



Diversity and Inclusion Commission Agenda

Monday, May 13, 2024 5:30 PM

City Hall Board Room

Online Via Zoom -

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

- 1. Call to Order**
- 2. Citizen Input**
 - A. The Parkville Presbyterian Church- Social Safety Net
- 3. Action Items**
 - A. Approve the minutes from regular meeting on March 11, 2024
- 4. Non-Action Items**
 - A. Draft-Community Survey Questions
 - B. Schedule of diversity speakers- Brainstorm/draft opportunities
- 5. Unfinished Business (postponed from prior meetings)**
 - A. Review suggested calendar of inclusive holidays
- 6. Other Business**
 - A. DRAFT- Strategic Plan for the Diversity Commission
- 7. Adjourn**



Diversity and Inclusion Commission Agenda

Monday, March 11, 2024 5:30 PM

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Online Via Zoom -

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

Minutes

1. Call to Order

Meeting called to order @ 5:38PM by Chairwoman Shabbir

A. Commission Members:

Mahnaz Shabbir
Dr. Vincent Carlisle
Rhonda Weimer
Tiana Heath
Alex Salazar
Brent Uhrmacher
Eunice Westra
Manika Karki

2. Welcome and Introductions

A. Welcome Eunice Westra to the Commission

The Commission was provided with a copy of Ms. Westra's applicaiton and resume.

3. Public Comment

A. Presentation from Della Lamb - Welcoming KC Connections

PPT presentation by Sarah Kolsto - Director and Claire Petersen, Health & Wellness

Welcome Corps - to help folks find private partnerships for resettlement; more info needed

What does Della Lamb need? housing leads, employment leads, English language skills

Looking for volunteers - drivers, ELL instructors, community resources

Networking - Connections with the Parkville Chamber / EDC; Platte County

Chamber/EDC; connect with Park University; Park Hill Schools; KC for Refugees

(Mahnaz); Parkville Rotary Club

Follow-up question - board members from the Northland - who is that? Build connections there.

KCMO regulation changes - all housing units (landlords) will be required to accept housing vouchers. It may not impact the refugee programs - they use a different funding/voucher system.

4. Action Items

A. Approve the Minutes of the January 8, 2024 Regular Meeting

ACTION: It was moved by Rhonda Weimer and seconded by Tiana Heath to approve the minutes from the January 8, 2024 meeting.

RESULT: Motion Passed 5-0.

B. City of Parkville ADA Transition Plan

Community Development Director, Stephen Lachky, presented the information and details related to this item.

Mr. Lachky also walked through some highlights of the plan for folks watching online (at the request of Ald. Whitley) - to help folks digest what this transition plan is and how the City is approaching the issues at hand.

ACTION: Brent Uhrmacher moved to recommend that the Board of Aldermen approve the City of Parkville ADA Transition Plan. Rhonda Weimer seconded.

RESULT: Motion Passed: 5-0.

Questions from the Commission:

- How does a business owner go about making the changes proposed here? How does the City approach these business owners and keep track of upgrades and changes?
 - Parkville enforces strict building standards & codes and works with property owners and other inspecting entities to ensure compliance.
- Will the City be requesting the budget to implement these changes.
 - We will approve in March 2024 and start budgeting for the 2025 budget?

5. Non-Action Items

A. Global Ties KC - 2023 Annual Report

Information only for the Commission. Global Ties KC's work has ties with Della Lamb, Park University, and interest among the Parkville community.

B. 2023 Parkville Year in Review

For the Commission's information.

C. Sister City Discussion

Look into other sister city groups and how they manage their agreements.

Dean Katerndahl - shared his experience with Sister Cities during his time with KCK. Usually initiated with a local advocacy group. Park University may be able to carry the torch for this next step.

Commission is comfortable with moving forward with Park on this issue.

Who on the Commission would like to participate with the Sister City - Eunice, Brent and

Mahnaz will be the representative.

D. DRAFT - Community Survey Questions

Rhonda led this discussion.

What is the timing of this survey? Don't want to interfere with the larger survey or get passed over on this survey.

