



Diversity and Inclusion Commission Agenda

Monday, May 9, 2022 5:30 PM

City Hall Board Room

The Diversity & Inclusion Committee will meet 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 & Pledge of Allegiance

The meeting was called to order at 05:38 PM on May 9, 2022.

A. Roll Call

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

Members present were:

Rondale Dunn

Amy Barr

Rhonda Weimer

Dr. Vince Carlisle

Absent with prior notice were:

Mahnaz Shabbir

Brian Whitley (Liaison)

A quorum of the Committee was present.

Additional Attendees:

Alexa Barton, City Administrator, and Jeffrey Rhodes, Assistant to the City Administrator were present on behalf of the City.

Aimee Wenson was in attendance from the Mid-American Regional Council (MARC)

2. Welcome by the Chair

Chairman Dunn welcomed the group and recapped our recent business and discussions. He previewed the facilitated workshop that MARC representative Aimee Wenson would lead with us this evening.

3. Action Items

A. Approve the minutes of the February 28, 2022 regular meeting

Dr. Vince Carlisle moved to approve the minutes from the February 28, 2022 regular meeting with the following change:

- Correct the misspelling of Rhonda Weimer's name

ACTION: Dr. Vince Carlisle moved to . Amy Barr seconded.

RESULT: Motion : 4-0.

4. Non-Action Items

- A. Facilitated Planning Workshop - Part II - A discussion about the roles and responsibilities of the Diversity & Inclusion Committee, including goal setting and establishing priorities. Aimee Wenson was present from MARC to facilitate the conversation around goal setting and prioritization for the committee.
Guide the conversation and help set manageable goals.

Whitley outlined the history of the group and the initial goals for the committee - starting with the unity march in 2021.

Dunn - what does success look like? Long-term and short-term goals -that's the goal of this meeting.

We have not had public interaction yet. Some online engagement but are looking forward to engaging with the community

Whitley - DIC is fairly autonomous. We will make recommendations to the board and recommend how to handle next steps with some of the topics that have come up.

Wenson - it's great to build goals around the community needs. Lees Summit has done some work around engaging the community around this topic. That would be something to do here. What kind of actions and questions have been asked of the community?

Barton - working a communications group - Shockey. How do we get the information out and share that with the community. Engage through social media.

What kind of questions and feedback should we be asking? What are the best practices to find these questions? Where do we ask them? How do we ask them?

Wenson - there are some good frameworks and training out there that get at implicit bias, and other diversity topics. Start with DIC and then broaden out to the BOA and/or other community organizations.

Rhodes - previous surveys and results - PLP usage, Parkville 2040 included focus groups, Parks Master Plan. All specifically focused - nothing known about diversity or inclusivity.

Carlisle - only one known issue - the signs. Let's not go digging for problems that don't exist. Rather than avoidance, look for process improvement and address the questions at hand.

Another issue we could address is Park University - discussion with a professor at Park. How do we talk to transients?

There seems to be limited connections with the university - it was not always that way. The communications director from the University has the perception that there are limited linkages between the community and the university

Wenson - We should consider Parkville's reputation from all visitors - residents and non-residents. We should also talk to our visitors to see how they perceive us.

Dunn - what questions and issues are out there that we haven't addressed. What are our constituents saying about Parkville?

- Carlisle - professors can't afford to live in Parkville
 - It would be very worth the while to take up this issue and work with Park to figure things out
- Whitley - there are some things about the school district going on right now
 - Marcus Flores has been a good liaison with what's going on at the school
 - There have been a few (RARE) reports of racial slurs being used and police reports being filed
- Barton
 - Today in our finance meeting, we added the observation of Juneteenth to our official city calendar as an observed holiday
 - Ask the community for feedback about adding Juneteenth to our community calendar
 - We'll hear more about this as it launches into the national conversation
- Note in the Pulse from the DIC about Juneteenth?
- Add a diversity topic to the Pulse each month; highlight diverse events; questions/survey about the diversity of our community
 - Carlisle - add something thoughtful and sustainable
 - Create a community cleanup day for Juneteenth - Banneker School & Washington Church
 - Dunn - how do we scale this out so it is sustainable? What are other cities doing for these efforts?
 - Wenson - use the resources you have in Parkville, they are substantial
 - Create a lunch and learn calendar
 - Develop work days from a community perspective
 - Let's throw some ideas out about how to get feedback

Dunn - engage social media accounts

Wenson - FB, IG, Nextdoor

Connect with all community partners - school district, Park, diverse entities

Bring all of the players to the conversation

- Dunn - are there examples of City assessments that address these sorts of issues?
- Let's think about goals and action steps - Wenson
- Whitley - we don't know where to look or what to ask?

