

**GOVERNING BODY WORKSHOP AGENDA
ROELAND PARK
Roeland Park City Hall 4600 W 51st Street, Roeland Park, KS 66205
Monday, March 1, 2021 6:00 PM**

- | | | |
|--|---|--|
| <ul style="list-style-type: none">• Mike Kelly, Mayor• Trisha Brauer, Council Member• Benjamin Dickens, Council Member• Jan Faidley, Council Member• Jennifer Hill, Council Member | <ul style="list-style-type: none">• Jim Kelly, Council Member• Tom Madigan, Council Member• Claudia McCormack, Council Member• Michael Rebne, Council Member | <ul style="list-style-type: none">• Keith Moody, City Administrator• Jennifer Jones-Lacy, Asst. Admin.• Kelley Nielsen, City Clerk• John Morris, Police Chief• Donnie Scharff, Public Works Director |
|--|---|--|

Admin	Finance	Safety	Public Works
Hill	Madigan	Faidley	Dickens
McCormack	Rebne	Kelly	Brauer

I. APPROVAL OF MINUTES

A. February 15, 2021

II. DISCUSSION ITEMS:

1. Discuss MOU with JoCo for Rental Assistance Program
2. Discuss Participation in Johnson County Racial Equity Pilot Program
3. Discuss Revisions to 2022 Goals
4. Discuss Making the Ad Hoc Racial Equity Committee a Standing Committee

III. NON-ACTION ITEMS:

IV. ADJOURN

Welcome to this meeting of the Committee of the Whole of Roeland Park.

Below are the Procedural Rules of the Committee

The governing body encourages citizen participation in local governance processes. To that end, and in compliance with the Kansas Open meetings Act (KSA 45-215), you are invited to participate in this meeting. The following rules have been established to facilitate the transaction of business during the meeting. Please take a moment to review these rules

before the meeting begins.

- A. **Audience Decorum.** Members of the audience shall not engage in disorderly or boisterous conduct, including but not limited to; the utterance of loud, obnoxious, threatening, or abusive language; clapping; cheering; whistling; stomping; or any other acts that disrupt, impede, or otherwise render the orderly conduct of the Committee of the Whole meeting unfeasible. Any member(s) of the audience engaging in such conduct shall, at the discretion of the City Council President (Chair) or a majority of the Council Members, be declared out of order and shall be subject to reprimand and/or removal from that meeting. **Please turn all cellular telephones and other noise-making devices off or to "silent mode" before the meeting begins.**
- B. **Public Comment Request to Speak Form.** The request form's purpose is to have a record for the City Clerk. Members of the public may address the Committee of the Whole during Public Comments and/or before consideration of any agenda item; however, no person shall address the Committee of the Whole without first being recognized by the Chair or Committee Chair. Any person wishing to speak at the beginning of an agenda topic, shall first complete a Request to Speak form and submit this form to the City Clerk before discussion begins on that topic.
- C. **Purpose.** The purpose of addressing the Committee of the Whole is to communicate formally with the governing body with a question or comment regarding matters that are on the Committee's agenda.
- D. **Speaker Decorum.** Each person addressing the Committee of the Whole, shall do so in an orderly, respectful, dignified manner and shall not engage in conduct or language that disturbs, or otherwise impedes the orderly conduct of the committee meeting. Any person, who so disrupts the meeting shall, at the discretion of the City Council President (Chair) or a majority of the Council Members, be declared out of order and shall be subject to reprimand and/or be subject to removal from that meeting.
- E. **Time Limit.** In the interest of fairness to other persons wishing to speak and to other individuals or groups having business before the Committee of the Whole, each speaker shall limit comments to two minutes per agenda item. If a large number of people wish to speak, this time may be shortened by the Chair so that the number of persons wishing to speak may be accommodated within the time available.
- F. **Speak Only Once Per Agenda Item.** Second opportunities for the public to speak on the same issue will not be permitted unless mandated by state or local law. No speaker will be allowed to yield part or all of his/her time to another, and no speaker will be credited with time

requested but not used by another.

