



Diversity and Inclusion Commission Agenda

Monday, May 9, 2022 5:30 PM

City Hall Board Room

The Diversity & Inclusion Committee will meet in person as well as via telephone or video conference. Members of the public interested in this meeting are encouraged to join the meeting via the following link - <https://us02web.zoom.us/j/81121299227?pwd=NTJjK1RsdkU2UEJxVitoWGFLek9aQT09> or call (312) 626-6799 , Webinar ID: 811 2129 9227, Passcode: 799964 - rather than appear at City Hall (note: occupancy will be limited).

1. Call to Order & Pledge of Allegiance

A. Roll Call

2. Welcome by the Chair

3. Action Items

A. Approve the minutes of the February 28, 2022 regular meeting

4. Non-Action Items

- A. Facilitated Planning Workshop - Part II - A discussion about the roles and responsibilities of the Diversity & Inclusion Committee, including goal setting and establishing priorities
1. Prioritized Goals of the Diversity & Inclusion Committee

5. Unfinished Business (postponed from prior meetings)

A. Historical Signage Discussion - Updates and Next Steps

6. Other Business - Committee Updates / Staff Updates

A. Next Meeting - Monday, June 6, 2022 @ 5:30 PM

7. Adjourn



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Minutes

1. Call to Order

Roll was called by Jeffery Rhodes, Asst. to the City Administrator

Members present were:

Rondale Dunn

Amy Barr

Rhona Weimer

Mahnaz Shabbir - virtual

Dr. Vince Carlise - was absent at roll call but arrived about 8 minutes into the meeting

Also in attendance:

Brian Whitley (BOA Liaison)

Kevin Vicker - Park University

Alexa Barton - incoming City Administrator and staff liaison

Stephen Lachkey- Parkville Community Development Director (virtual)

2. Action Items

A. Approve the minutes for the January 10, 2022 meeting

A. Approve the minutes from the January 10, 2022 regular meeting of the Diversity and Inclusion Committee

ACTION: Rhonda Weimer moved to approve the minutes from the January 10, 2022 regular meeting - with the following corrections - fix aldermen typo in the minutes (FIXED)

Amy Barr seconded.

Posted February 25, By: Jeffery Rhodes
Date & 2022 @ 3:00 PM
Time:

RESULT: Motion Passed unanimously, 5-0.

3. Non-Action Items

A. Diversity, Equity, and Inclusion (DE&I) plans from other communities - DISCUSSION

A. Chairman Rondale Dunn invited Kevin Vicker - Senior Director of International Education - from Park University to come and speak on the diversity of the Park University student body.

- Some details from Mr. Vickers' presentation and discussion
 - 325 students from 60 countries
 - 50% are graduate students
 - 60+ are student athletes.
 - India is the largest country represented - followed by Kenya and Brazil
- Mr. Vicker gave a brief presentation about how his office serves the international community at Park.
- He said, we have a goal of global citizenship and want to promote that on campus and in the broader Parkville community.
- Mahnaz - can we be added to your mailing list? For events on campus.
 - Vicker - Yes! The International sash ceremony is the first weekend in May

B. Establish Proactive Goals of the Diversity & Inclusion Commission

Goals for the Commission - how do we measure our success and impact.

Rondale - meetings with American Family experts. Working ideas to bring together.

MARC will provide two sessions to help us establish our goals - will plan to

Alderman Whitley - info from other communities

- Greater KC Welcome Guide - their goals and vision for how they bring diversity and representation to the community.
 - Chamber of Commerce, Reach Foundation - 2 years of work.
 - PG 16 - Economic Development - The goal outlined there is something we should shoot for

Mahnaz - How does Parkville become a certified city?