- JR Response - Brittanie and the Parks team are beginning to outline the project with the contract/vendor and plan to get started this spring. A survey will be released in the fall.

BW - MSPA survey is more recent historical information.

How do we set up a budget for 2025 - for signs, markers. etc?

Final edits and suggestions due by EOB on Tuesday, March 19 - please say no feedback, if nothing is provided.

Use Survey Monkey to help us gather this initial survey to share with the community. Check to see if the City has an account.

6. Unfinished Business (postponed from prior meetings)

7. Other Business

Follow up on the calendar from the previous discussion. What do we have and what do we want to add?

- JR will send email to City Clerk / Communications Director for guidance - including existing list and feasible options for expansion.

A. DRAFT Strategic Plan for the Diversity Commission

Chairwoman Shabbir shared a summary of the strategic plan for the Diversity & Inclusion Commission - 2024 - 2027

Who would like to work with Mahnaz on this:

- Tiana

Bring this back to the May meeting.

8. Adjourn

Chair Shabbir adjourned the meeting at 7:14PM .

Submitted by:

Jeffery Rhodes
Asst. City Administrator

Approval Date

The Parkville Diversity and Inclusion Commission seeks community involvement in the process of erecting monuments in the Parkville community denoting significant historical themes and events. To begin this process we would like to hear ideas from community members about historical events and themes related to the Parkville community. Additionally, we would like input about future activities that the Diversity and Inclusion Commission may be able to complete in service to the Parkville community and residents. [\(include link to the Commission page\)](#)

Please complete this survey to share your ideas with the commission; thank you for your time and input.

Questions for Parkville residents

1. What themes or events regarding Parkville history would you like to see on a historical marker? Please provide up to three suggestions.
 1. _____
 2. _____
 3. _____

2. Do you have ***verifiable documented information*** about any of the themes or events that you answered above? (Please note that the Parkville Diversity and Inclusion Commission is not seeking to invalidate any event that is not readily verifiable, or for which you personally do not have documentation, but simply furthering the research process for creation of a potential historical marker)
If yes: please provide your e-mail address: _____

3. Is there a specific location that you suggest placing a historical marker? Please provide up to three suggestions.
 1. _____
 2. _____
 3. _____

4. How can the Parkville Diversity and Inclusion Commission help Parkville? Please provide up to three suggestions.
 1. _____
 2. _____
 3. _____

5. How would you like the Parkville Diversity and Inclusion Commission to bring more diversity equity, accessibility, or inclusion resources to you? Please provide up to three suggestions.
 1. _____
 2. _____
 3. _____

6. If you own a business, what diversity, equity, accessibility, or inclusion resources do you currently use if any? ____NONE

1. _____
2. _____
3. _____

7. What diversity, equity, accessibility, or inclusion resources would you like the City of Parkville to provide in support of local businesses? Please provide up to three suggestions.

1. _____
2. _____
3. _____

8. Is there anything else you would like to see the Parkville Diversity and Inclusion Commission address? Please provide up to three suggestions.

1. _____
2. _____
3. _____

Please share your e-mail if you would like a member of the Parkville Diversity and Inclusion Commission to contact you regarding a potential historical marker, service or resource:

Thank you for taking the time to complete the survey.

Parkville Diversity and Inclusion Commission



Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
				1 4:30 pm: Municipal Court	2	3 9 am: Electronics Recycling & Paper Shredding
4	5	6 7 pm: Board of Aldermen	7 8 am: Parkville EDC <i>Robert White Birthday (PW)</i> <i>Joe McCauley Anniversary (PD)</i>	8	9	10
11	12 4:30 pm: Finance Committee	13 11:30 am: Chamber Luncheon 5:30 pm: Planning Commission <i>Amber Soto Anniversary (PD)</i>	14 8:30 am: MSPA Board 6 pm: CLARB 	15 4:30 pm: Municipal Court	16	17
18 	19 City Hall Closed 	20 8 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen	21 	22	23	24 8 am: Platte County HHW Collection Event <i>Wayve Frazier Birthday (PKO)</i>
25	26 4:30 pm: Finance Committee <i>Brittanie Propes Birthday (PK)</i>	27	28	29	30	