- G. **Addressing the Committee of the Whole.** Comment and testimony are to be directed to the Chair. Dialogue between and inquiries from citizens and individual Committee Members, members of staff, or the seated audience is not permitted. Only one speaker shall have the floor at one time. Before addressing Committee speakers shall state their full name, address and/or resident/non-resident group affiliation, if any, before delivering any remarks.
- H. **Agendas and minutes** can be accessed at www.roelandpark.org or by contacting the City Clerk

The governing body welcomes your participation and appreciates your cooperation. If you would like additional information about the Committee of the Whole or its proceedings, please contact the City Clerk at (913) 722.2600.

Item Number: **APPROVAL OF MINUTES- I.-A.**
Committee **3/1/2021**
Meeting Date:



City of Roeland Park
Action Item Summary

Date:
Submitted By:
Committee/Department:
Title: **February 15, 2021**
Item Type:

Recommendation:

Details:

How does item relate to Strategic Plan?

How does item benefit Community for all Ages?

ATTACHMENTS:

Description	Type
□ February 15, 2021	Cover Memo

GOVERNING BODY WORKSHOP MINUTES
Roeland Park City Hall
4600 W 51st Street, Roeland Park, KS 66205
Monday, February 15, 2021, 6:00 P.M.

- | | | |
|---|---|--|
| ○ Mike Kelly, Mayor
○ Trisha Brauer, Council Member
○ Benjamin Dickens, Council Member
○ Jan Faidley, Council Member | ○ Jennifer Hill, Council Member
○ Jim Kelly, Council Member
○ Tom Madigan, Council Member
○ Claudia McCormack, Council Member
○ Michael Rebne, Council Member | ○ Keith Moody, City Administrator
○ Jennifer Jones-Lacy, Asst. Admin.
○ Kelley Nielsen, City Clerk
○ John Morris, Police Chief
○ Donnie Scharff, Public Works Director |
|---|---|--|

Admin

Brauer
Hill

Finance

McCormack
Madigan

Safety

Rebne
Faidley

Public Works

Kelly
Dickens

(Governing Body Workshop Called to Order at 8:11 p.m.)

ROLL CALL

CMBR Faidley called the meeting to order. All Governing Body members were present.

I. APPROVAL OF MINUTES

- 1. January 19, 2021 (Corrected)**
- 2. February 1, 2021**

The minutes were approved as submitted.

II. DISCUSSION ITEMS

1. Select Finish Materials for Entryway Signs

CMBR Faidley said that Dimensional Innovations is seeking options on granite surfaces for the City entryway signs.

CMBR Brauer asked if the proposed entryway sign will complement or contrast with the new art placed at Commerce Bank. City Administrator Moody said the sign faces southeast and the art faces east. Traveling north on Roe you won't likely see the art until you get in front of it. He said that with either material they choose, the sign will not be a contrast to the art piece.

CMBR Faidley said the art is blue and black and best appreciated by walking by it. She said that she prefers the lighter marble as it shows more natural color veining.

CMBR Hill asked for the preferences of those who looked at the marble in person.

Mayor Kelly said both choices are nice, but felt the darker ones provides a better contrast with the brass lettering.

CMBR Hill asked Mr. Moody's opinion. He said that both are pretty, but you do pick up more veining in the lighter one but only if you are close to it. He said the brass lettering will stand out a little better against the dark and he would choose that one if he had to pick one.

There was a majority consensus of six for the darker colored marble for the entryway signs.

CMBR Faidley read a comment that the darker color matches better with the light poles.

2. Discuss Prohibiting Smoking in City Parks

City Administrator Moody provided a link of policies and ordinances adopted by other Kansas communities so they can see what other cities have done.

<https://publichealthlawcenter.org/sites/default/files/resources/Tobacco-Free-Parks-Policies-Kansas-2019.pdf>

Also in the packet they have incorporated the 2020 citizen satisfaction survey question regarding smoking for reference. Mr. Moody asked for discussions about no smoking in parks, allowing smoking in designated areas, and possible enforcement.

