



Diversity and Inclusion Commission Meeting
Monday, January 8, 2024 5:30 PM
City Hall Board Room

Minutes

1. Call to Order

A. Commission Members:

Mahnaz Shabbir - Chair
Dr. Vincent Carlisle
Amy Barr
Rhonda Weimer
Tiana Heath
Alex Salazar
Brent Uhrmacher
Manika Karki - Park University

Chair Shabbir called the meeting to order at 05:30 PM via Zoom.

2. Non-Action Items

- A. Public Comment - Alisha Blackwelder - Main Street Parkville Assoc.
Ms. Blackwelder was unable to attend the meeting and had to reschedule. We will try to get her back at a later date.

3. Action Items

- A. Approve the minutes from regular meeting on December 11, 2023

ACTION: It was moved by Dr. Vince Carlisle and seconded by Alderman Tiana Heath to approve the minutes from the December 11, 2023 regular meeting.

RESULT: Motion Passed 4-0.

- B. 2024 Plan of Action

See attached summary (below) of notes from the discussion.

4. Unfinished Business (postponed from prior meetings)

- A. Update on Questions/Follow-up from December 11, 2023 Meeting – See items below


5. Other Business

- A. New Discussion - ADA Parking Space on Main St.
- Staff will follow up with Parkville Police, work with our public works team, and ensure that ADA parking is fully addressed in the Parks Master Plan and overall City streets/parking plan – it currently is included
 - Staff will review recommendations for an ADA space at 2nd & Main AND look at options for 1st & Main, and 1st & East St.
 - Additionally, staff will working on a project to restripe the ADA parking in Parkville and create more ADA Van Accessible spaces throughout the City and parks. We will also be adding more pavement markings and signage to make all of our ADA spaces fully compliant
 - The good news is that the City currently has more ADA parking than the ADA regulations require – for the number of parking spaces we have in the city

6. Adjourn

Chair Shabbir adjourned the meeting at 06:53 PM.

Submitted by:


Jeffery Rhodes
Asst. City Administrator

March 11, 2024
Date

Diversity & Inclusion Commission 2024 Plan of Action

Discussion around the plan of action:

As a refresher:

Mission of the Diversity Commission: From the original meeting:

<https://parkvillemo.portal.civicclerk.com/event/321/files/2867>

WHEREAS, the Board of Aldermen believes that great communities are those that are enriched by diversity, where opportunity is universal and inclusiveness is a foundational principle; and

WHEREAS, the City of Parkville has a long tradition of valuing character and community commitment; and

WHEREAS, the Board of Aldermen wishes to be sure these core values are maintained, and to that end it believes the establishment of a Diversity and Inclusion Commission to provide an additional resource and special insight and guidance on matters of equity, diversity and inclusion can assist the Board in this effort.

The Commission shall serve in an advisory capacity to the Mayor and Board of Aldermen on ways to:

1. Promote community awareness and education on the value of diversity to the community;
2. Promote equity on the basis of economic status, race, color, religion, gender, national origin, ancestry, marital status, physical or mental disability, familial status, sexual orientation, and gender identity;

3. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services and programs;
4. Promote responsiveness of government to concerns of people that may be subject to bias or discrimination in the community;
5. Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members; and
6. Address ad hoc requests related to diversity and inclusion from the Mayor and Board of Aldermen.

Mahnaz – Create 1-2 questions for the master plan survey. Likely by March – two separate surveys

- a. What is the Commission’s Mission – see above
- b. Let’s create a vision for the Commission – The City of Parkville is welcoming to all.
- c. Once we get our vision, then we develop our strategies and goals
 - i. Accessibility and how it that way?

Amy Barr – get the survey created and out to the public for questions about the historic markers.

- d. Questions developed, Survey sent, Markers chosen before the end of 2024
- e. Connection with Parkville PACE

Tiana Heath – let’s put some of these things in the survey and see what folks are interested in and who could host.

- i. Can we put those resources on the City’s website?
 1. Action item for the Board to consider – do we want to develop those
- ii. Let’s include a question about ADA parking in downtown Parkville on our survey

Dr. Vince Carlisle – what can we do to advance diversity?

- f. Highlight Parkvillians in a demonstrably diverse way – break down the perception that PKV is a predominantly Caucasian place. I imagine that is not true
 - i. Tiana Heath – tie this in to the calendar
- g. How to host international students?
 - i. How did Park University handle this in the past? This was happening in 2004-2005, not anymore
 - ii. Maybe folks at Fort Leavenworth may know some ideas and options for making this happen
 - iii. Connect with host groups – international group (State dept), high school foreign exchange (Riss Lake group, via Park Hill).

Brian Whitley – shared the mission and founding documents of the Commission

- h. Invite the chief to speak on how his officers are trained and prepared to interact effectively with diverse members of our community AND their training on de-escalation
- i. Meeting with MSPA
 - i. working with business owners to adopt square as the payment method to be more accessible to the international community
 - ii. MSPA will profile different months and businesses – starting in March with Women’s History Month – highlighting women-owned businesses

Rhonda Weimer – bring the 3 questions up to the survey, build more to get something to the public.
Brent Uhrmacher – how do we ensure that our accessible spaces are maintained and continue to be accessible over time? How do we enforce the codes/rules/policies that we create in PKV for access to all.

- j. Value proposition – amplify what is already going on AND make the message consistent across all groups and ideas (PACE, MSPA, etc) – celebrate their work and amplify the message

Brittanie Propes – update on the master plan

For January 8, 2024 Meeting – update from staff:

1. Update for Park University on the following:
 - a. Transportation / Iris – ON HOLD in Parkville; shared information about the plan, system, and options with the University and the Iris provider (Z-Trip)
 - i. Iris Presentation to Parkville (24:13 - 59:58) :
<https://parkvillemo.portal.civicclerk.com/event/519/media>
 - b. Housing – Future land use and zoning is fully integrated into the Parkville Master Plan, but the City does not directly engage in housing development. Opportunities for student housing live solely with the University and the private/commercial housing markets
 - i. What do we have in our development standards that speak to accessible/affordable housing – connect with Stephen Lachky
 - c. Internships – email sent to PACE
2. Data from streaming / video engagement / social media
 - a. For the live stream, we’ve had 73 views across all meetings. The most watched meeting was the 8/8/23 meeting with 17 views
 - b. We had 5 meetings in 2023 and had 3 views of our videos on the Vimeo platform - recorded
 - c. We have had 25 views of all of the meetings, dating back to Dec. 2021
3. 2024 Plan of Action – Agenda Item
 - a. Each Commissioner will have 2 agenda items for the meeting
4. Diversity celebrations and recognitions on the website / social media – question for Melissa
 - a. Alisha Blackwelder will be speaking and we will discuss a plan/option.
5. Talk to Ed / Gretchen / PACE to see if they are interested in diversity opportunities for local businesses
 - a. Classes, DEI opportunities, existing work being done in PKV – email sent to build connections with PACE