



Diversity and Inclusion Commission Agenda

Monday, July 8, 2024 5:30 PM

City Hall Board Room

1. Call to Order

A. Commission Members:

Mahnaz Shabbir
Dr. Vincent Carlisle
Kate Valliere
Alex Salazar
Brent Uhrmacher
Eunice Westra
Manika Karki

2. Action Items

- A. Approve the minutes from regular meeting on May 13, 2024
- B. Approve the minutes from the special meeting on May 29, 2024
- C. Schedule of Diversity Speakers-Brainstorm/Draft Opportunities-Make video for social media-Discuss showcasing our board/members in the Parkville Pulse Spotlight section
- D. Review Suggested Calendar of Inclusive Holidays
- E. Strategic Plan for the Diversity Commission- Update

3. Non-Action Items

- A. Diversity and Inclusion Survey- Staff Update

[Parkville Diversity & Inclusion Community Survey \(google.com\)](https://www.google.com)

4. Unfinished Business (postponed from prior meetings)

5. Other Business

6. Adjourn



Diversity and Inclusion Commission Meeting

Monday, May 13, 2024 5:30 PM

City Hall Board Room

Online Via Zoom -

<https://us02web.zoom.us/j/89083635861?pwd=MU5xVzJXdk03cG15RHVJbUVFa2VSQT0->

Minutes

1. Call to Order

A regular meeting of the Parkville Diversity Commission at 05:30 PM at City Hall, 8880 Clark Avenue, Parkville, Missouri on May 13, 2024, and was called to order by the Chair, Mahnaz Shabbir.

Assistant City Administrator, Jeffery Rhodes, called the roll as follows:

Present:

Dr. Vince Carlisle

Mahnaz Shabbir

Rhonda Weimer

Brent Uhrmacher

Tiana Heath

Eunice Westra

Manika Karki

Absent:

Alex Salazar

2. Citizen Input

A. The Parkville Presbyterian Church- Social Safety Net

Presentation by March Sportsman and Co-Char Mike Vaughn from the Parkville Presbyterian Church.

Information and details about the community services and social support services that the church offers to Parkville.

PPC has been a part of the community since 1845, one year after the founding of the town. The church was founded by George Park and other members of the community. Adams Park is named after one of the founding members of the "Parkville Community Church." There are 120 members of the church, 60 who title.

We are presenting to you this evening because we are looking for partners within the community, including this Commission.

Mr. Vaughn outlined the community focused programming of the church - food pantry, polling place, Parkville Living Center, AA Meetings, Town Hall Meetings, etc.

The Church sees itself as a partner to our community's social service network - to all. Religion is not a requirement. The church has brought in folks who were seeking shelter or who were in trouble. Mr. Vaughn shared the story of a young woman who was found along Bell Rd, with nowhere to go. Additionally, there were two men sleeping behind Nick & Jake's. Police brought them to the church and they worked with them to help them. Mr. Sportsman shared the story of an immigrant family who came to the church for help - they were non-english language speakers. The church has helped with job placement, housing, food security, and language support.

- Mr. Uhrmacher - How many people do you feed from the food pantry?
 - About 500 per year
- How do you go about increasing donations?
 - It's about giving them cash so they can buy food and leverage their buying power.

- Ms. Shabbir - Where do you please folks seeking housing?

A handout was passed out and will be shared with the entire Commission and added to the minutes.

- We have placed folks in the church, just temporarily. We have moved away from that and work with local hotels for short stays. We also work with Hillcrest Ministries to get them enrolled there.

3. Action Items

A. Approve the minutes from regular meeting on March 11, 2024

ACTION: It was moved by Commissioner Tiana Heath and seconded by Dr. Vince Carlisle to approve the minutes from March 11, 2024, with one amendment - please add the attendance record to the minutes..

RESULT: Motion Passed 5-0.

4. Non-Action Items

A. Draft-Community Survey Questions

How will this be distributed?