- For it to be official, it has to come from the City.
- Greg Bandino??? - KC Chamber

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- REACH Foundation - they gave the grant (Health perspective - connect with Parkville Public Health)
- MARC - do a SWOT analysis on the City.
 - Mahnaz - This is part of a larger initiative called Welcoming America - dig into that connection and opportunity.
 - Mutual shared goals

Rondale will follow up in preparation for our conversation with MARC

- Brian - building communities and trusting relationships with each other
 - Residents should be able to fully leverage the opportunities available
 - Create an inclusive and welcoming working environment - focus on education and awareness in the community
 - Hiring practices, welcoming to all
 - Safe, welcoming and inclusive communities
- Rhodes - get the Parkville Living Center involved

4. Unfinished Business (continued from prior meetings)

A. Historical Marker Discussion - Continuation

The Committee walked through the information that was gathered from the previous meeting about the markers in Parkville and where they came from and what their status is.

- Brian - Reviewed the information in the packet about the signs and their history. One of the markers was installed in 2009.
 - There is no evidence of Board approval of the sign installation at that time - nothing in the minutes
 - It's unclear/fuzzy about the ordinance and sign requirements for these sorts of things
- Amy Barr - 1945 was when the Platte County Historical Society was established. No other information was available.
- Rhonda Weimer - good information here. We need to do a balancing act. We need to tell historical stories but we also need to tell them appropriately and thoroughly. What is the best way to present the history of Parkville. How do we get community input
 - Amy Barr - what is the best place for it
- Mahnaz Shabbir - What is the best way to approve these? We need to have a review policy for signage - going forward
 - Whoever is charge of signage needs to work on this and make those signs. Tell the story of Parkville
 - Signage is an operational thing. Bring that to us for review and
 - We can review these things and make our recommendations for the board.
- Whitley - We can look at the code and build out the specifics for each kind of sign.
 - A few other articles in the packet can help us understand the history and

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context.

- Barton - that is something we can dig into with our community development team and present that to the committee for consideration

Barr and Dunn - we need to have a public forum about what to do with these signs.

Weimer - let's plan for a public meeting before the end of the summer to address the signs and other

Mahnaz - what are we asking the public for?

Dunn - input and thoughts on the signs. What do they want to do with them?

Mahnaz - let's establish what the city policy on signs is and communicate that

- Has it been determined if the signs are offensive?
- Let's get a policy for signs, see if these fits with these, and find a home for historical signs
 - I'm not necessarily for a public hearing for these signs
- Dunn - privately donated signs?
- Barr - It's unclear who these signs belong to; there is no word from the organizing groups
- Mr. Klam - Whitley can reach out to him about the history. He may know

Rhodes - the city will compile the sign policy for the City and share that with the committee, prepare for the public hearing

Whitley - let's hear people and allow feedback.

- We build this out and present the recommendation to the board

Weimer - I agree with that. It might be hard but we need to do it.

- Dunn - I think we should have a public hearing and learn what the community thinks and wants
- Barr - develop some choices and ideas and establish the policy
- Send that to the public

Dunn - what are the legal issues with some of this stuff?

Barton - the board has broad discretion for how the City is managed

- Mahnaz - the first step in to establish our goals, define the policy and then see if the public hearing is the way to go

Other topics to consider

- Whitley - how to encourage diverse hiring and HR policies
 - Lees Summit information - they've done a lot work to identify some of these things
- Mahnaz - Overland Park 40 year plan and Diversity Guide

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- Pg 34 - those who participate
-

5. Other Business

- A. Next Meeting Date - April 11, 2022 @ 5:30 PM
Goal Setting primary action item
finish the historical marker discussion - based on policies from the city
establish next steps for historical marker discussion - community meeting

6. Adjourn

The meeting was adjourned by Chairman Dunn at 7:04 PM

Posted February 25, By: Jeffery Rhodes
Date & 2022 @ 3:00 PM
Time:

City of Parkville
DEI Planning Workshop Agenda
Date: December 13, 2021
Time: 5 pm – 7 pm
Location: 8880 Clark Avenue, Parkville, MO 64152

Welcoming remarks by City leadership to set tone (10 minutes)

City—Jeff Rhodes will be notetaker and attendee

City will post high level agenda by December 9th; send to commission in advance; non-residents may attend as observers due to interest

Introductions – Facilitator and participants (15 minutes)

The City of Parkville requests facilitation services to help the Commission with its initial organization and strategy to accomplish its charge.

