September 30, 2025 RP DEI Committee Agenda

Members Present:
Guests Present:
Members Absent:

- Follow up from last month's business
  - Approve August Minutes
- City/Council Updates and Follow-up- none

Goal 2: Open lines of communication with each section of Roeland Park's community:
- Reminder to add items to the Comms Google Doc for:
  - October social media/email

Goal 1: Assess city council initiatives with an equity lens
- Strategic Planning Committee Forum- guests
  - Share concert info
- Concert tabling
  - Updates/follow up from September-
    - Community feedback- next steps
    - Follow up on sign-ups
    - Share with Strategic Planning
- Proclamations-
  - October update- Roesland Student Council
  - Native American Heritage Month
- City Code Chapter 14- new e-traffic section (page 1)
- City Code Chapter 16- Articles 1, 3, 5 (pages 1-23)
- Immigrant rights-
  - Response plan for city facilities update
  - Community canvassing
- Language Access- interpreters
- 75th Anniversary Project Proposal
- Updates:
  - Welcoming KC- letter of support for Gateways for Growth application
  - Joco DEI Committee Updates- Oct 10 meet and greet

Next Meeting: October 28, 2025

Next Steps:

Future Items
- Chapter 16- Articles 7-16

- Climate Action Plan- MARC- Climate Action KC (goal of net 0 by 2050)
- Welcoming KC/Welcoming Joco
- 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

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, ambulatory, self-care, and independent living difficulty)
  - People with marginalized faith traditions (Jewish, Muslim, Jehovah's Witness)
  - Individuals without citizenship status