



Diversity and Inclusion Commission Agenda

Monday, July 11, 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.

Minutes

1. Call to Order & Pledge of Allegiance

The meeting was called to order at 05:32 PM on July 11, 2022.

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

Members present were:

Dr. Vince Carlisle

Rondale Dunn

Amy Barr

Mahnaz Shabbir

Absent with prior notice were:

Rhonda Weimer

Brian Whitley (Liaison)

A quorum of the Commission was present.

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

2. Action Items

A. Approve the minutes of the May 9, 2022 regular meeting

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

RESULT: Motion Passed: 4-0.

3. Non-Action Items

A. Establish Goals & Priorities for Diversity & Inclusion Committee

Chair Dunn reviewed the progress made on this topic to date. The Commission has been in place for 7 months.

Started the discussion with high level goals and priorities documents - 4 key pillars

Community Partnership Opportunities - Riverside DIC - Rondale reached out
Parkville Living Center

Reactions/Questions -

- Whitley - Schools and Universities - Park Hill is moving forward with a lot of stuff there. Can we be an adjunct to what they are already doing?
 - School district is spending a lot of money, using professionals
 - Dunn - not reinventing the wheel, bringing forward - creating sub-committees to start working toward our focus areas and address our charter
 - Carlisle - what role will we play?
 - Add potential issues that we may address to the note
 - Policies and procedures of the City - what roles and rules we can recommend for the City to connect these dots
 - Also include the Chamber, MSPA, POTMCID, Library, EDC (business partnerships)
 - What actions can the City lead to learn from these groups and help these groups learn to address potential issues/questions
 - Share bios of the DIC with our partners - someone they can talk to about diversity and inclusion issues
 - Mahnaz - great ideas, concur we should work toward this
- Let's make some decisions and take action today - what recommendation do we put forward
 - Who wants to volunteer for these areas/sub-committees?
- Community Partnerships - Rondale, Mahnaz (welcome KC)
- City Policies & Procedures - Dr. Carlisle, Mahnaz (community awareness)
- Business & Gov't Partnerships - Dr. Carlisle
- Special Events -
- Amy Barr - needs more time to review
- We will follow up with Rhonda after the meeting

Any other ideas/steps?

- Whitley - measured steps to tackle things we can handle. This is less tangible and we need to be aware of partnerships and networking to build these connections and connecting resources. If we can connect folks and resources, that's a great spot for us to be
 - For internal policies, we can serve the City well if we can provide guidance. We need to be able to respond and react.
- Carlisle - program of action and milestones (PAM?)
 - How do you build toward this and build it out in an effective way? We need to have trusting relationships first
- Dunn - how do we find our place as a proactive group or a response body to the community?

- Carlisle - we don't yet know our needs. We need to listen and respond. We need to be ready to listen and build relationships. What is the initial message?
- Let's get a .gov email so we can address these issues between the meetings
- We're going to bring in City Attorney, Rich Wood, to discuss the ins and outs of the Sunshine Laws related to this commission meeting and taking action

Dunn - Let's talk more about sharing our bios with the community, to share as a way to inform the community of this resource available.

Carlisle - we can represent ourselves as members of the DIC when speaking on relevant topics

What are we doing to take action between now and the August meeting?

- Whitley - lets establish volunteers and encourage them to take action and present at the next meeting. Stay grounded and true to our goals
- 6 pillars of the charter - great job, helps us focus - stay within the guardrails

NEXT STEPS -

- Let's put together a form to track our work and use it as a check-in tool **(STAFF TO PUT TOGETHER)**
- Carlisle - Park Univ. has reported students being accosted in town/on campus based on their race
 - Does the City have an ordinance/law about using racial slurs?
 - DE&I Ombudsman - to receive and address issues that come to the City. How would this work? Who could do this? **(WHAT'S THE NEXT STEP HERE)** - This connects to the welcoming City idea.
 - Dunn - How is the City set up to do things like this? Call and file the complaint? This could create a 'double-whammy' where the issue happened and then provide no resolution
 - Carlisle - our goal is to record these issues, make sure the city and community is aware of what's going on - trying to establish a baseline
 - Mahnaz - OPKS has an online process for the community to report these types of issues. Internal review, first. Then brought to the board for review. File and receive, checks and balances to make sure the complaints are legitimate and addresses
 - **DOES PD HAVE A PROCESS LIKE THIS? (TALK TO CHIEF CHRISMAN)**
 - PLC is a contact for the PD to refer folks who are experiencing homelessness. Could we set up something like that for diversity/defamation issues?
 - Barton - may be State or Federal laws that exist that we can follow (Carlisle - hate speech - ill-defined, unenforceable?)