- Question 1-5 are OK
- Question 6 - gives the option for no answer. - clarify NONE for an option
- Question 7 - the question presumes that the reader knows which resources are available.
- Question 8 - else is not appropriate. Is there anything you would like to see...EDITS MADE

Commission wanted to vote on this item, but since it is not on the action agenda, it needs to get the BOA after a special session is called to vote on the item and recommend approval. We will likely move to the BOA on June 4.

B. Schedule of diversity speakers- Brainstorm/draft opportunities

Who do we want to come and speak to us? Tied in with our calendar of events?

VC - who is the audience? Why would folks want to come to hear someone speak about something like that?

VC - we lead the demonstration of the diversity of our community. We could make a video series of diverse perspectives.

VC - What are others doing that we want to emulate?

EW - we're trying to build info about DIC - doing something like this, could be productive.

MS - start with the Commission and ask questions of who they are and why they live in Parkville. Raise awareness about what we don't know that we don't know.

MK - take videos, share on social media

JR - include our list in The Pulse - profile folks in the Pulse

EW - how do we bring visibility to diversity in our community AND share that with those communities?

TH - like the idea of using social media, to get the word out about these issues/ideas. Social media connectivity to the website - working to drive traffic and awareness

BW - social media statistics - , FB (8,900 followers), X followers (3,100 followers), IG followers (1,900 followers), Text Caster (1,200), Mail Chimp (1,500)

Examples of speakers:

- Asian Pacific Islanders
- Hispanic Heritage Month
- LGBTQ+ Month
- Other speakers?
- Park Hill School Students
- What can we share on Social Media

5. Unfinished Business (postponed from prior meetings)

- A. Review suggested calendar of inclusive holidays
merge the FYIN calendar and the city's calendar. How to integrate those things

6. Other Business

- A. DRAFT- Strategic Plan for the Diversity Commission
Strategic Plan draft - time to talk about things and add some details, timelines, ideas.
What are the next steps?

- Section 1 notes: Add/INCLUDE local organizations in PKV for partnership or ideas
- ADD HIGHLIGHT TO F

- ADD SECTION G to add partnerships that can help us find needs (unhoused folks in town, etc)
- Identify the social needs in the community, identify economic diversity.
- Section 2 notes:
- Section 3 notes: hiring, training, polices within staff - City MGMT

Other priorities? Next steps?

7. Adjourn

Chair Shabbir adjourned the meeting at 07:03 PM.

Submitted by:

 Jeffery Rhodes.
 Assistant City Administrator

 Approval Date

 Jeffery Rhodes, Assistant City Administrator

 Approval date



Diversity and Inclusion Commission Meeting

Wednesday, May 29, 2024 5:30 PM

ONLINE MEETING ONLY

Zoom Link:

<https://us02web.zoom.us/j/89083635861?pwd=MU5xVzJXdk03cG15RHVJbUVFa2VSQT09>

Minutes

1. Call to Order

A. Roll Call

Chair Shaheer called the meeting to order at 05:33 PM. A quorum of the Commission was present.

Commission Members Present:

Tiana Heath
Mahnaz Shabbir
Dr. Vince Carlisle
Brent Uhrmacher
Eunice Westra

Members Absent: Alex Salazar
Future Members Present: Kate Salz

Aldermen Present: Brian Whitiey

City Staff Present: Jeffery Rhodes & Alyssa Roberts

2. Action Items

A. Approve Recommendation for Community Survey

Brief discussion regarding the questionnaire, the motion and timeline for social media / community engagement around this survey.

ACTION: It was moved by Commissioner Tiana Heath and seconded by Commissioner Brent Uhrmacher to move to recommend approval to the Board of Aldermen the proposed community survey for historical markers and Diversity & Inclusion initiatives in Parkville..

RESULT: Motion Passed 5-0.

3. Other Business

Introduction to Kate Salz, the newest appointee to the Commission.

She will officially be appointed to the Commission at the June 4, 2024 Board of Aldermen meeting.

She plans to attend the meeting.

