



Diversity and Inclusion Commission Agenda

Monday, January 8, 2024 5:30 PM

City Hall Board Room

Zoom: <https://us02web.zoom.us/j/89083635861?pwd=MU5xVzJXdk03cGI5RHVJbUVFa2VSQT09>

1. Call to Order

A. Commission Members:

Mahnaz Shabbir
Dr. Vincent Carlisle
Amy Barr
Rhonda Weimer
Alex Salazar
Brent Uhrmacher
Manika Karki - Park University

2. Non-Action Items

A. Public Comment - Alisha Blackwelder - Main Street Parkville Assoc.

3. Action Items

- A. Approve the minutes from regular meeting on December 11, 2023
- B. 2024 Plan of Action

4. Unfinished Business (postponed from prior meetings)

A. Update on Questions/Follow-up from December 11, 2023 Meeting

5. Other Business

A. New Discussion - ADA Parking Space on Main St.

6. Adjourn



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](#)

Minutes

1. Call to Order

A regular meeting of the Diversity & Inclusion Commission was convened at City Hall, 8880 Clark Avenue, Parkville, Missouri on December 11, 2023, and was called to order by the Chair, Mahnaz Shabbir at 05:29 PM.

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

Speaker Amy Coffman addressed the committee at 5:36 PM until about 6:05 PM

-Reviewed what Welcome KC is and how it started

-Reviewed the next steps and time frame for organization within KC

-Reviewed certification requirements for local governments

-Language access requirements and benefits

3. Action Items

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

ACTION: Tiana Heath moved to approve the minutes, Dr. Vince Carlisle seconded.

RESULT: Motion Passed: 6-0.

4. Unfinished Business (postponed from prior meetings)

A. Update on the Parks Master Plan

-Contractor will go before BOA 12/19/23

-Rhonda and Amy submitted questions for what the questions should be to staff

-Timeline is Spring 2024

-Why can't questions be included with other city communications in lieu of the Parks Master Plan

-Contract smaller survey mechanism that staff would administer or use social media

Posted Date & Time: Friday, December 8 @ 4:30 PM

By: Jeffery Rhodes

-Tiana, Rhonda, and Amy will create own survey focusing on a larger survey including more than signage

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

- ADA Transition Plan
- Communities for All Ages

-Review how funds/resources are being deployed

-Communities for all ages update in the new year

-Reviewing if ADA transition plan includes changes for all different disabilities (not just physical disabilities)

-Make website more approachable for those with disabilities (texts larger, color changes, high resolution, etc.) Section 508 compliance.

-Using wordpress for website-Confirm if 508 Compliant

-Meetings do not have live captioning but does have closed captions after via Vimeo hosting platform-<https://vimeo.com/parkvillemo>

-Status on when ADA plan will be presented to BOA

-All ages survey only had a few questions for the disabled community

-Review parking options for disabled individuals downtown-Specific times/days where parking is specifically for disabled individuals

-How to incorporate ADA pieces in planning, budgeting, parks, etc. Build inclusive parks.

5. Other Business

A. Updates from Park University - Manika

-Requested update on transportation, internship, and housing

-Will need to find a new park university student to fill Manikas seat due to her graduating

B. 2023 Year in Review

-Great transition in leadership to Mahnaz Shabbir

-Removed outdated language from ordinances

-Progress on signs, what to actually do with the signs

-Expanded commission

-Did not get survey accomplished (In process via Parks and Recreation)

-Wants to review who is engaging in the commission from the public (wants data from streams/who watches it after the meeting?)

- Develop 2024 Plan of Action

-Use social media to highlight Parkville residence and request feedback on ADA compliance. Request meeting attendance from citizens to share feedback.

C. 2024 Schedule & Potential Business

-Continue to meet in odd months

-Will move forward with meeting on 1/8/2024

-Each Commissioner will have 2 agenda items for 2024 strategic plan on 1/8/24

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

-Social Media recognize all holidays of all religions/nationalities

-Recognize months (women's, black history month, indigenous peoples month, etc.) on social media

-Committee will create list of holidays and calendar that can be posted on social media

E. Discussion - DEI Courses for Local Businesses

-Survey businesses and neighbors to know what DEI options are available

-Park U students have round tables to discuss what entering the workforce, address diversity in the workforce, etc. Invite small businesses within Parkville to participate.