Ground Rules (5 minutes)

- Be mindful
- Open discussions
- Show mutual respect
- Stay on topic
- Provide input
- Limit distractions
- Listen to understand (disagreements)

Government 101 –Roles & Responsibilities (45 minutes)

- **Structure of commission**
 - The Parkville Board of Aldermen recently adopted Ordinance No. 3070 to establish the Diversity and Inclusion Commission. The Commission includes five volunteer citizens and residents from the Parkville community who are appointed by the mayor with approval of the Board of Aldermen. The city administrator serves as the staff liaison to the Commission, and the mayor and one alderman serve as liaisons between the Commission and the governing body.
 - The ordinance establishes the broad duties and responsibilities of the Commission including promoting community awareness and education on the value of diversity in the community and making recommendations to the city to promote equity, diversity and inclusion in government affairs. The City of Parkville requests facilitation services to help the Commission with its initial organization and strategy to accomplish its charge.
- **Goals** (City input—5 charges, what is not a charge)
 - Promote community awareness and education on the value of diversity to the community;
 - Promote equity on the basis of economic status, race, color, religion, gender, national origin, ancestry, marital status, physical or mental disability, familial status, sexual orientation, and gender identity;
 - Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services and programs;
 - Promote responsiveness of government to concerns of people that may be subject to bias or discrimination in the community;
 - Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members; and

6. Address ad hoc requests related to diversity and inclusion from the Mayor and Board of Aldermen.
DEI Language and Terminology (45 minutes) Diversity is expressed in various forms, including race and ethnicity, gender and gender identity, sexual orientation, socio-economic status, language, culture, national origin, values, religious commitments, age, and disability status. Equity is equal opportunity for all persons. Being equitable means not discriminating due to race, skin color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status. Inclusion ensures differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging. Cultural Humility is a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs Implicit biases refers to unconscious attitudes, reactions, stereotypes, and categories that affect behavior and understanding. We may not be aware that we are doing it. Implicit bias often refers to unconscious racial or socioeconomic bias towards marginalized groups. (vulnerability & strengths, economic initiatives, not government fixes) • Prompt discussion questions ○ What is the purpose, mission, or values of the group? ○ What is the group's long-term plan for diversity and inclusion? ○ What are the priorities for this group? • Guiding principles for the group ○ Mutual understanding and respect ○ Affirm the complexities of our multiracial, multiethnic, and multicultural histories, cultures, and experiences ○ Educating others about the importance of a DEI community ○ Equity amongst leadership, staff, community, and partners ○ Integrate culturally competent protocols and policies
Sources DEI: https://hr.umich.edu/sites/default/files/dei_the_basics_-_part_1_discussion_guide_.pdf Yale: https://poorvucenter.yale.edu/ImplicitBiasAwareness

Future discussion topics to consider--

- City— “look at our own house”, future discussion topics-- introduce the current hiring manual, internal documents, personnel policies, recruitment process, PD has different policy, staff training (item to address); future meeting will include tackling statues
- Controversial historical sites
- Disinformation on social media regarding reparations
- Sensitivity towards marginalized groups (Black community members)
- Ongoing D&I education
- Future state of the commission that will allow additional feedback and input from non-members; parking lot for Q&A

AN ORDINANCE AMENDING CHAPTER 142, SECTION 142.010 AND ADDING A NEW CHAPTER 154 TO THE MUNICIPAL CODE OF THE CITY OF PARKVILLE ESTABLISHING THE DIVERSITY AND INCLUSION COMMISSION

WHEREAS, the Board of Aldermen believes that great communities are those that are enriched by diversity, where opportunity is universal and inclusiveness is a foundational principle; and

WHEREAS, the City of Parkville has a long tradition of valuing character and community commitment; and

WHEREAS, the Board of Aldermen wishes to be sure these core values are maintained, and to that end it believes the establishment of a Diversity and Inclusion Commission to provide an additional resource and special insight and guidance on matters of equity, diversity and inclusion can assist the Board in this effort.

