



## **Diversity and Inclusion Commission Agenda**

Thursday, September 26, 2024 5:30 PM

Online Via Zoom -

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

### **1. Call to Order**

#### A. Commission Members:

Mahnaz Shabbir  
Dr. Vincent Carlisle  
Tiana Heath  
Brent Uhrmacher  
Eunice Westra  
Kate Valliere  
Adarsha Pandey - Park University

### **2. Action Items**

- A. Approve the minutes from the August 12, 2024 regular meeting of the Parkville Diversity & Inclusion Commission
- B. Review Updated Strategic Plan
- C. Review and Update Inclusive Calendar
- D. Discuss ADA Parking English Landing Park

### **3. Non-Action Items**

### **4. Unfinished Business (postponed from prior meetings)**

- A. Review Survey Results

### **5. Other Business**

- A. Recommend Date for Last Meeting of 2024- December 9, 2024
- B. Staff Update on Parks Master Plan Survey Question

### **6. Adjourn**



**Diversity and Inclusion Commission Meeting**  
Monday, August 12, 2024 5:30 PM  
City Hall Board Room

**Minutes**

**1. Call to Order**

A. Commission Members:

Mahnaz Shabbir  
Dr. Vincent Carlisle  
Tiana Heath  
Brent Uhrmacher  
Eunice Westra  
Kate Valliere  
Vacant Position  
Vacant - Park University

A regular meeting of the Diversity and Inclusion Commission was convened at 05:37 PM at City Hall, 8880 Clark Avenue, Parkville, Missouri on August 12, 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  
Kate Valliere  
Tiana Heath  
Brent Uhrmacher

Absent:

Eunice Westra

A quorum of the Commission was present.

Also in attendance:

Mayor Dean Katerndahl  
Alderman Brian Whitley  
Alderman Allyson Berberich - ONLINE  
City Staff Members - Alexa Barton (online), Alyssa Roberts, Jeffery Rhodes, Dan Harper  
Former Park University student representative - Manika Karki

**2. Public Comment**

A. Introduce new Park University representative- Adarsha Pandey

Mr. Pandey introduced himself and shared his motivation to join the Diversity & Inclusion

Commission.

B. Presentation from Barbara Luetke regarding Washington Chapel

Ms. Luetke presented a brief history of the chapel and the current restoration going on at the property. The future plan is to use the space as a church and a community center - events, computer lab, Eagle Scout projects, etc. The community, City and Fire District have been very supportive.

She also outlined the timeline for getting the first floor done and plans for the second floor work. They have grant money and lots of local volunteers helping. There have also been lots of media coverage about the work on the church.

C. Dan Harper will review the ADA Transition Plan and the current list of projects

Mr. Harper presented a brief overview of the ADA transition plan and the current state of the projects and their costs. We received a \$20,000 grant from MARC and Federal Highway Admin, with a \$5,000 local match.

The current plan is to consider ADA programs up to \$50,000 for the 2025 budget. He shared the list of proposed projects from the MARC ADA plan.

Question from the Commission:

- what kind of money does the City get from the County? Parkville receives money from the Parkville Special Roads District, averaging about \$150,000 per year. The \$425,000 estimate for the 2025 budget is very preliminary and inclusive of all revenue.
- From the MARC report, the total cost of the recommended projects is about \$650,000. How are we going to pay for this and try to close to gap? Will the City pursue grants? YES - How can we add value to get grants and get more money faster? (Uhrmacher)
  - Harper - our approach is to plan and be prepared to capitalize on grant dollars and have projects ready to go so we can tick them off the list as we move through the budget process over the years.
  - Use SeeClickFix - there are specific ADA reporting tools on there.
  - Uhrmacher - does this issue fall under public safety? What synergies are there with that? Could we use some of that money for these sorts of projects?

### 3. Action Items

A. Review ADA Transition Plan and prioritize list of projects to recommend to Board of Alderman

See notes above. No action taken.

B. Update Strategic Plan

Update the strategic plan:

We're going to add information about WHO and WHEN will try to coordinate those things.

Shabbir - let's change Section 1, #3 to EXPLORE....

DIC will explore these opportunities and make recommendations to the board. Let's remove the promotion of these events - let's support them but not promote them. Push this out to 2026 or 2027.

Heath - let's take another pass at this and make it shorter and more concrete - find some measurable to present to the board.

MOVE PLAN TO SEPTEMBER MEETING

Who will promote the partnerships to host folks from Park, Global Ties, Command College? DIC will communicate these opportunities and will build these connections and share that information.

- Command College uses a group in KC to match folks. Work with Park to help match folks.
- Carlisle will find out more information from his college - they use People to People. Are folks interested in PKV?
- Uhrmacher - input from downtown businesses. They may want more. Where is there an ADA spot north of the tracks? We are compliant but our infrastructure is not in the right locations.

Could folks bring concerns to the Diversity Commission? How do we educate the public what to do? Call police? Report it via SeeClickFix?

Carlisle - Propose a response method to the BOA for the city to use in incidences of bias or discrimination. - try to have something ready for 2025.

Does downtown Parkville qualify as a food desert? 1 mile to the nearest grocery store + measures of poverty.

We have food pantries at the Presbyterian Church, Park University, and Catholic Church. This started as a question about transportation. This is a good exercise for us learn more about these issues and how to address them.