4. Adjourn

Chair Shabbir adjourned the meeting at 05:44 PM.

Submitted by:

Jeffery Rhodes
Asst. City Administrator

Approval Date



Calendar of Events



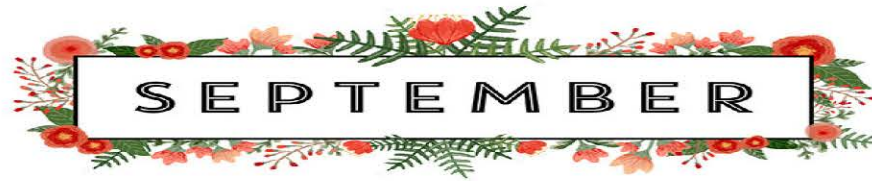
<u>Sunday</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>	<u>Saturday</u>
				1 4:30 pm: Municipal Court	2	3 9 am: Electronics Recycling & Paper Shredding
4	5	6 7 pm: Board of Aldermen	7 8 am: Parkville EDC <i>Robert White Birthday (PW)</i> <i>Joe McCauley Anniversary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





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

March

<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 	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 	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 	23	24 <i>Tom Barnard Anniversary (PK)</i> <i>Jodi Kersten Anniversary (AD)</i>	25	26 	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	

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 736
102ND GENERAL ASSEMBLY

1766H.02C

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapters 9 and 620, RSMo, by adding thereto two new sections relating to historical designations.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapters 9 and 620, RSMo, are amended by adding thereto two new sections, to be known as sections 9.025 and 620.4000, to read as follows:

9.025. The following historical designations shall be celebrated in Missouri each month on a yearly basis:

- (1) January as Veterans History Month;**
- (2) February as Black History Month;**
- (3) March as Women's History Month;**
- (4) April as Arts History Month;**
- (5) May as County and Community History Month;**
- (6) June as Sports History Month;**
- (7) July as Liberty History Month;**
- (8) August as Missouri History Month;**
- (9) September as Humanities History Month;**
- (10) October as Agriculture History Month;**
- (11) November as Native American History Month; and**
- (12) December as Religion History Month.**

620.4000. 1. There is hereby established within the division of tourism within the department of economic development the "U.S. Grant Heritage Area" to be managed and administered by the director of tourism in accordance with this section.

2. (1) The U.S. Grant heritage area shall consist of the following counties:

EXPLANATION — Matter enclosed in bold-faced brackets ~~thus~~ in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

- 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

HHS FY 2024 SPECIAL EMPHASIS PROGRAM OBSERVANCES CALENDAR

(Boldface = Observances Established by Presidential Proclamation, Executive Order and Public Law)

Month	Observance	Notes
October 2023	<p>National Disability Employment Awareness Month</p> <p>LGBTQ+ History Month</p> <p>Polish American Heritage Month</p> <p>9th – National Indigenous Peoples Day</p> <p>11th – National Coming Out Day</p> <p>18th – International Pronouns Day</p>	HHS/OpDiv Disability Program Managers and ERGs
November 2023	<p>National American Indian/Alaska Native Heritage Month</p> <p>National Veterans and Military Families Month</p> <p>National Family Caregivers Month</p> <p>13th – 19th - Transgender Awareness Week</p> <p>19th - International Men’s Day – United Nations</p> <p>20th - Transgender Day of Remembrance</p> <p>29th - Native American Heritage Day - Friday After Thanksgiving</p>	<p>In collaboration with HHS Office of Intergovernmental and External Affairs and/or Indian Health Service</p> <p>In collaboration w/ HHS Office of Human Resources and OpDiv Veterans Employment Program</p>

