



## January 28, 2025 RP DEI Committee Minutes

**Members Present:** Carrie Paulette, Reginia Moore, Emily Cramer, Jennifer Jones Lacy

**Guests Present:** Cory Honas, Jan Faidley

**Members Absent:** Harold Morales, Jeff Stocks, Haile Sims

- Follow up from last month's business
  - Approve [December minutes](#) - Reginia motioned to approve, Emily second
- [City/Council Updates and Follow-up](#)- read December sections (below). Time for questions.
  - City Code Chapters 8 7-12 (*update committee*) & Chapter 9
    - Code changes to Chapter 8 made in early Jan 2025 to bring into compliance with Kansas state bill HB2717, which took out some key protections (updated version [here](#))
- New roles (from last month's input):
  - Chair: Carrie
  - Communications: Emily
  - Notetaker: Emily/Jennifer
  - Recruitment: Harold, Reginia
  - Boulevard Apartment Liaison: Reginia

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

- Reminder to add items to the [Comms Google Doc](#) for February social media/email

**Goal 1:** Assess city council initiatives with an equity lens

- [Police Immigration Violations Procedures](#)- guest RPPD Chief Cory Honas
  - [Resource](#)
  - Notes:
    - Roeland Park's current police practices align with up-to-date best practices.
    - Officers do not inquire about or collect immigration status, nor is it reported within RPPD.
    - New officer training includes these protocols.
    - Procedures for public notification of ICE activities still being worked out
    - Discretion on public safety threats currently lies with PD leadership, balancing state laws against new federal policies.
    - Best practices needed: Identifying the most effective ways to address these issues equitably.

- Public communication: Need to determine how to publicly share key policies to reassure the immigrant community while navigating political sensitivities.
  - Coordination with Johnson County police chiefs is ongoing to align messaging and avoid unwanted external scrutiny.
- [City Code Chapter 10- Police](#)
  - Notes:
    - **Sec 10-103:** Clarification needed on the meaning of "arrest without process" and the definition of the "proper officer of the city."
    - **Sec 10-104:** Update the phrase "other place to prevent their escape" to something clearer, such as "certified holding facility."
    - **Seizures:** Explore **reallocating funds** from law enforcement seizures to city assistance grants.
    - **Sale of seized items:** Items valued over \$500 are currently advertised in a general circulation newspaper before sale by closed bid. Consider **more accessible platforms** like *Roeland Parker* or the city's email newsletter.
    - **Translation services:** A **translation line is available**, and some police officers are fluent in other languages. The department also coordinates with surrounding agencies when needed.
- Goals for 2025 (results from last month's input):
  - 1st Priority: Needs Investigation (abilities/accommodation needs, language, religions, holidays)
    - School partnership- Roseland ([christy.albertson@smsd.org](mailto:christy.albertson@smsd.org)) and Rushton
    - City/census data
    - Notes:
      - Look into ability/accommodation needs (e.g. hearing impaired, vision impaired, language differences, mobility)
      - Format: start with school interviews (languages); and then analyze city/census data to pull insights; possibly call for info through social media
      - Invite Roseland social worker to next meeting or ask to share feedback/answers via email
  - 2nd Priority: Immigrant rights
  - 2nd Collaboration with other cities' DEI committees
    - Objectives
    - Cities with committees: PV, Leawood?, Joco
    - Cities with staff person: Olathe, Lawrence, KCMO, OP
    - Notes:
      - Learn from other committees' DEI initiatives.
      - Explore collaboration on projects and events.
      - Establish and share best practices for city-wide DEI efforts.
      - Next steps: reach out to one city at a time to invite to meeting

- 3rd Priority: Trans rights (for future)
  - 4th Priority: Native American Reconciliation (for future)
- [Council Equity Questions](#) next steps
  - The city has discussed council equity considerations at the department head level.
  - Defining Input Areas: To get meaningful input from council members, the DEI Committee needs to outline the specific equity-related agenda items they want feedback on.
  - Ongoing Agenda Reviews: The committee will continue reviewing city council agendas to ensure equity considerations are integrated.
  - Capital Investment Review: Consider having the DEI Committee review capital investment project scores provided by council members as part of the annual budget process.
- Sidewalk clearing- community assistance program ideas, ideas from Olathe
  - Accessibility Considerations: Sidewalk clearing is crucial for pedestrians, but also a barrier for residents who are unable to clear their own sidewalks.
  - Olathe's Model – 'Snow Angels Program':
    - Residents apply at the beginning of the season for assistance. The requirements of eligibility for assistance are 62 years plus in age or SS disability/note from a medical professional. They require this documentation.
    - Volunteers must be 18 or older. If younger (16+), they must be accompanied by an adult or have their guardian sign consent. All volunteers are required to participate in a background check before they are accepted.
    - Volunteers are called to help when significant snowfall occurs. Volunteers can use a sign-up genius for volunteering.
    - They advertise their Snow Brigade program on their website, social media and in the city newspaper. They also hired a full-time coordinator last summer to help recruit and advertise the program.
    - Olathe holds a volunteer banquet at the end of the year where they provide food and awards as a thank you to volunteers.
  - Next Steps: Explore mimicking Olathe's model by developing a structured community assistance program to ensure accessible sidewalks for all. Khal working on developing an RP version.
- Budget objectives- due March 3rd
  - Brainstorm budget objectives before next meeting- consider projects for funding
- Collaboration with other committees (updates)
  - Sustainability- Harold
  - Aquatics Center- Roginia

## **Next Steps**

- All: Communication: add items to the [Comms Google Doc](#) for February social media and email newsletters
- Carrie will reach out to Christy Alberson, Social Worker at Roseland Elementary, about input for needs investigation.
- Carrie will reach out to Prairie Village DEI Committee to invite to future meeting
- All: Brainstorm budget objective.
- Jennifer: will send an update about Snow Angels program

**Next Meeting: February 25, 2025**

**Upcoming Events:**

**Future Items**

- ADU as rentals
- Trans rights
- Native American reconciliation
- Collaboration with other cities' DEI committees
- Criminal history as protected class
- Bike Ped Network Plan- Feb
- Strategic Plan

**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