Heath - could we send out a survey to the community? And ask these questions? How do we connect with folks and help them align resources. People may not know how to help and if they knew, they may be able to help. We know the need - how do we make it simple for folks to donate, contribute and help?

Whitley - Parkville Living Center have already identified needs in the community. They work with families and work to address issues.

Carlisle - we need to be careful about raising expectations and not dashing hope.

Working to update HR onboarding for staff and new hires.

Carlisle - Identify cultural competency training to recommend for staff. Q1 2026

STAFF FOLLOW UP - videos for Diversity Commission - START IN 2025

#### **4. Non-Action Items**

#### **5. Unfinished Business (postponed from prior meetings)**

- A. Provide update to calendar recommendations from August 6, 2024 Board of Aldermen meeting.

Survey results should/could inform the strategic plan. Questions from Alderman Lee - when is the survey closing, how many questions, how are we going to analyze the results. What are the guardrails for this commission?

Whitley - Diversity Commission is a little different. We present & generate items for the City to consider.

Whitley - What are the actionable items for this Commission to work on and bring them to the BOA?

Calendar questions were brought up during the BOA on August 6 - from Allyson Berberich How did the dates make it on to the list? - we used the HHS calendar, the state of MO calendar, and a google calendar for a local tenants group. Where will these dates be shared / used / disseminated? - part of the goal is to be proactive as a community to allow folks to participate and be recognized

Is the calendar inclusive enough? When you start including some religious holidays or heritage months but not including others, we start being less inclusive. How do we address this? How do we communicate this?

- Department of State heritage months - we have 9 of the 10 heritage months but do not have Veterans on our list. Should we add that? - Ald. Berberich recommends this addition.
- Carlisle - in the Dept. of Defense, we do not aggregate the Caucasian population. We recognize minority populations who do not get recognized otherwise.
  - Heath - can we present the information in a more concise calendar format? Show the dates with an explanation of what the dates are and where they come from?
  - What are we missing? Is this a discussion the board needs to have? What inclusivity are we missing?
  - Uhrmacher - a question for Ms. Berberich: what if we go too far and dilute the value of our recognition?

Calendar will be moved to SEPTEMBER DIC MEETING.

- B. Review Survey Results

Tabled until the next meeting.

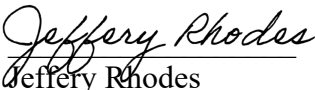
6. **Other Business**

7. **Adjourn**

The next meeting will be on Monday, September 9, 2024 @ 5:30 PM

Chair Shabbir adjourned the meeting at 7:57 PM.

Submitted by:

  
Jeffery Rhodes

Asst. City Administrator

September 9, 2024  
Approval Date

**The City of Parkville Diversity and Inclusion Commission**  
**Established January 2023**

**Mission:**

The City of Parkville has a long tradition of valuing character and community commitment. The Diversity and Inclusion Commission was established to provide an additional resource and provide 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.
    - i. Who: City Staff
    - ii. When: Survey ended on July 26, 2024.
  - b. Highlight residents in various city communications to increase the awareness of the diversity in Parkville.
    - i. Who: City Clerk via Parkville Pulse and Committee Members creating videos
    - ii. When: January 2025
  - c. Explore organic cultural celebrations.
    - i. Who: DIC Commission
    - ii. When: 2027- Evaluate this annually
  - d. Develop and recommend diversity and inclusion calendar.
    - i. Who: DIC passed motion on 7/8/24 to advise BOA of changes they would like to see to the City calendar.
    - ii. When: October 2024
  - e. Communicate opportunities for residents to host Park University foreign students, Global Ties KC, Command General Staff College etc.
    - i. Who: DIC will communicate opportunities to Jeffery Rhodes who will then pass along to Melissa McChesney for the Parkville Pulse. Aldermen Whitley will update BOA at meetings.
    - ii. When: This is ongoing.
- 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
  - i. Who: City Staff via ADA Transition Plan
  - ii. When: Ongoing via city efforts

*Proposed wording:*

*a. Include ADA as a permanent component of all City Master Plans*

*I. Who: City staff via Master Plan process.*

*II. When: During each Master Planning process, Finance, Parks & recreation, Public Works, Land Use, Surveys etc.*

- b. Review ADA transition plans and projects to determine recommendation for BOA to prioritize.
  - i. Who: City Staff presenting ADA transition plan and current prioritization.
  - ii. When: Presentation scheduled for 8/12/24 Diversity and Inclusion Commission meeting.

*Proposed wording:*

*b. Review ADA transition, (Phase I and on-going) plans and projects for recommendation of prioritations, funding and BOA approvals as required.*

*Phase I defined as, transition plan as defined with MARC/ Consultant /staff report; \$650,000; 2024, 2025,2026 & 2027*

*I. Who: City Staff Status update Overview to D & I commission on 8/12/24. Schedule work session - Phase I project prioritization, TBD?*

- c. Increase accessibility to parking spaces in the downtown area and city market.
  - i. Who: City Staff-Dan Harper and Stephen Lachky
  - ii. When: Ongoing through 2025

*Proposed wording:*

*c. Increase accessibility and usable parking spaces, North of railroad tracks, English Landing, City market and other portions of the City as needed.*

- d. Propose a reporting vehicle to the Board of Aldermen for reporting bias or discrimination in the community.
  - i. Who: DIC
  - ii. When: Mid part of 2025

III. **Accessibility to Necessities:** Identify the needs of the people who live in the City of Parkville and build recommendations; evaluate a process that allows members of the Parkville community to access services or necessary amenities.