CMBR Faidley said that according to the citizen survey 72 percent of residents wanted a ban on all smoking in City parks.

CMBR Madigan said the Parks and Trees Committee overwhelmingly voted to ban smoking in specific places. They need to remember that they are a City of all ages and both the young and old smoke. He sees no problem with banning smoking where children are playing, in restrooms, and the park pavilion. He said they should not forget they are out in the open air.

CMBR Brauer asked if this included vaping or only tobacco products. CMBR Faidley said they need to decide that as well as the use of smokeless tobacco.

CMBR Rebne asked if this would apply to all parks or only those with playgrounds.

CMBR Hill thanked Ms. Davis for bringing this forward as she assumed they had made all parks non-smoking. She recommended there be no smoking in all parks. She stated that in most places the only place smoking is allowed in their own home to best protect other people.

CMBR Dickens said he is in support of a ban in all parks regardless of size. He doesn't want a designated area as smoke doesn't stay in that area.

Mayor Kelly said that the residents want smoke free parks. He added that public smoking bans statistically are shown to reduce health risks. He said they would be opening themselves to problems by designated smoking areas at parks. He himself wants to have smoke free parks.

CMBR Kelly said he would support a ban on smoking in the park.

CMBR Brauer asked what enforcement of a ban would look like.

CMBR Faidley said more than likely a person would be asked to stop and if they do not, then they would be ejected from the park with the possibility of infractions. She did not see it as realistic for the police department to patrol the parks looking for smokers.

CMBR Kelly said fines could be in an ordinance and the City's bike patrol could make that part of their duties.

Mayor Kelly said the first offense could be a warning with an educational opportunity. Continuation of an offense would warrant a fine that would increase with subsequent violations for repeat offenders.

CMBR Faidley talking about secondhand smoke outdoors as a concern and also the litter of cigarette butts.

CMBR Dickens all forms of tobacco products even smokeless and vaping should be banned regardless of how they are used.

There was consensus to move this item forward with a complete ban of tobacco products and vaping in all City parks with final action to be taken at a Council meeting.

3. Review Reinhardt Street Project Plans

Public Works Director Scharff presented the design plans for the neighborhood street reconstruction project and the three phases. By breaking the project into three phases, they hope to minimize the impact to residents. He noted that Reinhardt is not wide enough for designated bike lanes but they can denote it as a bicycle friendly road with signage. They are also working to get their temporary construction easements.

CMBR Hill asked if the sidewalk would extend to County Line. Public Works Director Scharff said the project stops at 48th Street. CMBR Hill said she will have a lot of unhappy residents in the 47th to 48th Street block. City Administrator Moody said the scope of the project has not changed from the time it was approved.

CMBR Kelly said the 20 mile per hour speed limit will help with bikes sharing the road. Public Works Director Scharff said the use of sharrows will be beneficial and hopefully increase the use of the road for cyclists.

CMBR Brauer stated that residents asked about the interference of utility lines with the sidewalks. Public Works Director Scharff said that a couple of fire hydrants will be relocated and Google and other utilities will be addressing any conflicts prior to the start of construction.

City Administrator Moody said the curb returns at 48th Terr and 49th Street will be constructed with an eye to the future so they won't need to be torn out with further sidewalk construction.

CMBR Faidley asked for clarification on mature trees in the area. Public Works Director Scharff said that trees will come out. City Administrator Moody added there is a plan to plant trees back along that greenway corridor.

CMBR Rebne asked if there would be speed control meters or a speed tracker along Reinhardt. Public Works Director Scharff said they plan on incorporating the in-street pedestrian crosswalks and also employing them by Bishop Miede entrance.

CMBR Kelly said that north of 48th and Reinhardt there was a lot of patching between 48th and 47th. Public Works Director Scharff said they did a chip seal on Reinhardt between 47th and 48th last year.

