



Diversity and Inclusion Commission Meeting

Monday, February 28, 2022 5:30 PM

City Hall Board Room

The Diversity & Inclusion Committee will be meeting 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).

Minutes

1. Call to Order

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

Members present were:

Rondale Dunn

Amy Barr

Rhonda 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.

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
- 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 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
 - Pg 34 - those who participate
 -

5. Other Business

A. Next Meeting Date - April 11, 2022 @ 5:30 PM

Goal Setting primary action item

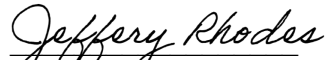
finish the historical marker discussion - based on policies from the city

establish next steps for historical marker discussion - community meeting

6. Adjourn

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

Submitted by:



Jeffery Rhodes

Asst. City Administrator

May 9, 2022

Approval Date