- a. Determine the means in which Parkville residents acquire their essential needs (food, transportation, etc.)
  - i. Who: DIC partners with entities that are actively helping the community
  - ii. When: End of 2025

- IV. **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. Identify potential cultural competency training for city employees and leaders.
    - i. Who: DIC
    - ii. When: 1<sup>st</sup> quarter of 2026
  - b. Review implicit bias training for law enforcement and criminal justice officials.
    - i. Who: City Staff- Chief Chrisman
    - ii. When: Aldermen Whitley and Jeffery Rhodes will work with Chief Chrisman to come present to the DIC.
  - c. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services, and programs
    - i. Who: City Staff in conjunction with CBIZ
    - ii. When: Reviewing and updating the City's Personnel Policy for Board of Aldermen review and approval by end of 2024 or early 2025



## City of Parkville Diversity & Inclusion, Holiday, Celebration, Proclamation, and Recognition Calendar

January	
1	New Year's Day (City Hall Closed)
4	World Braille Day (1824)
3rd Sunday	World Religion Day (1950)
13	Korean American Day (2005)
3rd Monday	Martin Luther King Jr. Day (1986) (City Offices Closed)
22	Lunar New Year (approx. 475 BCE)
26	Republic Day of India (1947)
27	Holocaust Remembrance Day (2005)
15th day of Hebrew month of Shevat	Tu B'shevat or Rosh HaShanah La'llianot (220 CE)
28	Mahayana New Year
February	
	Black History Month (1976)
1	National Freedom Day (1942)
6	Lailat al Miraj (621)
7	Women in Sports Day (Proclamation)
VARIES	Lunar New Year (1600 BCE - Chinese New Year)
VARIES	Losar (127 BCE)
VARIES	Mardi Gras (1699)
14	Valentine's Day (1400s)
19 - 25	Engineer's Week (Proclamation)
3rd Monday	President's Day (1879) (City Offices Closed)
20	World Day of Social Justice (2009)
March	
	Women's History Month (1987) (Proclamation)
	National Developmental Disabilities Awareness Month (1987)
	National Multiple Sclerosis Education Awareness Month (2003)
2	Granting US Citizenship to Puerto Ricans (1917)
8	International Women's Day (1911)
VARIES	Ramadan Begins (624 - Muslim holy month)
VARIES	Ash Wednesday (1091)
17	St. Patrick's Day (1631)
VARIES	Holi (400 - Hindu festival celebrating the beginning of spring)
VARIES	Easter (200 - Christian celebration of Jesus' resurrection)

# Parkville

Missouri

April	
	National Scottish American Heritage Month (1994)
	National Arab Americans Heritage Month (2017)
	Celebrate Diversity Month (2004)
	Autism Awareness Month (1970)
	National Deaf History Month (1997)
5 -12	Seven Days Week (Proclamation)
12	Hindu New Year (56 BCE)
VARIES	Eid al-Fitr (624 - Last day of Ramadan)
22	Earth Day (1970)
25	Arbor Day (1872) (Proclamation)
4th Thursday	Take your Kids to Work Day (1993)
30 – May 6	Professional Municipal Clerk’s Week (1969)
VARIES	Passover begins (5th Century BCE - Jewish celebration of the Exodus from Egypt)
May	
	Older American’s Month (1963 – Proclamation)
	Asian American, Hawaiian & South Pacific Islander Heritage Month (1992)
	Jewish American Heritage Month (2006)
	Haitian Heritage Month (1998)
	Mental Health Awareness Month (1949)
	Military Appreciation Month (1999)
5	Cinco de Mayo (1862)
1 – 15	Remake Learning Days (2016 – Proclamation)
2nd Sunday	Mother’s Day (1914)
Week of May 15	National Police / Peace Officers Week (1962)
21	Cultural Diversity for Dialogue and Development (2002)
21 – 27	National Public Works Week (1960 – Proclamation)
Last Monday	Memorial Day (1868) (City Offices Closed)
June	
	Pride Month (1999)
	Immigrant Heritage Month (2014)
	Caribbean American Heritage Month (2006)
2	Native American Citizenship Day (1924)
2	National Gun Violence Awareness Day (2015 – Proclamation)
3	National Trails Day (1993 - Proclamation)
14	Flag Day (1777 – official adoption of the American Flag)
15	National Elder Abuse Awareness Day (2011 – Proclamation)
2nd Sunday	Father’s Day (1910)
VARIES	Eid al-Adha (632 - Last day of Hajj – the Muslim pilgrimage to Mecca)
19	Juneteenth (1865 – last enslaved person freed in Texas) (City Offices Closed)
Last Sunday	LGBT Pride Day (1970)