- Carlisle - does this exist online as well? Are their specific words that are addressed - the ones we know are used against folks? - Speak to Chief Chrisman about how State laws correlate to local laws
- Whitley - what are other cities doing? What can we model?
- Carlisle will look into this issue via academic research and through state channels

4. Unfinished Business (postponed from prior meetings)

A. Develop Recommendations for Monuments & Signage in Parkville

Categories missing - memorials - signs that speak to past events that are present and permanent

New category - any new memorial sign (clearly define that)

Policy - board recommendations, specific codes and clarity

Send it to DIC for further review

Barr -content should be reviewed

Barton - Lachky come to the next meeting to discuss the sign ordinance and how to change it and reform to meet our needs.

B. Identify Committee Lead for Various Projects/Initiatives

Connected to previous topic - focus points, goals and priorities

1. Implicit Bias Categories (Carlisle) - DIC Training Component

2. Potential Survey Questions

Carlisle - example questions addressed to the community - value to do this ourselves and save some time and money.

How do we send these out? How do we get this in front of our community?

Lickert scale - questions on diversity and inclusion - some challenges to using this scale because of the relativity of how people interpret the different options

Narrative questions help add richness to the data - challenges as well but necessary to complete the data set, make it more robust

What is the cost? Notice of anonymity

Make it durational - 2 months?

Add this to our survey suite for all sorts of topics - social media, communication,

Who would handle this on staff?

NEXT STEPS

- Put together some questions
- Open it up for comment period for revisions and improvements
- What was the Lees Summit survey? currently not on the website

- BARTON - bring some additional information to see what we can handle
 - ETC institute - do survey data. See what they offer and add those types of questions to our broader community survey
 - Specifics and customer service of City Services (recycling, response time)
 - Provide methodology - Carlisle is interested in reviewing
 - 25-30 questions, a few specific to DEI
 - Mahnaz - keen to keep it in the city, what we can control, what we want to know for ourselves - stay in our lane

5. Other Business

A. Update from Meeting with Marcus Flores - Parkville Living Center

Whitley attended, Rondale was unable to attend.

PD referring certain situations to PLC - 3 families have been referred to them in recent months

PLC put those families in hotels at a substantial cost. What programs are available through the City or other sources to help folks?

BOA discussed this - grant funding, other funding sources. What can the City access?

Census blocks determine this and we may not be eligible. Federal or State funds - how can the City participate and help - we need to explore. What can we apply for? What can we share with PLC and others to help

Get more information from PD about the situation.

Future meeting PLC - Tuesday, August 16 - Town Hall Forum - Michael Rose Emerson - Delta Lam? Parkville Presbyterian Church.

Hyper local issues. DIC will be represented there - Whitley & Dunn

Rondale will be doing a 3-5 minute intro for the event.

B. [Parkville Becoming a "Certified Welcoming City"](#)

Submitted by Mahnaz - big packet, lots of information. Lots to digest

Do we want to be a part of this?

It must be initiated by the City

Bring someone from the KCMO Chamber to discuss the program and process - Greg Beladio (sp?)

This is a big learning opportunity for the City.

What is the cost associated with this? There are different levels of involvement.

It is an immigrant and refugee focused certification process -

Greater KC plan – linked above - video presentation as well

MAHNAZ will coordinate for presentation in September

Community for all ages - we are a bronze level community (handled through planning and zoning) - working toward the silver level

C. [Lees Summit Diversity & Inclusion Commission Begins Community Assessment](#)

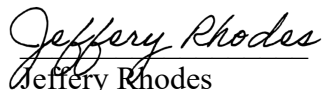
Community for all ages presented at the next meeting.

RHODES - provided an update about our fall semester intern - Loc Cole.

6. Adjourn

Chair Dunn adjourned the meeting at 07:21 PM.

Submitted by:


Jeffery Rhodes
Asst. to the City Admin.

August 8, 2022

Approval Date