Calendar of Events



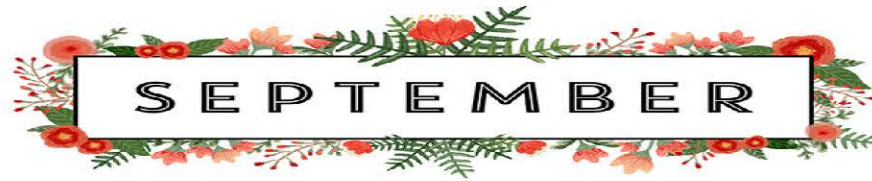
<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
						1
2	<p>3</p> <p>City Hall Closed</p> 	<p>4</p> <p>City Hall Closed</p> 	<p>5</p> <p>8:30 am: Parkville EDC Board</p>	<p>6</p> <p>4:30 pm: Municipal Court</p>	7	8
9	<p>10</p> <p>4:30 pm: Finance Committee</p> <p>5:30 pm: Diversity & Inclusion</p>	<p>11</p> <p>5:30 pm: Planning Commission</p>	<p>12</p> <p>6 pm: CLARB</p>	13	14	15
<p>16</p> <p><i>Chris Ashley Birthday (PK)</i></p>	17	<p>18</p> <p>8:30 am: Parkville EDC Executive Committee</p> <p>5:30 pm: Work Session</p> <p>7 pm: Board of Aldermen</p>	19	<p>20</p> <p>4:30 pm: Municipal Court</p>	21	22
<p>23</p>	<p>24</p> <p>4:30 pm: Finance Committee</p> <p><i>Alexa Barton Birthday (AD)</i></p>	25	26	27	28	<p>29</p> <p><i>Melissa McChesney Anniversary (AD)</i></p>
<p>30</p>	<p>31</p>					

Calendar of Events



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 5 pm: Work Session 6 pm: Executive Session 7 pm: Board of Aldermen	2 8 am: Parkville EDC 5:30 pm: Meet & Mingle at ELP	3 4:30 pm: Municipal Court	4	5 9 am: Electronics Recycling & Paper Shredding
6	7 4:30 pm: Finance Committee  PURPLE HEART DAY	8 11:30 am: Chamber Luncheon 5:30 pm: Planning Commission	9 8:30 am: MSPA Board 5:30 pm: Meet & Mingle at Riss Lake 6 pm: CLARB	10	11	12 <i>Erika Morton Anniversary (AD)</i>
13	14	15 8 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen <i>Brittanie Propes Anniversary (PK)</i>	16 5:30 pm: Meet & Mingle at The National	17 4:30 pm: Municipal Court	18	19 <i>Travis Phelan Anniversary (PK)</i>
20	21 4:30 pm: Finance Committee	22	23	24	25	26
27	28	29 7 pm: Special Board of Aldermen	30 <i>Italian Indiana Anniversary (CD)</i>	31		

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
					1 <i>Shan Johnson Anniversary (PW)</i>	2
3 <i>Victor Correa Birthday (PD)</i>	4 City Hall Closed 	5 7 pm: Board of Aldermen	6 8:30 am: Parkville EDC Board	7 4:30 pm: Municipal Court	8	9
10	11 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion 	12 5:30 pm: Planning Commission	13 6 pm: CLARB	14	15	16
17	18	19 8:30 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen	20	21 4:30 pm: Municipal Court	22	23 
24	25 4:30 pm: Finance Committee <i>Jeffery Rhodes Birthday (AD)</i> <i>Randall Stone Anniversary (PD)</i>	26	27 <i>Bonnie Buckmaster Birthday (PW)</i> <i>Robert White Anniversary (PW)</i>	28	29 <i>Shan Johnson Birthday (PW)</i>	30 <i>Christopher Layton Anniversary (PD)</i>