# Parkville

Missouri

July	
	National Parks & Recreation Month (1985 - Proclamation)
	French American Heritage Month (1778)
4	Independence Day (1776 - America's birthday) (City Offices Closed)
7	Hijri New Year (622 CE)
14	International Non-Binary People's Day (2012)
18	Nelson Mandela International Day (2009)
26	Disability Independence Day (1990)
August	
26	Women's Equality Day (1973)
26	Janmashtami (approx. 3228 BCE)
September	
1st Monday	Labor Day (1882) (City Offices Closed)
7	Ganesh Chaturthi (approx.. 1630s)
17 – 23	Constitution Week (1787 – Proclamation)
21	International Day of Peace (1981)
15	Hispanic Heritage Month Begins (1988 - Sept 15 – Oct 15)
27	National Native American Day (2007)
October	
	National Disability Employment Awareness Month (1945)
	Breast Cancer Awareness Month (1985)
	Community Planning Month (UNKNOWN)
	Global Diversity Awareness Month (2004)
	Down Syndrome Awareness Month (1980)
VARIES	Rosh Hashanah (600 BCE - Jewish Day of Remembrance)
5	International Teacher's Day (1994)
VARIES	Yom Kippur (1440 BCE - Jewish Day of Atonement)
10	World Mental Health Day (1992)
2nd Monday	Columbus Day (1937)
2nd Monday	Indigenous People's Day (2014)
20-26	Invisible Disabilities Awareness Week (2014)
24	World Polio Day (1985 – Proclamation)
31	Halloween (1800s – 1900s)
VARIES	Diwali (October 15, 527 BCE - The Hindu, Buddhist, Sikh, and Jain Celebration of Light)



November	
	Indian American Heritage Month (1990)
	<b>National Native American Heritage Month (1990)</b>
	<b>National Family Caregivers Month (1997)</b>
1	National Family Literacy Day (1994 – Proclamation)
2	Dia De Los Muertos (1000 BCE - Mexican Day of the Dead – Remembrance)
1st Tuesday	Election Day
2nd Monday	Veteran's Day (1918) (City Offices Closed)
3rd Thursday	Thanksgiving (1621 – First; 1863 – National Holiday) (City Offices Closed)
3rd Friday	Day After Thanksgiving (City Offices Closed)
<b>19</b>	<b>International Men's Day (1999)</b>
<b>20</b>	<b>Transgender Day of Remembrance (1999)</b>
29	Native American Heritage Day (2009)
VARIES	Small Business Saturday (2010)
December	
VARIES	Hannukah (200 BCE - Jewish festival of lights)
<b>3</b>	<b>International Day of Persons with Disabilities (1992)</b>
<b>10</b>	<b>International Human Rights Day (1950)</b>
24	Christmas Eve (City Offices Closed)
25	Christmas (336 – Christian Celebration of the birth of Christ) (City Offices Closed)
26 – Jan 1	Kwanzaa (1966 – Annual celebration of African-American culture)
31	New Year's Eve (2000 BCE)

**BOLD = City holiday, offices closed (There are two additional, floating holidays not reflected)**

## City of Parkville Diversity & Inclusion Commission – Community Survey Results

### 1. What themes or events regarding Parkville history would you like to see on a historical marker?

Please provide up to three suggestions. If you do not have any suggestions, please type NO SUGGESTION in the box.

The history of the railroad and the riverboat traffic and trading would be nice
Parkville & Slavery, Parkville & the Civil War, The evolution of the downtown
Importance of the railroad to Parkville
NO SUGGESTIONS
The story of how the printing press was sent into the river, but later invited back for being a Park leader at Park College, but I know how it can be much of an issue it could be, but such a item would be needed to be handled very carefully
role in Civil War; Missouri River history - what the river looked like before channelization, flooding, channelization after 1951 flood; natural history & what was here in 1804-06 before white immigrants arrived.
I would love to see how parkville showed that we care about its people, all people. Against slavery. It would also be nice to learn about the early people who called this bend in the river, home. Like the hopewell, or osage...
A living history tour once a month about the buildings and the town
No suggestion
No suggestion
no suggestion
History of Parkville as it relates to the slave trade, including how Park U was a pioneer school in terms of granting former enslaved people land, history of how PV relates to Quandary across the river and the indigenous people who settled there during civil war times
Historical information
Information about the area around Parkville from first inhabitants until today.
No suggestions at this time
Historical events or marking where famous families lived.
Historical information
I don't know
Steamboat Arabia
No comment
NO RESOURCES
No resources
No suggestion
Factual truth regarding according to historical and local events
None that would fit the desired DEI theme
No suggestion

1)History as a port on the river during the 1800's. 2)Parkville's role leading up to and including the Civil War. 3) The communities role during WW1 and WW2.

1991 Flood Volunteers

2. Do you have verifiable, documented information about any of the themes or events that you answered above?

Please note that the Parkville Diversity and Inclusion Commission is not seeking to invalidate any event that is not readily verifiable, or for which you personally do not have documentation, but simply furthering the research process for creation of potential historical markers,

If yes: please provide your name and e-mail address:

I don't have any information to provide.
No
None
No
No
Second hand verifiable -- I know of others who have done more research and found slave trade records and documentation. Many of these people are involved with Washington Chapel project.
No
no
No
No
No comment
NO RESOURCES
No resources
N/a

3. Is there a specific location that you suggest placing a historical marker?  
Please provide up to three suggestions. If you have no suggestion, please type NO SUGGESTION in the box.

