



May 27, 2025 RP DEI Committee Agenda

Members Present:

Guests Present:

Members Absent:

- Follow up from last month's business
 - Approve [April minutes](#)
- [City/Council Updates and Follow-up](#)- Code Chapter 12

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

- Reminder to add items to the [Comms Google Doc](#) for:
 - June email newsletter and social media

Goal 1: Assess city council initiatives with an equity lens

- [City Code Chapter 13](#)- Street and Sidewalks- Articles 3, 5, and 9
- [Proclamations](#)- highlight event, organization, business, artist
 - Additions to calendar?
 - Priorities in organizations/businesses
 - June- Juneteenth, Pride, LGBTQ Chamber of Commerce
 - July
- Cultural/family celebrations- tabling at summer events
 - Summer concerts (June 28th, July 19th, August 23rd, September 13th)
 - Questions + format
- Updates:
 - Joco DEI Committee Updates- Haile
 - 75th Anniversary Committee- Harold
 - Strategic Planning Committee update- Carrie
 - Historical Committee update- Carrie & Kate
- Immigrant rights
 - Update on meetings with Aldi, Lowes, Walmart, Price Chopper
 - Certified Welcoming- Welcoming Joco share out
 - Action planning with AIRR- Accompaniment for municipal court?
- Johnson County DEI Committee collaboration
- Recruitment ideas- New Roots Church

Next Steps

Next Meeting: June 24, 2025

Future Items

- Joey- cost of living analysis + RP demographic data- June
- Prairie Village Collaboration: Hispanic Heritage Month collaboration (Sept)
- ADU as rentals
- Trans rights
- Native American reconciliation
- Criminal history as protected class
- Capitol Projects DEI Scoring
- Other cities: Mission, Joco, KCMO, Lawrence

Committee Feedback

<u>City Code Chapter 13</u>

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 (**Spanish, Punjabi**)
 - People of varying abilities (mobility, vision/hearing impairment, varying levels of communication, on Autism spectrum)
 - People with marginalized faith traditions (Jewish, Muslim, Jehovah's Witness)