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
1 <i>Richard Wilson Birthday (PW)</i>	2	3 6:15 pm: Work Session 7 pm: Board of Aldermen <i>Melissa McChesney Birthday (AD)</i>	4 8 am: Parkville EDC	5 4:30 pm: Municipal Court	6	7 9 am: Electronics Recycling & Paper Shredding
8 <i>Nick Lightner Birthday (PW)</i>	9 4:30 pm: Finance Committee  <i>Travis Phelan Birthday (PK)</i>	10 7:30 am: Northland Chamber 11:30 am: Chamber Luncheon 5:30 pm: Planning Commission	11 8:30 am: MSPA Board 6 pm: CLARB	12 <i>Brad Stanton Anniversary (CD)</i>	13	14
15	16	17 8 am: Parkville EDC Executive Committee 5 pm: Work Session 7 pm: Board of Aldermen	18	19 4:30 pm: Municipal Court	20 <i>Natalie Page Anniversary (PW)</i>	21
22	23	24	25	26 6 pm: Pumpkin Carving 	27 <i>Mark Hill Anniversary (PD)</i>	28 6 pm: Ghost Stories <i>Kevin Humiston Birthday (MC)</i>
29	30 4:30 pm: Finance Committee	31 <i>Pryce Taylor Anniversary (PW)</i>				

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
			1 8:30 am: Parkville EDC Board <i>Sean Allwood Anniversary (PD)</i>	2 4:30 pm: Municipal Court <i>Sean Allwood Anniversary (PD)</i>	3	4
5 	6	7 Election Day 5 pm: Work Session 7 pm: Board of Aldermen <i>Sean Allwood Birthday (PD)</i>	8 8 am: MSPA	9	10 City Hall Closed	11 
12	13 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion	14 5:30 pm: Planning Commission	15 6 pm: CLARB	16 4:30 pm: Municipal Court	17	18
19 <i>Zach Wooldridge Anniversary (PD)</i>	20	21 8:30 am: Parkville EDC Executive Committee 5 pm: Work Session 7 pm: Board of Aldermen	22	23 City Hall Closed	24 City Hall Closed 	25 <i>Mark Hill Birthday (PD)</i>
26	27 4:30 pm: Finance Committee	28 <i>Kevin Chrisman Birthday (PD)</i>	29	30 <i>Alyssa Roberts Anniversary (AD)</i>		


Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
					1 6 pm: Christmas on the River	2
3	4 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion	5 5:30 pm: Work Session 7 pm: Board of Aldermen	6 8 am: Parkville EDC	7 4:30 pm: Municipal Court 6:30 pm: MSPA Gallery of Trees	8 <i>Butch Lovell Birthday (PW)</i>	9 <i>Curtis Whitby Birthday (PW)</i>
10	11	12 7:30 am: Northland Chamber 11:30 am: Chamber Luncheon	13 8:30 am: MSPA Board 6 pm: CLARB	14	15	16 1 pm: PNS Winter Wonderland
17	18 <i>Stephen Lachky Birthday (CD)</i>	19 8 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen <i>Michelle Hefley Anniversary (AD)</i>	20 <i>Natalie Page Birthday (PW)</i>	21 4:30 pm: Municipal Court 	22	23 <i>Nathan Noland Birthday (CD)</i>
24 31	25 Offices Closed 	26 Offices Closed	27	28	29	30

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
	1 City Hall Closed 	2 <i>Dan Harper Birthday (PW)</i>	3 8 am: MSPA	4 4:30 pm: Municipal Court	5	6
7 <i>Kevin Chrisman Anniversary (PD)</i>	8 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion	9 5:30 pm: Planning Commission	10 6 pm: CLARB	11	12	13
14	15 City Hall Closed 	16 8:30 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen	17	18 4:30 pm: Municipal Court	19	20
21 <i>Kristen Bontrager Birthday (PK)</i>	22 4:30 pm: Finance Committee	23	24	25	26	27
28 <i>Joe McAuley Birthday (PD)</i>	29	30 7 pm: Board of Aldermen	31			