Maybe post information on a small "walking tour" around Parkville and English Landing parks
Along a walking tour thru old town PV, A dedicated spot in ELP, downtown
No
NO SUGGESTIONS
No suggestion
Main Street, entrance to English Landing Park, Farmers market, library
Along the riverfront
Downtown as the beginning of the tour
No suggestion
No suggestion
no suggestion
English or Platte Landing, or at the bottom of Main Street somewhere - maybe Pocket Park.
Old dugout on Park campus if still there. Old Parkville Cemetery, Banneker school. Washington Chapel
riverfront, ELP parking lot
No
No suggestion
Old dugout on Park campus if still there. Old Parkville Cemetery, Banneker school. Washington Chapel
No
East side of the University - land for sale
I have somewhere you can shove it
NO RESOURCES
No resources
The colored school on west street
The Main Street pocket park or area that has high foot traffic. With maps and directions to other sites to school house. And college crowns
1) Where the slave market was and where they buried the slaves that did not survive the journey to the area. 2) What happen to the Indigenous / Indian population? 3)Where, if anywhere there were Civil War skirmishes.
Entrance to English Landing Park

4. How can the Parkville Diversity and Inclusion Commission help Parkville?  
Please provide up to three suggestions. If you have no suggestion, please type NO SUGGESTION in the box.

Iâ€™m not sure what this question means. Your survey asks about historical themes and events.
Identify potential candidates for committees and commissions, promote interchange between residents and Park U students, especially International students, take the lead on promoting our history
No
NO SUGGESTIONS
Support Spectrum group at Park University
celebrate & honor Indigenous Peoples Day; put more information in the Pulse & local news media; banners at park and farmers market; social media platforms
Celebrate all of the people who have made an impact on this community. Like indigenous people, explorers, fur trappers, founding fathers...
Advertising about the start of the town the people who started it and the History
Eliminate the commission. Not needed and a waste of time and bandwidth by posting meetings and things that come from them.
No suggestion
provide easy access for disabled, encourage variety in musical performances all over parkville.
Trails are amazing and much appreciated, however there are some additions that could make them better/more accessible for wheelchair users
Not sure
personnel policies, touch point for new initiatives or polices formulated by the BOA
Attract investors/developers. Promote equality. Expand Park University's multi- cultural footprint.
No suggestion
Not sure
No suggestion
NO SUGGESTION
Stop spending taxpayer money on diversity commission
Leave it alone before you mess up our town
NO RESOURCES
Donâ€™t mess with my black girlfriend if she comes over to visit. Avoid racial profiling because some people I know donâ€™t feel safe coming to Parkville
The commission to open and transparent and not to pander or try to change the optics of history or events.
They cannot help. Such policies are destructive to communities. Look around and see how this has NOT been working in the world.
Why are you spending taxpayer dollars on something called diversity and inclusion. How about putting more money into the parks?

1) Make sure its clear not every white person was a racist slave owner. 2) Point out that Parkville wa just one small part of a larger fabric of the "Frontier." 3)Diversity includes Race, Religion, Economic status, Political Party Affiliation... EVERYTHING!
No

5. How would you like the Parkville Diversity and Inclusion Commission to bring more diversity equity, accessibility, or inclusion resources to you?  
Please provide up to three suggestions. If you have no suggestion, please type NO SUGGESTION in the box.

Again, I'm not sure the surveys title is connected to DEI agenda.
Catalog of city, state and non-profit resources,
No
NO SUGGESTIONS
Not sure, I would like more LBGTQIA+ but I know it can be a think for those with bad faith cause problems.
city website, newsletters, & social media
Have more town hall sessions. Celebrations of diversity. Open lines of communication between people, who may be afraid to ask a black or white person something.
More public parking and handicap parking up the hill near shops
Go away and never be heard from again
It's not needed
accessibility to all disabled people by easier access to business and electric scooters for shopping.
Including a short piece of info in the city newsletter would be a good start. This could be something as simple as a historical spotlight section, or a "did you know" type article.
No
.
Model large corporations multiple DE&I groups.
No suggestion
No
I don't need a committee to bring more diversity and inclusion. This is the stupidest damn thing I've ever heard of.
I believe downtown would benefit from better/larger/more accessible sidewalks
You are wasting taxpayer money talking about DEI
Keep away
NO RESOURCES
No suggestion
No suggestions
Dissolve the Commission for true equal opportunity
Don't make a big deal over it. People will get along if you let them.

No

6. If you own a business, or in your place of employment, what diversity, equity, accessibility, or inclusion resources do you currently use if any?  
If you do not use, or do not have access to any DE&I resources, please type NO RESOURCES in the box.

No resources
NO RESOURCES
No
Park University Spectrum
NA, retired
Im the executive director of a nature school program. Its mostly me doing it all. I have noticed that most of my children are white. I do have more girls than boys, which is different. I would love to have more children of all backgrounds. I read books with the children in the woods, and i try to find as many diverse books. My whole program is about kindness, confidence, and connecting with nature. I would love more diversity in my childrens books.
There are not any that we know of
No resources
no resources
Too many to list!
No
.
In my multi-family chapter groups like : "Melanin in Multi-family" and DE&I commitees
No resources
No
I own a business and the best thing you can do is not make race or religion or sex or gender an issue. I actually can't hire anyone and discuss those issues. This is the stupidest question on the survey.
NO RESOURCES
No resources necessary. In my event hall, everyone is treated equally, DEI isn't necessary. Everyones welcome quit acting like we are all racist
NO RESOURCES
No resources
Several services and training uses
I hire those who are qualified to do the job regardless of race creed or color.
No

7. What diversity, equity, accessibility, or inclusion resources would you like the City of Parkville to provide in support of local businesses?

Please provide up to three suggestions. If you do not think the City should provide any DE&I resources, please type NO RESOURCES in the box.