CMBR Hill said there must be some miscommunication because she thought residents were told they would be getting a sidewalk all the way to 47th Street.

CMBR Madigan added it is embarrassing to leave one block without a sidewalk. As a Community for All Ages, this to him does not make sense. He feels bad for the ward Councilmembers that have to field those calls from constituents.

4. 4th Quarter 2020 Financial Report

Ms. Jones-Lacy said that 2020 turned out well for Roeland Park. They had a positive response to what has occurred in the economy with retailers. Key revenue indicators show the City generated \$2.19 million, a 14 percent increase over 2019. This was attributed in part to the small hospital and new homes being constructed.

Sales tax collected were anticipated to be down 10 percent and the county's initial projections were down about 20 percent. They ended the year with sales and use taxes up 15 percent over 2019 and is the highest they have been in the past five years.

Franchise fees continue to be down overall. Electric franchise fees were the only ones that saw an increase.

Court fines were down 35 percent, as anticipated.

The General Fund reserves saw a \$183,000 increase. They keep \$1.4 million for sales tax in reserves. Also, they are required to hold 25 percent of operating expenditures each year as a reserve. \$685,000 was transferred to the Special Infrastructure Fund, a large increase over the \$75,000 projected. Ms. Jones-Lacy also reviewed the debt that was retired as well as final fund balances, all of which are detailed in the attachments in the agenda packet.

Aquatics, even though it had no revenue still had expenses though lower than anticipated. \$60,000 was transferred from the General Fund. Originally, they had planned for that amount to be \$414,000.

In total, there was a \$700,000 carryover, an increase over the prior year. Revenue was up 9 percent in the General Fund. Tax increases were up 14 percent versus the average of 2 percent.

Right now the City has \$11 million total invested with Columbia Capital. They have received \$137,622 in accrued interest this year in their conservative investments. Their net is \$115,000 reduction which reflects a \$28,000 in investing losses.

5. Discuss 2021 Community Forums

CMBR Dickens said they should keep the Community Forums as they are good for the community. He has a few forum topics in mind but would like to talk to CMBR Hill before announcing those. He also said they should obviously keep them online for a while.

CMBR Hill agreed they should continue to be online and it also gives people an opportunity to watch later if they cannot attend.

CMBR Madigan said they are seeing more and more people attend their Council and Workshops virtually and they should continue that with the forums. He said when they are eventually able to meet in person, they should still have a hybrid system for those who cannot physically come to the meetings but still wish to participate.

Mayor Kelly suggested they assign forum dates and come up with topics later.

The following dates were set:

April 26 - Ward 3

August 23 - Ward 4

October 25 - Either Ward 1 or Ward 2 will take the lead.

CMBR Faidley asked for a deadline on their budget objectives. City Administrator Moody said he would like those by March 1st. He said if they already have a draft to submit it and staff will provide feedback. Also, if they need assistance in creating an objective, let them know and staff will be happy to help and provide resources.

Mayor Kelly said that February 26 is deadline for citizen survey questions.

III. COMMITTEE MINUTES:

IV. ADJOURN

MOTION: CMBR HILL MOVED AND CMBR REBNE SECONDED TO ADJOURN. (THE MOTION CARRIED 8-0).

(Roeland Park Governing Body Workshop adjourned at 9:31 p.m.)

Item Number: DISCUSSION ITEMS- II.-1.
Committee 3/1/2021
Meeting Date:



City of Roeland Park

Action Item Summary

Date: 3/1/2021
Submitted By: Jennifer Jones-Lacy
Committee/Department: Admin
Title: **Discuss MOU with JoCo for Rental Assistance Program**
Item Type: Discussion

Recommendation:

To consider shifting the City's Utility Assistance Funding of \$15,000 to Rental Assistance in 2021 and 2022.

