signs discussion was tabled (not as attractive but significantly cheaper) - are we restricting our lower-income business owners? DEI Committee suggests to broaden sign usage to allow more businesses to afford
 - **String lights**- DEI committee suggestion to expand string lights usage at businesses year-round to cover all holidays (not just Christmas).
 - **"Middle housing"** → Accessory dwelling units should be allowed if there is space- leading to lower barrier of entry for affordable housing

Goal 2: Open lines of communication with each section of Roeland Park's community:

- Communication Updates/Ideas- May Roeland Parker, newsletter, social media ([comms link](#))
 - Community event- Juneteenth/Pride events
 - City DEI work update- gender-neutral bathrooms at RP pool
- Proclamation for each months (May- AAPI, June- Pride)- Jeff confirmed with Mayor Poppa that there is no limit on the number of proclamations; if there is someone present 'to receive' the proclamation, he will read it aloud. If not, he will acknowledge the proclamation by name and council would vote to approve.
- PV Events (contact: Tim Schwartzkopf)
- Jennifer shared the news of HB 2376 passing and forwarded email to DEI committee members

Goal 1: Assess city council initiatives with an equity lens

- Council equity questions:
 - Understand current rubrics/equity questions in place (see Background Information)
 - Brainstorm survey about barriers to council members/staff
 - Reviewed Harold's survey for council & gave feedback on questions.
- Historical Committee: Roe Family House Sign [ROE FAMILY HOME copy2 4.14.2024.jpg](#)
 - "Inhabited by several nomadic tribes" - additional mention of recognizing former occupiers of the land; DEI committee requests that the historical committee go back to Anna for her opinion on adding more inclusive language regarding tribes who lived in the area before.

- City Code Chapter 6: Elections
- Mission Street Bike Lanes: community concerns

Next Steps

Future Items

- Short-term rental- July/August council meeting
- Crown Act
- Invite Ethan Corson or Rui Xu to give update on racially restrictive covenants

Racial Equity Guiding Questions

- **Disproportionate Impact:**
 - Has input from people most affected been sought?
 - Is it possible some groups would be more negatively affected than others?
 - Is it possible that some groups benefit more than others?
 - Is that necessary and/or in line with goals? If not, could this be minimized?
- **Equity in language:**
 - Does the policy/practice make normative/stereotypical assumptions?
 - What types of words are used to describe individuals/groups identified in the policy/practice?
 - Is there language that includes or excludes communities that have been historically minoritized? (Ex. "She/He" > "They")
- **How will this action affect/serve people and places that are:**
 - Low-income (consider: renters, shift work schedules, limited transportation)
 - Communities of color
 - Limited-English speaking
 - People of varying abilities (mobility, vision/hearing impairment)
 - People with marginalized faith traditions

Background Information

Council Equity Questions

- What are the implications to intersectionality?
- Does this item benefit all racial groups?
- Does this item benefit Community for All Ages?
- Does this item exclude or disproportionately impact any social identities? If yes, what populations and why?
- What (if any) social determinants of health are impacted by this item?
- What (if any) are the unintended economic and environmental impacts of this item?
- How has the impacted community been involved?
- How will the program be communicated to all stakeholders?

Roe Family Home Sign: Historical Committee