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PARKVILLE, MISSOURI AS FOLLOWS:

SECTION 1. That Parkville Municipal Code Chapter 142, Section 142.010 is hereby amended to read as follows:

- A. The Board of Aldermen shall create committees, commissions and boards as authorized by State Statutes as necessary to effectively carry out the business of the City.
- B. The following committees, commissions and boards have been created and are regulated by Parkville Municipal Code. These entities shall operate in accordance with the rules and regulations adopted therein.
 - 1. Board of Housing Appeals.
 - 2. Board of Zoning Adjustment.
 - 3. Cemetery Board.
 - 4. Community Land and Recreation Committee.
 - 5. Ethics Commission.
 - 6. Finance/Audit Committee.
 - 7. Planning and Zoning Commission.
 - 8. Tax Increment Financing Commission.
 - 9. Diversity and Inclusion Commission.
- C. The Board of Aldermen may create by ordinance additional committees, commissions and boards as deemed necessary to advise the Board on specific or general matters.

If not regulated by the Parkville Municipal Code, the Board of Aldermen shall specify the intent, authority, organization, and procedures for operation at the time of creation.

- D. The Mayor, with the consent and approval of the Board of Aldermen, is hereby authorized to appoint qualified persons to serve as advisors to the Board of Aldermen, committees, commissions or boards, or newly appointed advisory committees. The role, term and other details of services shall be determined by the Board at the time of appointment. When appointed to serve existing committees, commissions or boards, advisors shall not be bound by the procedures, rules and regulations governing said committees, commissions or boards and shall not be voting members of such.

SECTION 2. That Parkville Municipal Code Title I is hereby amended to add a new Chapter 154 titled Diversity and Inclusion Commission as follows:

CHAPTER 154. DIVERSITY AND INCLUSION COMMISSION

SECTION 154.010. CREATION AND ESTABLISHMENT OF A DIVERSITY AND INCLUSION COMMISSION

There is hereby created and established a Diversity and Inclusion Commission for the City of Parkville, Missouri which shall consist of five (5) members, citizens and residents of this City, who shall be appointed by the Mayor with the approval of the Board of Aldermen.

SECTION 154.020. TERM OF OFFICE FOR MEMBERS OF THE DIVERSITY AND INCLUSION COMMISSION.

- A. The term of the five (5) persons to be appointed by the Mayor shall be three (3) years, except that the first (1st) Board shall have three (3) members serve three (3) years and two (2) members serve two (2) years.
- B. In the event that a vacancy shall occur during the term of any member, their successor shall be appointed for the unexpired portion of the term. Expiration dates of membership terms shall be in the year set by appointment but on the date of the first (1st) Board of Aldermen meeting in May of that year. Members whose terms have expired may be reappointed, but shall not serve unless they have been reappointed.

SECTION 154.030. COMPENSATION.

Members of the Diversity and Inclusion Commission shall serve without compensation.

SECTION 154.040. DUTIES AND RESPONSIBILITIES

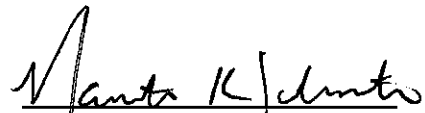
- A. The Commission shall serve in an advisory capacity to the Mayor and Board of Aldermen on ways to:
1. Promote community awareness and education on the value of diversity to the community;
 2. Promote equity on the basis of economic status, race, color, religion, gender, national origin, ancestry, marital status, physical or mental disability, familial

status, sexual orientation, and gender identity;

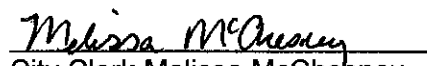
3. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services and programs;
 4. Promote responsiveness of government to concerns of people that may be subject to bias or discrimination in the community;
 5. Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members; and
 6. Address ad hoc requests related to diversity and inclusion from the Mayor and Board of Aldermen.
- B. The City Administrator or their designee shall serve as the staff liaison to the Commission. If the Commission receives complaints of alleged discrimination occurring within the City the Commission shall forward the complaint to the City Administrator who may refer the complainant to one or more state or federal agencies empowered to investigate and remedy such matters.

SECTION 3. This Ordinance shall be in full force and effect from and after the date of its passage and approval.

Passed and approved this 18th day of May 2021.


Mayor Nanette K Johnston

ATTEST:


City Clerk Melissa McChesney