Calendar of Events

February

<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
				1 4:30 pm: Municipal Court	2  Groundhog Day	3 9 am: Electronics Recycling & Paper Shredding
4	5	6 <i>Butch Lovell Anniversary (PW)</i>	7 8 am: Parkville EDC	8 <i>Stephen Lachky Anniversary (CD)</i>	9 <i>Tom Barnard Birthday (PK)</i>	10 <i>Ed Gault Birthday (CD)</i>
11 	12 4:30 pm: Finance Committee	13 7:30 am: Northland Chamber 11:30 am: Chamber Luncheon 	14 8:30 am: MSPA Board  <i>Alexa Barton Anniversary (AD)</i>	15 4:30 pm: Municipal Court	16	17
18	19 City Hall Closed  <i>Christopher Layton Birthday (PD)</i>	20 8 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen <i>Shawn Goodsmith Birthday (PD)</i>	21 <i>Shawn Goodsmith Anniversary (PD)</i>	22	23	24
25	26 <i>Ethan McMillen Anniversary (PD)</i>	27	28 <i>Ethan McMillen Birthday (PD)</i>	29  HAPPY LEAP DAY		

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
					1	2
3	4	5 5 pm: Work Session 7 pm: Board of Aldermen	6 8 am: Parkville EDC	7 4:30 pm: Municipal Court	8	9
10 	11 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion	12 12 pm: State of the City 5:30 pm: Planning Commission	13 8 am: MSPA 6 pm: CLARB <i>Aaron Shaffner Birthday (PK)</i> <i>Kevin Humiston Anniversary (MC)</i>	14 <i>Aaron Shaffner Anniversary (PK)</i>	15	16 <i>Chris Ashley Anniversary (PK)</i>
17 	18	19 8:30 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen	20  <i>Ed Gault Anniversary (CD)</i> <i>Dan Harper Anniversary (PW)</i>	21 4:30 pm: Municipal Court	22	23
24	25 4:30 pm: Finance Committee <i>Pryce Taylor Birthday (PW)</i>	26	27	28	29 <i>Zach Wooldridge Birthday (PD)</i>	30 <i>Bryan Kidney Birthday (AD)</i> <i>Jeremy Gee Birthday (PD)</i> <i>Bonnie Buckmaster Anniversary (PW)</i>
31 						

Calendar of Events



<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
	1  April Fool's day	2 6 pm: Work Session 7 pm: Board of Aldermen	3 8 am: Parkville EDC	4 4:30 pm: Municipal Court	5	6 9 am: Electronics Recycling & Paper Shredding <i>Jeremy Gee Anniversary (PD)</i>
7 3 pm: Parkville Symphonic Band Spring Concert	8 4:30 pm: Finance Committee	9 5:30 pm: Planning Commission	10 8:30 am: MSPA Board 6 pm: CLARB	11	12	13
14	15  APRIL TAX DAY	16 8 am: Parkville EDC Executive Committee 5 pm: Executive Session 6 pm: Work Session 7 pm: Board of Aldermen	17	18 4:30 pm: Municipal Court	19 <i>Michelle Hefley Birthday (AD)</i>	20
21	22 8 am: Strategic Planning Session 1 pm: Earth Day Celebration  HAPPY EARTH DAY!	23	24 <i>Tom Barnard Anniversary (PK)</i> <i>Jodi Kersten Anniversary (AD)</i>	25	26  Arbor DAY	27 1 pm: Microbrew Fest <i>Richard Wilson Anniversary (PW)</i>
28	29 4:30 pm: Finance Committee	30				