Details:

The City of Roeland Park contributes \$15,000 annually to the Johnson County Utility Assistance program to assist Roeland Parkers in need with paying their utility bills. This amount is very generous when compared to the contributions of our neighbors. Any unspent funding from year-to-year rolls over and the City now has a surplus of funds for this program. This is despite the fact that Roeland Park provides up to \$450/household when most other communities had been contributing \$150/household and Overland Park contributes \$250/household. Johnson County also provides additional assistance to homeowners by contributing another \$200 so Roeland Parkers who need assistance get up to \$650 in one-time assistance/year. Of the \$15,000 contributed annually to the Utility Assistance Program, the following has been distributed to residents in the past five years. The City's total current balance in the program is \$18,710. The City did not contribute to the program in 2020 due to the large balance.

2016	\$7,931.29
2017	\$10,300.90
2018	\$8,025.09
2019	\$7,851.12
2020	\$7,080.97

For comparison, below is a table showing annual contributions to the program from our neighbors in NEJOCO:

Comparison Cities – Annual Pledges

Fairway	\$1,000
Mission	\$5,000
Merriam	\$3,000
Overland Park	\$40,000
Prairie Village	\$1,500

In addition to this program, those who qualify are first referred to the Low Income Energy Assistance Program (LIEAP) which provides a once/year payment for utilities to homeowners. Also local utility companies provide assistance to customers through payment plans.

Based on prior year's annual expenditures, the balance the City has accumulated for Utility Assistance should be sufficient for the next two years. That is why staff is proposing to shift the utility assistance funding in 2021 and 2022 to rental assistance. The Johnson County Multi-Service Center through the Department of Aging & Human Services can offer this assistance to residents. The only City that provides regular funding for rental assistance through Johnson County is Overland Park and funding is extremely limited. However the need is great. In speaking with staff at Johnson County, they can pull together an MOU to outline parameters for assistance. Right now, services offered through their programs require residents to be at 200% or less of the poverty level. Beyond that the City can determine how much to allow per household per year. Staff recommends setting rental assistance cap at \$600 which would assist up to 25 residents in Overland Park in one year. The County also receives funding from other nonprofit organizations which can help stretch those dollars further.

In addition to funding available through Johnson County, the BOCC accepted a CARES Act grant of more than \$18 million for rental and utility assistance for the County. The Department of Aging & Human Services is entering into an MOU with the Kansas Housing Resources Corporation to administer these funds (<https://kshousingcorp.org/emergency-rental-assistance>). The bulk of these funds will be focused on rental assistance for residents who are delinquent in their rent. This program will begin March 1, 2021. If the City were to allocate \$15,000 to rental assistance in 2021 and 2022, this would assist those who are behind on rent on a smaller level.

How does item relate to Strategic Plan?

How does item benefit Community for all Ages?

Financial Impact

Amount of Request: \$15,000 - already allocated for Utility Assistance	
Budgeted Item?	Budgeted Amount: \$15,000
Line Item Code/Description: 5212.101 - Utility Assistance Program	

Item Number: DISCUSSION ITEMS- II.-2.
Committee 3/1/2021
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 3/1/2021
Submitted By: Jennifer Jones-Lacy
Committee/Department: Admin
Title: **Discuss Participation in Johnson County Racial Equity Pilot Program**
Item Type: Other

Recommendation:

To decide whether or not to participate the Racial Equity in Cities program through United Community Services in 2021.

Details:

Attached is the presentation. UCS is extending the invitation to six communities in Johnson County including Roeland Park, Westwood, Prairie Village, Mission, Lenexa and Johnson County. Participation would require an investment of \$6,000. This could be covered using General Fund Resources, specifically in the General Overhead Department.

How does item relate to Strategic Plan?

How does item benefit Community for all Ages?