December 2023		
January 2024	<p>Martin Luther King, Jr. Day – Monday, January 15th</p> <p>27th – International Day of Commemoration – Holocaust Remembrance Day</p>	For MLK, Jr. Day, all employees are encouraged to participate in National Day of Service and volunteer in their communities
February 2024	<p>African American Heritage Month</p> <p>10th – Chinese/ Lunar New Year</p>	In collaboration w/ OpDiv Black Employment Program Managers and African American ERGs
March 2024	<p>Women’s History Month</p> <p>National Developmental Disabilities Awareness Month</p> <p>Irish American Heritage Month</p> <p>8th – International Women’s Day – United Nations</p> <p>25th - International Day of Remembrance of the Victims of Slavery and Transatlantic Slave Trade (United Nations)</p> <p>31st – International Transgender Day of Visibility (United Nations)</p>	In collaboration w/ Office of Women’s Health, Women’s Program Managers and Women’s ERGs
April 2024	<p>National Arab American Heritage Month</p> <p>Celebrate Diversity Month</p> <p>Autism Acceptance Month</p> <p>14th - Day of Silence – LGBTQ+ Students and Straight Allies</p>	

<p>May 2024</p>	<p>Asian American Native Hawaiian Pacific Islander</p> <p>Jewish American Heritage Month</p> <p>Holocaust Day of Remembrance – May 6th</p> <p>Older Americans Month 21st - World Day for Cultural Diversity for Dialogue and Development (United Nations)</p>	<p>In collaboration w/ Federal Asian and Pacific American Council (FAPAC) for Pre- Conference Agency Forum</p> <p>In collaboration w/ Federal Interagency Holocaust Remembrance Committee</p>
<p>June 2024</p>	<p>LGBTQIA+ PRIDE</p> <p>Juneteenth – June 19th</p> <p>Immigrant Heritage Month Caribbean American Heritage Month</p>	<p>In collaboration w/ OpDiv LGBTQIA+ ERGs In collaboration w/ African American Prgm Managers and ERGs</p>
<p>July 2024</p>	<p>Anniversary of Americans w/ Disabilities Act (ADA)</p> <p>14th - International Non-Binary People’s Day (United Nations)</p>	<p>In collaboration w/ Office of Civil Rights and Administration for Community Living (ACL)</p>
<p>August 2024</p>	<p>Women’s Equality Day – Monday, August 26th</p>	<p>HHS/OpDiv SEP Managers Women’s Program Managers and Women’s ERGs</p>
<p>September 2024</p>	<p>Hispanic Heritage Month</p> <p>2nd Week – National Historically Black College and Universities Week</p> <p>18th - International Equal Pay Day</p>	<p>HHS/OpDiv Hispanic Employment Managers and ERGs</p>

This is the list of holidays that Tiana Heath provided back in Dec. 2023. She said her DEI committee uses these to include on their google calendar.

January	
1	New Year's Day
15	Martin Luther King Jr. Day
27	Holocaust Remembrance Day
February	
1	Black History Month Begins
10	Lunar New Year
13	Mardi Gras
14	Valentine's Day
19	President's Day
20	World Day of Social Justice
March	
1	First day of Women's History Month
8	International Women's Day
10	Ramadan Begins
17	St. Patrick's Day
25	Holi
31	Easter
April	
1	Easter Monday
9	Eid al-Fitr
22	Earth Day
22	Passover begins
May	
1	Asian American & South Pacific Islander Heritage Month Begins
5	Cinco de Mayo
12	Mother's Day
27	Memorial Day
June	
1	Pride Month Begins
14	Flag Day
16	Father's Day
16	Eid al-Adha
19	Juneteenth
July	
4	Independence Day
August	
September	
2	Labor Day
21	International Day of Peace
15	Hispanic Heritage Month Begins
October	

	2	Rosh Hashanah
	5	International Teacher's Day
	11	Yom Kippur
	14	Columbus Day
	14	Indigenous People's Day
	31	Halloween
	31	Diwali
November		
	1	Indian American Heritage Month Begins
	2	Dia De Los Muertos
	5	Election Day
	11	Veteran's Day
	28	Thanksgiving
	29	Native American Heritage Day
	30	Small Business Saturday
December		
	25	Hannukah
	24	Christmas Eve
	25	Christmas
	26	Kwanzaa
	31	New Year's Eve

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.