



February 25, 2025 RP DEI Committee Meeting Minutes

Members Present: Carrie Paulette, Emily Cramer, Haile Sims

Guests Present:

- Prairie Village Diversity Committee: Karen Heath, Ron Nelson, Chi Nguyen
- Mayor Poppa
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Members Absent: Harold virtual, Roginia

1. Follow-up from Last Month's Business

- **Approval of January Minutes:** Emily motioned to approve, Haile seconded.
- **City/Council Updates and Follow-up:** Reviewed January updates and opened for questions.
- **Police/ICE Policy Update:** Adjusted language from “shall” to “should not” to lighten restriction language; police chief confirmed this will not impact current practices. The section on public notification of ICE presence was removed. Updates [here](#)

2. New Roles (Based on last month's input):

- **New Council Liaison:** Kate Raglow
- **Recruitment:** Harold, Roginia
- **Boulevard Apartment Liaison:** Roginia
- **Haile?** (Follow-up needed)
- **March Meeting Date:** Options discussed—March 18th or April 1st (to be determined).

3. Committee Goals & Updates

Goal 2: Open Lines of Communication with Roeland Park's Community

- **Communication Plan Reminders:**
 - Haven't yet seen Feb social media celebrating Black History Month or with immigrant rights resources posted. Carrie will send this to Kate to follow up.
 - March social media/email: Women's History Month
 - April/May Roeland Parker: AAPI Month, Arab Heritage Month

Goal 1: Assess City Council Initiatives with an Equity Lens

- **Collaboration with Prairie Village (PV) Diversity Committee:**
 - **Roeland Park DEI History & Focus Areas:** Established in 2020; began with education and community events, shifted in 2024 to reviewing ordinances and laws, providing equity-focused feedback to the city council, and maintaining open communication with the community.
 - **Prairie Village Overview:** Focuses on education and celebration through town halls and events, including Juneteenth and MLK Day. PV does not liaise with the city council on ordinances. They engage constituents through monthly proclamations, presentations, and outreach via Eventbrite and email lists.
 - **Collaboration Opportunities:** Potential partnership for a Hispanic Heritage celebration on **September 20, 2025 (4-9 PM)**. Discussion of DEI backlash challenges.
 - **Recruitment Insights from PV:** High engagement and active participation. Preference is given to applicants who prioritize DEI as their first committee choice. Word of mouth and recruiting at events.

Monarch Refuge Project - Sustainability Committee

- Proposal to establish a **monarch refuge garden** with city funding.
- Potential DEI Committee support:
 - Educational programming linking migration patterns to the immigrant experience.
 - Spanish translations for informational materials.
 - Immigrant artwork to complement the project.
 - Collaboration with Cedar Roe Library or Roesland for programming. Story walk in the garden?
 - Documentary screening: <https://www.aymariposafilm.com/>

DEI City Updates

- No major changes to city DEI initiatives/language, except for adjustments towards more “cautious” wording.

Sidewalk Clearing Update

- Not discussed.

Needs Investigation: Roesland Elementary Community Data

- **Meeting with Roesland Principal & Social Worker:**
 - **Student Demographics:** 24% English Language Learners (ELL), 43% qualify for free/reduced lunch.
 - **Diverse Student Population:** Includes Spanish-speaking, Muslim, Jewish, Jehovah’s Witness families.
 - **Special Needs Considerations:** Large population of students with autism.
 - **Recommendations:** Sensory play equipment and a communication board at Nall Park.

- **Community Needs:** Absenteeism, transportation limitations, Medicaid-private insurance gap, increasing support for immigrant children.
- **Potential Events:** Multicultural Night or General Wellness Night.

Immigrant Rights Initiatives

- **Business Partnerships:** Collaborate with RP businesses to share **Know Your Rights** information at upcoming **Rise business meetings**.
- **Law Enforcement Engagement:** Two RPPD officers with strong community ties will continue linking resources and sharing materials.
- **Virtual Court Option:** Maintained for accessibility and due to increase absenteeism at court.
- **City resources:** Red Know Your Rights cards not handed out at court. Educational rather than directive language for city communications.

Budget Objectives

- Budget objectives due **March 3rd**; no new objectives at this time. Will consider parking lot of ideas throughout year to prepare for next year.

3rd Floor City Hall Space

- Discussion on equitable use of space; ideas to be explored.

City Code Chapter 11

- Not discussed.

4. Next Steps & Action Items

- **Emily:** Send out meeting minutes.
 - **Carrie:** Share updates as needed.
 - **Next Meeting: TBD (March 18 or April 1)**
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5. Future Agenda Items

- Accessory Dwelling Units (ADUs) as rentals.
- Trans rights initiatives.
- Native American reconciliation efforts.
- Criminal history as a protected class.
- Strategic Plan development.
- Bike & Pedestrian Network Plan.

- DEI scoring for capital projects.
- Research other city initiatives (Mission, Johnson County, KCMO, Lawrence).

Committee Feedback

<p style="text-align: center;"><u>City Code Chapter11</u></p> <p style="text-align: center;">n/a</p>
<p style="text-align: center;"><u>3rd Floor Space</u></p> <p style="text-align: center;">n/a</p>

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