Calendar of Events

May

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Spring Yard Waste Drop Off (7:30 am - 3:30 pm) Employee Appreciation Week 8 am: Parkville EDC Jon Jordan Anniversary (PD)	2 Spring Yard Waste Drop Off (7:30 am - 3:30 pm) Employee Appreciation Week 10 am: Platte County Senior Fund Open House 4:30 pm: Municipal Court	3 Spring Yard Waste Drop Off (7:30 am - 3:30 pm) Employee Appreciation Week Jon Jordan Birthday (PD) Victor Correa Anniversary (PD)	4 10 am: Callery Pear Buyback Program
5 	6 Wayne Frazier Anniversary (NS)	7 Spring Yard Waste Drop Off (7:30 am - 3:30 pm) 7 pm: Board of Aldermen	8 6 pm: CLARB	9	10	11
12 	13 4:30 pm: Finance Committee 5:30 pm: Diversity & Inclusion	14 5:30 pm: Planning Commission	15 8 am: MSPA	16 4:30 pm: Municipal Court Brad Stanton Birthday (CD)	17 Jeff Rhodes Anniversary (AD)	18 
19	20 Curtis Whitby Anniversary (PW)	21 8:30 am: Parkville EDC Executive Committee 7 pm: Board of Aldermen Alyssa Roberts Birthday (AD)	22	23 11 am: PNS Garlic Mustard Removal Work Day 3:30 pm: PNS Pollinator Garden Work Day	24 Anita Morales Birthday (MC)	25
26 Kristen Bontrager Anniversary (NS) Toni Rizzuti Anniversary (MC)	27 Offices Closed  MEMORIAL DAY	28	29	30	31 11 am: PNS Garlic Mustard Removal Work Day	

- Proclamations
 - Women in Sports- February 7th
 - Engineers Week- February 19th-25th
 - **Women's History Month- March**
 - Arbor Day- April 28th
 - SevenDays Week in Parkville- April 5th-16th
 - Older Americans Day- Annually in May
 - Professional Municipal Clerks Week- April 30th-May 6th
 - **Remake Learning Days- May 1st-15th**
 - National Police Week- May 14th-20th
 - National Public Works Week in Parkville- May 21st-27th
 - 2023 National Parks and Recreation Month in Parkville- June
 - National Gun Violence Awareness Day- June 2nd
 - National Trails Day- June 3rd

The City of Parkville Diversity and Inclusion Commission **Established January 2023**

Mission:

The Diversity and Inclusion Commission's foundational principle is that great communities are enriched by diversity, where opportunity is universal, and inclusiveness is a foundational principle. The City of Parkville has a long tradition of valuing character and community commitment, and the establishment of a Diversity and Inclusion Commission is to provide an additional resource and special insight and guidance on matters of equity, diversity, and inclusion.

Vision: City of Parkville is welcoming to all.

Strategies/Goals 2024-2027:

- I. **Community Engagement and Education:** Develop and implement educational programs and workshops aimed at raising awareness about the importance of diversity, equity, and inclusion (DEI) among residents, local businesses, and city employees.
 - A. Conduct a community-wide diversity and inclusion survey to assess needs and perceptions.
 1. Who:
 2. When:
 - B. Highlight residents and local business in various city communications to increase the awareness of the diversity in Parkville.
 1. Who:
 2. When:
 - C. Promote and support cultural celebrations, events, and activities that highlight the diversity of Parkville's population, fostering a sense of belonging and community pride among residents from all backgrounds.
 - D. Promote diversity and inclusion calendar.
 1. Who:
 2. When:
 - E. Communicate opportunities for residents to host Park University foreign students, Global Ties KC, Command General Staff College etc.
 1. Who:
 2. When:
 - F. Support local businesses owned by underrepresented groups.
 1. Who:

2. When:

II. Accessibility and Inclusivity: Ensure that city services, facilities, events, and programs are accessible and inclusive to all residents, including individuals with disabilities, ensuring compliance with the Americans with Disabilities Act (ADA) and other relevant regulations.

A. Include in Ten Year Master Plan

1. Who:

2. When:

B. Increase accessibility parking spaces in the downtown area and city market.

1. Who:

2. When:

C. Promote responsiveness of government to concerns of people that may be subject to bias or discrimination in the community.

1. Who:

2. When:

III. Representation in Leadership: Encourage and support the appointment of diverse individuals to leadership positions within city departments, boards, and commissions to ensure diverse perspectives are represented in decision-making processes.

A. Develop cultural competency training for city employees and leaders.

1. Who:

2. When:

B. Review implicit bias training for law enforcement and criminal justice officials.

1. Who:

2. When:

C. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services, and program

1. Who:

2. When:

Need to establish quantifiable measurements to determine effectiveness of strategic plan.