- Rhodes - let's develop that plan/outline and ask about those more diverse spaces. We don't know because we haven't asked.
 - Ask specific questions and build relationships with the groups we want to engage with and make aware of what's going on in Parkville/with the City/Staff/Business Community

Start asking the question of the community. Create the calendar, develop content
Wenson - attend the KCCM conference - how do you get folks share information?

Whitley - look at our HR policies, engage best practices - look at our codes, for example - 105.100 - Aldermen should be a keeper of the peace - very old, should be repealed.

Survey can be good

Barton - Parkville did that in the 90s - repealed all of the glaring code oddities. It would be good to take a look at these again from the current context - what are the glaring code issues today?

- Lees Summit is a good resource - Aimee - any other cities that are doing this? What can we learn?

Wenson - make sure we're doing what we need to do to recruit and retain folks in the local, civil workplace

Carlisle - talk to graduate students to see if they are interested in working with us on projects. Is that acceptable?

Whitley - yes - UMKC project on Bell Rd.

Carlisle - connect with grants about bringing a newspaper to the city. Share the Eudora Times project and Dr. Teri Finneman through KU - connect city, university and high schools to bring more news to the community.

Connect with Park and bring students into the community, bring the community to the campus -

Wenson - great stuff here. You have a good outline and foundation.

ACTION STEPS BEFORE NEXT MEETING

- Internal - HR policy, code review, process for putting up a sign (city action)
 - We have a sign code, but they are not codified
 - Is the policy in place? When/How was it activated?
 - Categorize the signs and establish the process for putting up signs...
- Education piece - what does training for the committee look like? - three pieces to bring back and talk about.
 - What's the first step? What do we do next?
 - Online training through MARC - Aimee to share with Jeff, DIC, BOA - Alexa to work with staff to get them into this conversation
 - DIC submit ideas and questions by May 27 for compilation into the June 13 meeting
- Public interaction piece - surveys, engagement

- Banneker School Foundation for activities on Juneteenth - get contacts to Dunn (Wassmer)
- City will promote through social media and/or other communication tools
- Juneteenth - holiday is a Sunday, observation is on the 20th
- Communication Piece
 - Connection with students groups - Park U, Park Hill

How do we make a proposal to the BOA?

Report?

Action agenda for the sign - text amendment in the City Code for adding signs to the City inventory

What is our policy for erecting signs on public property? General, nothing specific about content, process

- Carlisle - there is no process to put signage up in the City. What is the inventory of signage in the City?

1. Prioritized Goals of the Diversity & Inclusion Committee

5. Unfinished Business (postponed from prior meetings)

A. Historical Signage Discussion - Updates and Next Steps

No real updates.

Not so much about the policy but more of a review process - an acknowledgement of what is appropriate for our community.

Then what happens when there is an issue? Do we adjust/amend? Do we take it down?

Private/Public partnership - public property, city's right of way, we control the narrative here

Reach out to donors and ask them to take them back - amend the sign, if they want.

Create a text amendment in our code to create a process for accepting signage and approving the content.

6. Other Business - Committee Updates / Staff Updates

A. Next Meeting - Monday, June 6, 2022 @ 5:30 PM

The meeting is on Monday, June 13, 2022 @ 5:30PM

7. Adjourn

Adjourn @ 7:07 PM

The minutes for May 9, 2022, having been read and considered by the Diversity and Inclusion Committee, were approved on this the 13th day of June, 2022.

—JEFFERY RHODES *Jeffery Rhodes*
Jeffery Rhodes, Assistant to the City Administrator

July 11, 2022
Approval date