No Resources
Catalog of resources for local businesses in coordination with PACE, flyer on how businesses can better accommodate disabled patrons or employees
Flag perhaps
Not certain what is legally allowed or possible.
I think representation is key. People want to see people like themselves in ads, books, signs...everywhere. be sure when marketing, we have people represented, women, children, different ethnicities, mobility and special needs. Also, we need to keep improving accessibility for people with mobility challenges.
Handicap parking at the top of the hill
No resources
No resources
assist with modifications of store entry way. assist with anything needed to make scooters and wheel chairs available.
Highlight minority owned businesses in various publications
Disabled access.
assistance for those with disabilities
Promote Black Small Business Ownership and Resources on the website. Advertise open retail space on Black/LGBTQ+ forums
No resources
Disabled access.
I don't need government to provide a damn thing
Better sidewalks and more parking
Again, do not waste taxpayer funds on DEI resources
1.Parkville isn't racist 2. Waste of money 3.Cant wait till after election and we have a republican president
NO RESOURCES
No resources
The city government and entities should have a program and be aware Parkville has had a historical issue in treatment of African-Americans.
No
How much is this commission costing us? I don't think the city of Parkville needs a diversity and inclusion commission. What a waste of taxpayer funds.
Don't pick and choose. Businesses have the Right to operate as the owner sees fit and the economics will dictate their behavior.
No

8. Is there anything you would like to see the Parkville Diversity and Inclusion Commission address?

Please provide up to three suggestions. If there is nothing you would like to see the City address, please NOTHING in the box.

Nothing
Greater participation of residents in local government, particularly people of color, disabled, etc
NOTHING
Fighting against hate
Parkville has become a high income community and the lack of affordable housing makes it even harder to diversity our community, at all levels. Unfortunately, this issue is beyond the Commission's circle of influence.
As said above
Handicap parking
How to disband this commission
Nothing
make it easy to log anonymous complaints against a business.
This commission can be hard to get info on --- for instance, the link below doesn't load agenda topics, but just says "If required, the agenda packet information will be here once published." Easier info on who is on the commission, what they are working on, how to be involved, etc.
Not sure
.
Changing the city demographic to include additional minorities
Nothing
Not sure
Close down and make the world a better place
Better sidewalks
You should disband the DEI commission
Quit wasting tax payer money
NOTHING
Negative opinions of Parkville in the black community I get shit from people at my job because of my address
Not at this time
NOTHING. DISSOLVE THE COMMISSION
Better sidewalks in downtown would be a nice use of funds
Wasting Tax Payer Money on DEI and other such items that just point out DIFFERENCES and not SIMILARITIES.
Parkville has a very diverse population living at the Creekside development. Encouraging this population to register to vote and participate in City government and community boards would significantly add diverse opinions and government

Please share your name and e-mail if you would like a member of the Parkville Diversity and Inclusion Commission to contact you regarding a potential historical marker, service or resources.

You can find the agenda topics and minutes from our past meetings here: [Parkville Diversity & Inclusion Commission](#)

wadetripp@yahoo.com
Martha Wright from Three Tree Forest Adventures
Kjharless@gmail.com. Jennifer Harless
natashanikkel@gmail.com
Brian Whitley
Tom Hutsler. tomhutsler@gmail.com
Stay the hell away from me and my business
NO RESOURCES



# 2024 City of Parkville Community Survey

The City of Parkville would like your input to help determine priorities for the community. This survey will take 10-15 minutes to complete. When you are finished, please return your completed survey in the enclosed postage-paid, return-reply envelope. If you prefer, you can complete the survey online at [parkvillesurvey.org](http://parkvillesurvey.org). We greatly appreciate your time!

**1. Including yourself, how many people in your household are...**

Under age 5: <input type="text"/>	Ages 15-19: <input type="text"/>	Ages 35-44: <input type="text"/>	Ages 65-74: <input type="text"/>
Ages 5-9: <input type="text"/>	Ages 20-24: <input type="text"/>	Ages 45-54: <input type="text"/>	Ages 75+: <input type="text"/>
Ages 10-14: <input type="text"/>	Ages 25-34: <input type="text"/>	Ages 55-64: <input type="text"/>	

**2. Have you or any member of your household visited any City of Parkville parks, trails, or recreation facilities during the past 12 months?**

(1) Yes [Answer Q2a.]       (2) No [Skip to Q3.]

**2a. Overall, how would you rate the physical condition of ALL the City of Parkville parks, trails, and recreation facilities you have visited?**

(4) Excellent       (3) Good       (2) Fair       (1) Poor

**3. Please CHECK ALL of the following reasons that prevent you or members of your households from visiting City of Parkville parks, trails, and recreation facilities more often.**

- |  |  |
|--|--|
| <input type="checkbox"/> (01) Do not feel safe using parks/facilities    | <input type="checkbox"/> (08) Not aware of parks' or facilities' locations |
| <input type="checkbox"/> (02) Lack of amenities we want to use           | <input type="checkbox"/> (09) Not interested in using parks                |
| <input type="checkbox"/> (03) Lack of handicap (ADA) accessibility       | <input type="checkbox"/> (10) Parks/facilities are not well maintained     |
| <input type="checkbox"/> (04) Lack of parking to access parks/facilities | <input type="checkbox"/> (11) Too far from our home                        |
| <input type="checkbox"/> (05) Lack of restrooms                          | <input type="checkbox"/> (12) Use parks/facilities in other cities         |
| <input type="checkbox"/> (06) Lack of shade                              | <input type="checkbox"/> (13) Other: _____                                 |
| <input type="checkbox"/> (07) Lack of transportation                     |  |

