



Diversity and Inclusion Commission Agenda

Monday, December 11, 2023 5:30 PM

City Hall Board Room & via Zoom

[Click Here to Attend the Meeting Via Zoom](#)

1. Call to Order

A. Commission Members:

Mahnaz Shabbir, Dr. Vincent Carlisle, Amy Barr, Rhonda Weimer, Tiana Heath,
Alexander Salazar, Brent Uhrmacher

Park University Student Representative:

Manika Karki

2. Non-Action Items

A. Update from Welcoming KC – Presented by Amy Coffman from KCMO Chamber

3. Action Items

A. Approve the minutes from the September 11, 2023 regular meeting

4. Unfinished Business (postponed from prior meetings)

A. Update on the Parks Master Plan

B. Summary Reports - Ongoing City projects that are of interest to the Diversity Commission

- ADA Transition Plan
- Communities for All Ages

5. Other Business

A. Updates from Park University - Manika

B. 2023 Year in Review

C. 2024 Schedule & Potential Business

D. Discussion - Calendar Recognitions on the City's Website - Tiana

E. Discussion - DEI Courses for Local Businesses

F. Discussion - Town Halls for Park U Students Who Want to Get Involved - Tiana

6. Adjourn

Welcoming KC
Update
December 2023



Background on “Welcoming”

- **Welcoming America**
- **Reach Foundation collaborates with GKCCC**
- **GKCCC launches Welcoming KC**
- **Coalition and Steering Committees**
- **Welcoming Plan**
- **Certified Welcoming**

WELCOMING KC CERTIFICATION PROCESS



What is Certified Welcoming?

Certified Welcoming is a formal designation for local governments that have created policies and programs reflecting their values and commitment to immigrant inclusion. This innovative program assesses local governments on their efforts to include and welcome immigrants in all areas of civic, social, and economic life in their communities.



CERTIFICATION PROCESS and Welcoming KC Proposed Timeline

1 SELF-ASSESSMENT

- Gather evidence
- Select star rating

February 2024

2 DESKTOP REVIEW/ANALYSIS BY CERTIFICATION TEAM

- Preliminary analysis of compliance
- May request additional evidence or flag items for the audit interviews.

May 2024

3 AUDIT

- Virtual or in-person interviews with:
 - community leaders
 - government employees
 - non-profits
- Verify audit
- Understand local welcoming community

May 2024

CERTIFICATION PROCESS

4 REPORT

- Final detailed final report with findings
 - Compliance
 - Local strengths and opportunities for growth
- Provide communities with a roadmap for future

July 2024

5 ADDITIONAL EVIDENCE, IF REQUIRED

- Report identifies non-compliant criteria
- Additional time to provide evidence to demonstrate compliance to gain certification.

July 2024

6 CERTIFICATION AND ANNOUNCEMENT

Once compliant with all of the criteria for the star designation, local governments:

- Receive certificate
- Coordinate an announcement with Welcoming America
 - Press release
 - Quote from Welcoming America
 - Branded materials

September 2024

Welcoming Framework Areas



Civic
Engagement



Connected
Communities



Economic
Development



Education



Equitable
Access

Government
and Leadership



Safe
Communities



Strengths with evidence

Civic Engagement <ul style="list-style-type: none">● Citizenship assistance● Voting assistance	Connected Communities <ul style="list-style-type: none">● No negative comments from electeds● Electeds attend	Economic Development <ul style="list-style-type: none">● Job assistance programs● Small business support
Education <ul style="list-style-type: none">● System navigation● Language access● Adult Education	Equitable Access <ul style="list-style-type: none">● Healthcare options● Digital inclusion programs	Government/Safety <ul style="list-style-type: none">● Library programs (RISE)● Policy against detaining for deportation● T and U visa assistance

Challenges or without evidence

Civic Engagement <ul style="list-style-type: none">● Leadership Programs● Govt navigators● Language	Connected Communities <ul style="list-style-type: none">● Govt connection to equity work	Economic Development <ul style="list-style-type: none">● Credentialing foreign degrees
Education <ul style="list-style-type: none">● Parental involvement programs	Equitable Access <ul style="list-style-type: none">● Information dissemination - how and what● Language Access	Government/Safety <ul style="list-style-type: none">● Language Access● Know and understand demographics● Staff trainings on language/culture



Where we have the most work...

- **Communications**
- **Engagement**
- **Language Access**

Takeaways...

- **Communications**

- How do government departments communicate with immigrants
- Are you promoting opportunities and feedback

- **Engagement**

- How are immigrants involved in effecting policy
- How are immigrants connected to government
- Are program and planning decisions inclusive to immigrants

- **Language Access**

- Programs across departments
- Staff trainings
- Notification to communities





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FOR A GREATER KANSAS CITY



Diversity and Inclusion Commission Agenda

Monday, September 11, 2023 5:30 PM

City Hall Board Room

Minutes

1. Call to Order

A regular meeting of the Diversity & Inclusion Commission was convened at 05:33 PM at City Hall, 8880 Clark Avenue, Parkville, Missouri on September 11, 2023 and was called to order by the Chair, Mahnaz Shabbir.