- Present partnership to EDC/PACE to determine if they are interested in joining forces to work on this

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

-See Note from item E about Park University

6. Adjourn

Chair Shabbir declared the meeting adjourned at 07:08 PM.

The minutes for December 11, 2023, having been read and considered by the Diversity & Inclusion Commission, were approved on this the 8th of January, 2024.

Jeffery Rhodes, Asst. City Administrator

Approval date

Diversity & Inclusion Commission 2024 Plan of Action

Discussion around the plan of action:

As a refresher:

Mission of the Diversity Commission: From the original meeting:

<https://parkvillemo.portal.civicclerk.com/event/321/files/2867>

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.

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.

Mahnaz – Create 1-2 questions for the master plan survey. Likely by March – two separate surveys

- a. What is the Commission’s Mission – see above
- b. Let’s create a vision for the Commission – The City of Parkville is welcoming to all.
- c. Once we get our vision, then we develop our strategies and goals
 - i. Accessibility and how it that way?

Amy Barr – get the survey created and out to the public for questions about the historic markers.

- d. Questions developed, Survey sent, Markers chosen before the end of 2024
- e. Connection with Parkville PACE

Tiana Heath – let's put some of these things in the survey and see what folks are interested in and who could host.

- i. Can we put those resources on the City's website?
 - 1. Action item for the Board to consider – do we want to develop those
- ii. Let's include a question about ADA parking in downtown Parkville on our survey

Dr. Vince Carlisle – what can we do to advance diversity?

- f. Highlight Parkvillians in a demonstrably diverse way – break down the perception that PKV is a predominantly Caucasian place. I imagine that is not true
 - i. Tiana Heath – tie this in to the calendar
- g. How to host international students?
 - i. How did Park University handle this in the past? This was happening in 2004-2005, not anymore
 - ii. Maybe folks at Fort Leavenworth may know some ideas and options for making this happen
 - iii. Connect with host groups – international group (State dept), high school foreign exchange (Riss Lake group, via Park Hill).

Brian Whitley – shared the mission and founding documents of the Commission

- h. Invite the chief to speak on how his officers are trained and prepared to interact effectively with diverse members of our community AND their training on de-escalation
- i. Meeting with MSPA
 - i. working with business owners to adopt square as the payment method to be more accessible to the international community
 - ii. MSPA will profile different months and businesses – starting in March with Women's History Month – highlighting women-owned businesses

Rhonda Weimer – bring the 3 questions up to the survey, build more to get something to the public.

Brent Uhrmacher – how do we ensure that our accessible spaces are maintained and continue to be accessible over time? How do we enforce the codes/rules/policies that we create in PKV for access to all.

- j. Value proposition – amplify what is already going on AND make the message consistent across all groups and ideas (PACE, MSPA, etc) – celebrate their work and amplify the message

Brittanie Propes – update on the master plan

For January 8, 2024 Meeting – update from staff:

- 1. Update for Park University on the following:
 - a. Transportation / Iris – ON HOLD in Parkville; shared information about the plan, system, and options with the University and the Iris provider (Z-Trip)
 - i. Iris Presentation to Parkville (24:13 - 59:58) :
<https://parkvillemo.portal.civicclerk.com/event/519/media>

- b. Housing – Future land use and zoning is fully integrated into the Parkville Master Plan, but the City does not directly engage in housing development. Opportunities for student housing live solely with the University and the private/commercial housing markets
 - i. What do we have in our development standards that speak to accessible/affordable housing – connect with Stephen Lachky
 - c. Internships – email sent to PACE
- 2. Data from streaming / video engagement / social media
 - a. For the live stream, we’ve had 73 views across all meetings. The most watched meeting was the 8/8/23 meeting with 17 views
 - b. We had 5 meetings in 2023 and had 3 views of our videos on the Vimeo platform - recorded
 - c. We have had 25 views of all of the meetings, dating back to Dec. 2021
- 3. 2024 Plan of Action – Agenda Item
 - a. Each Commissioner will have 2 agenda items for the meeting
- 4. Diversity celebrations and recognitions on the website / social media – question for Melissa
 - a. Alisha Blackwelder will be speaking and we will discuss a plan/option.
- 5. Talk to Ed / Gretchen / PACE to see if they are interested in diversity opportunities for local businesses
 - a. Classes, DEI opportunities, existing work being done in PKV – email sent to build connections with PACE