



Racial Equity Ad Hoc Committee Agenda

9/30/20 7:00 PM
Virtual via
GoToMeeting

Committee Members:

Mike Kelly, Mayor	Michael Rebne, Council Representative
Ben Dickens, Council Representative	Michael Calvovich
Kathleen Olvera	Suzie Mears
Michael Poppa	Kate Raglow
Michael Ryan	Carrie Paulette
Xavier Comeau	Dennis Way
Haile Sims	Josey Shaw
Stephanie Iser	Bambi Leseberg
Staff: Jennifer Jones-Lacy	

AGENDA ITEMS

- A. Introductions**
- B. Background on Creation of the Committee**
 - 1. Share Budget Objective on initial proposal and Resolution
 - 2. Ad Hoc Explanation
 - 3. Purpose – Provide guidance to the Governing Body on Racial Equity Policies
 - 4. Historical References
- C. Define the Challenges Regarding Racial Equity in RP**
- D. Goals for the Committee**
- E. Select a Chair & Co-Chair**
- F. Determine Future Monthly Meeting Schedule**
- G. Adjourn**

NEXT REGULAR MEETING: Date: TBD Time: TBD Location: Virtual

Budget Objective

Quarterly Diversity and Racial Equity Assessment

1.

Justification: Beginning with the passage of the NDO, which added protections in Roeland Park for LGBTQ-identified folks, we have established a commitment to diversity. The Diversity Proclamation, approved later, also reinforces our commitment to embracing and enhancing the diversity of our city.

The fourth paragraph of the Proclamation states: *“Roeland Park aspires to embrace a multi-cultural future and strives to be a model for other suburbs to emulate”*. That said, it is not always clear what actions contribute to building a more diverse or “multi-cultural” community. Additionally, diversity applies to gender, sexual orientation, age, and social class among other identities. Embracing all our residents’ identities is essential, but given our community was established to be racially segregated, it is also essential that we keep racial diversity in front of us. This is a way we can attempt to repair the harm caused by racial segregation, a legacy that continues even without explicit legal enforcement today. This gives us a chance to undo its ugly consequences and strengthen our community.

In fact, Roeland Park as a city is not only segregated from other more racially diverse municipalities, we are also a city segregated by race and income within our city boundaries. We cannot confront the more distant phenomenon without confronting the local one.

I am recommending discussion on this racial equity assessment for both substance and frequency. In my thinking now, holding these quarterly would not create an undue burden on our responsibilities to complete other tasks, but would not be so infrequent as to render it irrelevant or simply a celebration of accomplishments.

I am suggesting we establish an ad-hoc committee of elected officials and residents to collaborate with staff to compile a list of ongoing community projects. This list would then be matched up to a rubric personalized to Roeland Park and our racial equity goals. We would then decide if our actions have had a positive impact and demonstrate that we are either “embracing a multi-cultural future” or if these actions were not effective in furthering diversity and should therefore make some adjustments. The ad-hoc committee would report on the performance semi-annually.

Similar to the way we regularly check in on our progress toward the strategic plan, or the way we all have accountability measures in our careers, I envision this as clarifying a dimension of that accountability that we already feel responsibility for in other areas. Using these regularly scheduled assessments we can start to quantify our impact and ultimately create the future we want for all in our community.

I would like this to be placed on a workshop agenda as discussion so that together we can flesh out the details of this in a way we feel like we can all participate. The links below are to help illustrate my intention broadly, though it’s understood we would want to make an assessment that fits for Roeland Park. Incidentally, King County, whose equity assessment is featured below, is also one of the researched resources for our proposed parental leave policy.

<https://www.stpaul.gov/departments/planning-economic-development/racial-equity-metrics>

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

<https://kingcounty.gov/elected/executive/equity-social-justice/strategic-plan/equity-strategic-plan.aspx>

https://library.municode.com/ks/roeland_park/codes/code_of_ordinances?nodeId=CHVBULIRE_ART12PRDIEMHOPUAC

<https://statisticalatlas.com/place/Kansas/Roeland-Park/Race-and-Ethnicity>