Financial Impact

Amount of Request: \$6,000	
Budgeted Item?	Budgeted Amount: N/A
Line Item Code/Description: 5209.101 - Professional Services	

ATTACHMENTS:

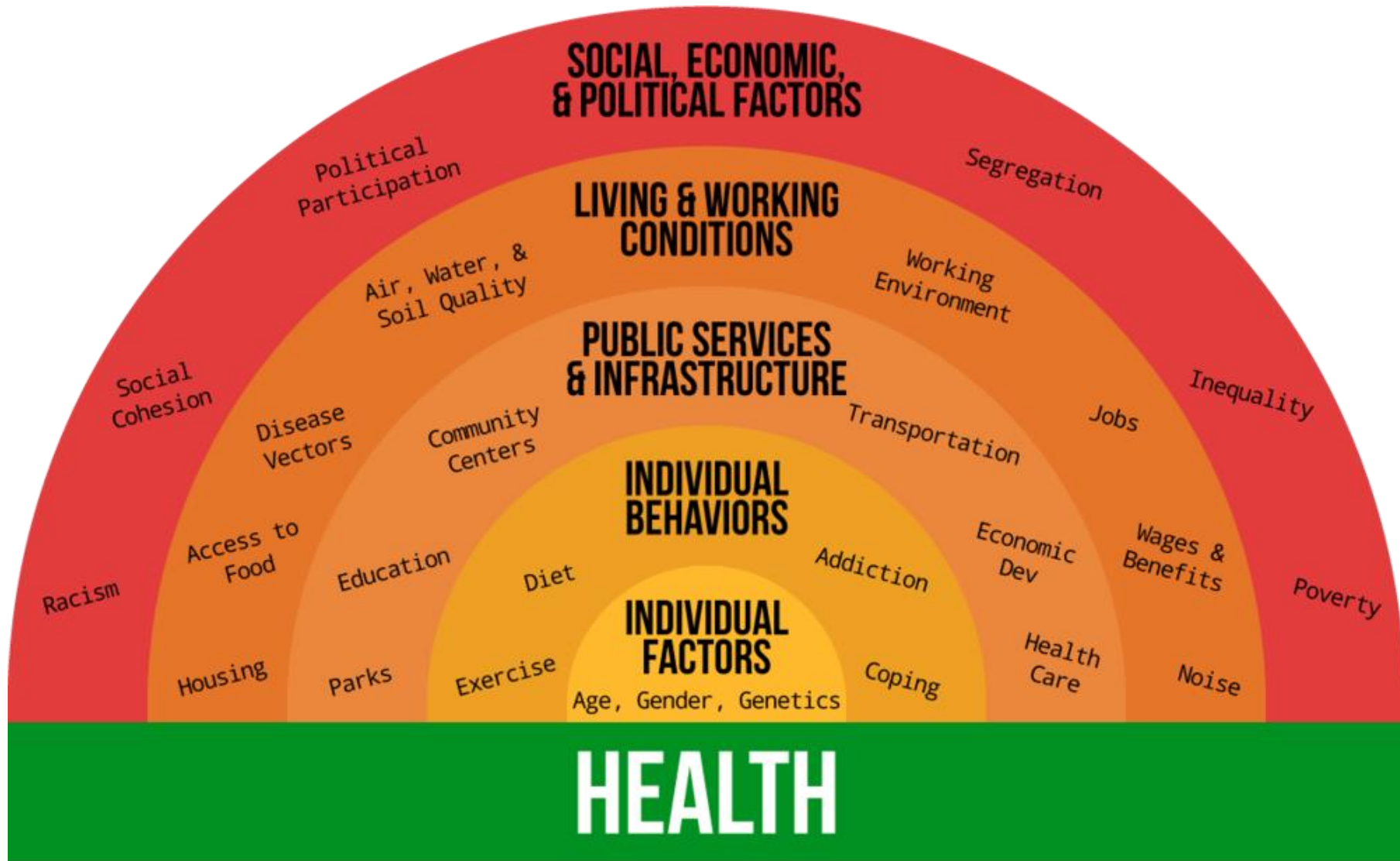
Description	Type
<input type="checkbox"/> Racial Equity in Cities	Presentation