A. Commission Members:

Mahnaz Shabbir
Dr. Vincent Carlisle
Amy Barr
Rhonda Weimer
Tiana Heath
Alexander Salazar
Brent Uhrmacher
Manika Karki

2. Welcome and Introductions

A. Welcome our new Commission Members and Student Representative

This was the first meeting with our newly appointed Commissioners:
Brent Uhrmacher, Alexander Salazar, and student representative, Manika Karki

Also present:

Board Liaison - Brian Whitley
Mayor Dean Katerndahl
Staff: Jeffery Rhodes & Alyssa Roberts

3. Action Items

A. Approve Minutes from the May 8, 2023 Regular Meeting

4. Non-Action Items

5. Unfinished Business (postponed from prior meetings)

- A. Parks Master Plan Update - Diversity & Inclusion Questions - Timeline Update
Amy, Rhonda, + 1 other can be on the ad-hoc group (Manika will participate as a non-voting member)

Consult with non-voting members and have recommendations ready to go for the next meeting

Whitley - thinking about the entire history of the area - starting with indigenous people and moving to current time.

virtual walking tour - MSPA has one on their app

Jeff to send - Missouri Sunshine law requirements and presentation for volunteer boards

See Click Fix - coming in the near future

6. Other Business

Brian - Planing & Zoning Commission packet - two requests for murals in the downtown alley

The mural depicting the military service has raised some concerns from the community.

Dr. Carlisle commented on the history of military murals and the changes that have occurred recently.

Ms. Mahnaz shared the example of the murals in downtown Overland Park, KS and how they depict diversity and community interests.

Mr. Whitley shared the guidelines for murals in the development code

The MSPA executive board voted unanimously on Friday to approve the suggested designs - they will be reviewed by P&Z and BOA at their upcoming meetings.

Ms. Heath - shared her thoughts on how the mural represents the idea and the sentiment being expressed.

Mr. Uhrmacher - shared his thoughts on how to bring forward the 'freedom isn't free' motto as a shared ideal that can be representative and more diverse.

Ms. Heath - can we please discuss other options and resources that we can provide to the City?

Whitley - example of the ordinance that give elected officials the right to arrest citizens during a riot. HR policies, etc.

7. Adjourn

Mahnaz Shabbir declared the meeting adjourned at 06:45 PM.

The minutes for September 11, 2023, having been read and considered by the Diversity & Inclusion Commission and having been found to be correct as written, were approved on this the 11th day of December 2023.

Submitted by:

Jeffery Rhodes - Asst. City Administrator

Historical monuments process and questions for the Parkville community

We have created three questions to be added to the overall community survey which is still in process (and delayed now for several months). If for any reason the survey in process still has no progress at the time of our next diversity committee meeting, Amy and I will advocate that this survey be sent out separately through the following process:

Dr. Wescott can create a survey in SurveyMonkey that can be distributed via the monthly Parkville pulse newsletter or the monthly e-mail that is sent out to Parkville residents. The survey is suggested to be sent out in 3 monthly e-mails and newsletters, then given a deadline of 2 months from the last distribution for community members to participate in the survey.

Once the survey is created and launched, the SurveyMonkey software will tabulate the data.

The questions that we would like to hear from the Parkville community about:

1. What themes or events regarding Parkville history do you want to have noted on a historical marker? Please provide up to three suggestions.
2. Do you have ***verifiable documented information*** about any of the themes or events listed above?
 - a. Yes, will open to ask that they list their e-mail contact information
 - b. no will end that question.
3. Where in Parkville would you like to see historical markers erected? Please provide up to three suggestions.

If we are limited in the number of questions we can ask, they are listed above in priority order is which eliminating #3 first, then #2 if needed.

The process:

1. We would like to hear from the community and respond to their thoughts at every step. In addition to providing ideas of potential themes or events, the community will be asked to review/ comment on potential historical markers before they are erected.
2. Members of the Diversity and Inclusion Committee will be identified as a work group to follow up via e-mail with people who have stated that they have verifiable documented information about any of the historical items that have been suggested for a historical marker.
3. Ideas and themes need to be thoroughly vetted for accuracy prior to creating a marker.
4. All the information including the survey results, the conversations with community members, and the verifiable documentation will be stored in a computer file with folders created for each event or scene. For example if there is a folder for Banneker school then everything related to Banneker school goes into that folder.
5. Lastly there will be a time for community members to provide feedback on potential historic markers before the marker itself is purchased and erected.

Last, but not least, if the big community survey has not been commissioned or is not an active progress at the time of the next Parkville diversity and inclusion committee meeting, I and Amy will advocate strongly that we create our own survey for the historical markers and launch it as soon as possible.