**4. From the following list, please CHECK ALL the ways you learn about City of Parkville parks, trails, recreation facilities, programs, and events.**

- |   |  |
|---|--|
| <input type="checkbox"/> (01) Recreation activity brochure                | <input type="checkbox"/> (08) Banners      |
| <input type="checkbox"/> (02) City website                                | <input type="checkbox"/> (09) Emails       |
| <input type="checkbox"/> (03) Materials at parks or recreation facilities | <input type="checkbox"/> (10) E-newsletter |
| <input type="checkbox"/> (04) Conversations with City staff               | <input type="checkbox"/> (11) Social Media |
| <input type="checkbox"/> (05) Newspaper                                   | <input type="checkbox"/> (12) Flyers       |
| <input type="checkbox"/> (06) Word of mouth                               | <input type="checkbox"/> (13) Other: _____ |
| <input type="checkbox"/> (07) Promotions at special events                |  |

**5. From the list in Question 4, which THREE methods of communication would you MOST PREFER the City use to communicate with you about parks, trails, recreation facilities, programs, and events? [Write in your answers below using the numbers from the list in Question 4, or circle "NONE."]**

1st:       2nd:       3rd:       NONE

**6. From the following list, please CHECK ALL of the organizations that you or members of your household have used for recreation and sports activities during the last 12 months.**

- (01) City of Parkville
- (02) HOA
- (03) Neighboring cities
- (04) Places of worship (e.g., synagogues, churches)
- (05) Private and non-profit youth sports
- (06) Private clubs (tennis, health, swim, fitness)
- (07) Private schools/charter schools
- (08) Private summer camps
- (09) Public schools
- (10) YMCA
- (11) Other: \_\_\_\_\_

**7. Has your household participated in any programs, activities or events offered by the City of Parkville Parks and Recreation Department during the past 12 months?**

- (1) Yes [Answer Q7a.]       (2) No [Skip to Q8]

**7a. How would you rate the overall quality of the City of Parkville Parks and Recreation Department programs, activities or events in which your household has participated?**

- (4) Excellent       (3) Good       (2) Fair       (1) Poor

**8. Please CHECK ALL of the following reasons that prevent you or members of your household from participating in City of Parkville Parks and Recreation Department programs, activities and/or events more often.**

- (01) Classes are full
- (02) Do not feel safe participating
- (03) Fees are too high
- (04) I don't know what is offered
- (05) Lack of quality instructors
- (06) Lack of quality programs
- (07) Lack of right program equipment
- (08) Lack of transportation
- (09) Old and outdated facilities
- (10) Online registration is not user friendly
- (11) Poor customer service by staff
- (12) Programs are not (ADA) accessible
- (12) Programs I'm interested in are not offered
- (13) Program times are not convenient
- (14) Registration is difficult
- (15) Too far from our home
- (16) Too busy/not interested
- (17) Use programs of other agencies
- (18) Other: \_\_\_\_\_

**9. Please indicate your level of agreement with the following statements concerning some potential benefits of the City of Parkville's parks, facilities, and recreation programs or events by circling the corresponding number.**

The parks and recreation system in Parkville...		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
01.	Improves my (my household's) mental health and reduces stress	5	4	3	2	1	9
02.	Improves my (my household's) physical health and fitness	5	4	3	2	1	9
03.	Increases my (my household's) property value	5	4	3	2	1	9
04.	Is age-friendly and accessible to all age groups	5	4	3	2	1	9
05.	Makes Parkville a more desirable place to live	5	4	3	2	1	9
06.	Positively impacts economic/business development	5	4	3	2	1	9
07.	Preserves open space and protects the environment	5	4	3	2	1	9
08.	Provides jobs/professional development for youth	5	4	3	2	1	9
09.	Provides positive social interactions for me (my household/family)	5	4	3	2	1	9
10.	Provides volunteer opportunities for the community	5	4	3	2	1	9

10. Please indicate how well your needs are being met for each of the facilities/amenities listed below on a scale of 4 to 1, where 4 means your needs are "Fully Met," and 1 means your needs are "Not Met" at all. If you do not have a need for an item listed, please circle "9" for "No Need."

Type of Facility/Amenity	Fully Met	Mostly Met	Partly Met	Not Met	No Need
01. Campgrounds	4	3	2	1	9
02. Community center (multi-use space for events, exercise and activities)	4	3	2	1	9
03. Environmental/nature education center	4	3	2	1	9
04. Indoor basketball/volleyball courts (indoor gyms)	4	3	2	1	9
05. Golf courses	4	3	2	1	9
06. Disc golf	4	3	2	1	9
07. Large community parks	4	3	2	1	9
08. Diamond sports fields (baseball, softball)	4	3	2	1	9
09. Rectangular sports fields (football, rugby, soccer)	4	3	2	1	9
10. Mountain bike trails	4	3	2	1	9
11. Multi-use hiking, biking, walking trails (paved or unpaved)	4	3	2	1	9
12. Lighted paved walking trails	4	3	2	1	9
13. Off-leash dog park	4	3	2	1	9
14. Open space conservation areas	4	3	2	1	9
15. Outdoor basketball courts	4	3	2	1	9
16. Outdoor exercise/fitness area	4	3	2	1	9
17. Lighted outdoor pickleball courts	4	3	2	1	9
18. Outdoor tennis courts	4	3	2	1	9
19. Performing arts theater	4	3	2	1	9
20. Picnic areas and shelters	4	3	2	1	9
21. Playgrounds	4	3	2	1	9
22. Shade and trees	4	3	2	1	9
23. Skateboarding parks	4	3	2	1	9
24. Small neighborhood parks	4	3	2	1	9
25. Splash pads or spray parks	4	3	2	1	9
26. Swimming pools	4	3	2	1	9
27. Recognition of community history markers/signs	4	3	2	1	9
28. Other: _____	4	3	2	1	9

11. Which FOUR facilities/amenities from the list in Question 10 are MOST IMPORTANT to your household? [Write in your answers below using the numbers from the list in Question 10, or circle "NONE."]

1st: \_\_\_\_ 2nd: \_\_\_\_ 3rd: \_\_\_\_ 4th: \_\_\_\_ NONE

12. Please indicate how well your needs are being met for each of the programs/activities listed below on a scale of 4 to 1, where 4 means your needs are "Fully Met," and 1 means your needs are "Not Met" at all. If you do not have a need for an item listed, please circle "9" for "No Need."

Type of Program/Activity	Fully Met	Mostly Met	Partly Met	Not Met	No Need
01. Adult fitness and wellness programs	4	3	2	1	9
02. Adult sports leagues	4	3	2	1	9
03. After school programs for youth of all ages	4	3	2	1	9
04. Adult performing arts programs (dance/music)	4	3	2	1	9
05. Adult visual arts/crafts programs	4	3	2	1	9
06. Counseling and mental health programs	4	3	2	1	9
07. Cultural enrichment programs	4	3	2	1	9
08. EGaming/ESports	4	3	2	1	9
09. Exercise classes	4	3	2	1	9
10. Cheer/gymnastics/tumbling programs	4	3	2	1	9
11. Outdoor environmental/nature camps and programs	4	3	2	1	9
12. Preschool programs/early childhood education	4	3	2	1	9
13. Programs for people with special needs	4	3	2	1	9
14. Recreation/competitive swim team	4	3	2	1	9
15. Senior programs	4	3	2	1	9
16. Special events (concerts,	4	3	2	1	9
17. STEM (science, technology, engineering, and mathematics) classes	4	3	2	1	9
18. Swim lessons	4	3	2	1	9
19. Teen/tween programs	4	3	2	1	9
20. Pickleball/tennis lessons and leagues	4	3	2	1	9
21. Youth fitness and wellness classes	4	3	2	1	9
22. Youth visual/performing arts/crafts programs (dance/music)	4	3	2	1	9
23. Youth sports programs and camps	4	3	2	1	9
24. Youth seasonal programs and camps	4	3	2	1	9
25. Water fitness programs/lap swimming	4	3	2	1	9
26. Community history programs and events	4	3	2	1	9
27. Other: _____	4	3	2	1	9

13. Which FOUR programs/activities from the list in Question 12 are MOST IMPORTANT to your household? [Write in your answers below using the numbers from the list in Question 12, or circle "NONE."]

1st: \_\_\_\_ 2nd: \_\_\_\_ 3rd: \_\_\_\_ 4th: \_\_\_\_ NONE

14. If you had \$100, how would you allocate the funds among the parks and recreation categories listed below? [Please be sure your total adds up to \$100.]

- \$ \_\_\_\_\_ Maintain existing parks and recreation facilities
- \$ \_\_\_\_\_ Acquire new park land and open space
- \$ \_\_\_\_\_ Add new amenities, recreation equipment, and facilities
- \$ \_\_\_\_\_ Construct new sports fields (softball, soccer, baseball, etc.)
- \$ \_\_\_\_\_ Expand program, activity and event offerings
- \$ \_\_\_\_\_ Other: \_\_\_\_\_

**\$100 TOTAL**

**15. How far of a walk is it from your residence to the nearest park?**

- (1) Less than 5 minutes       (3) 10-15 minutes       (9) Not sure  
 (2) 5-10 minutes       (4) More than 15 minutes

**16. How important do you feel it is for the City of Parkville to provide high quality parks, recreation facilities and programs?**

- (3) Very important       (2) Somewhat important       (1) Not important       (9) Not sure

**17. Your gender identity:**

- (1) Male       (4) Prefer to self-describe: \_\_\_\_\_  
 (2) Female       (5) Prefer not to disclose  
 (3) Non-binary

**18. How many years have you lived in Parkville? \_\_\_\_\_ years**

**19. Which of the following best describes your race/ethnicity?**

- (01) Asian or Asian Indian       (05) Native Hawaiian or other Pacific Islander  
 (02) Black or African American       (06) Hispanic or Latino  
 (03) American Indian or Alaska Native       (99) Other: \_\_\_\_\_  
 (04) White

**This concludes the survey. Thank you for your time!**

Please return your completed survey in the enclosed return-reply envelope addressed to:  
*ETC Institute, 725 W. Frontier Circle, Olathe, KS 66061*

Your responses will remain completely confidential. The information to the right will ONLY be used to help identify the level of need in your area. Thank you!