United Community Services
of Johnson County

Racial Equity in Cities Pilot Program

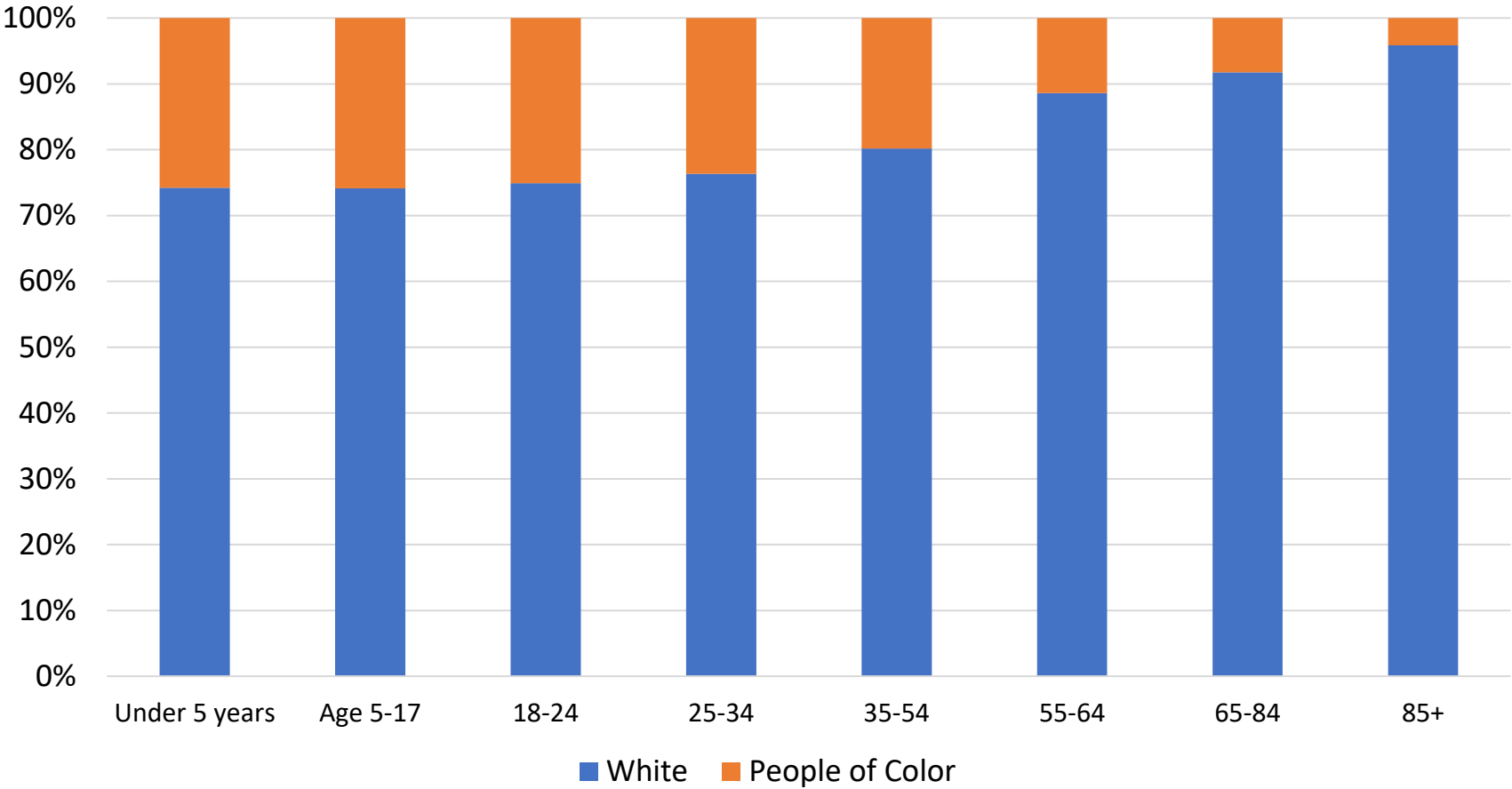
Presented by:
Kathryn Evans, UCS



Source: Community Powered Change

Racial Diversity by Age Group

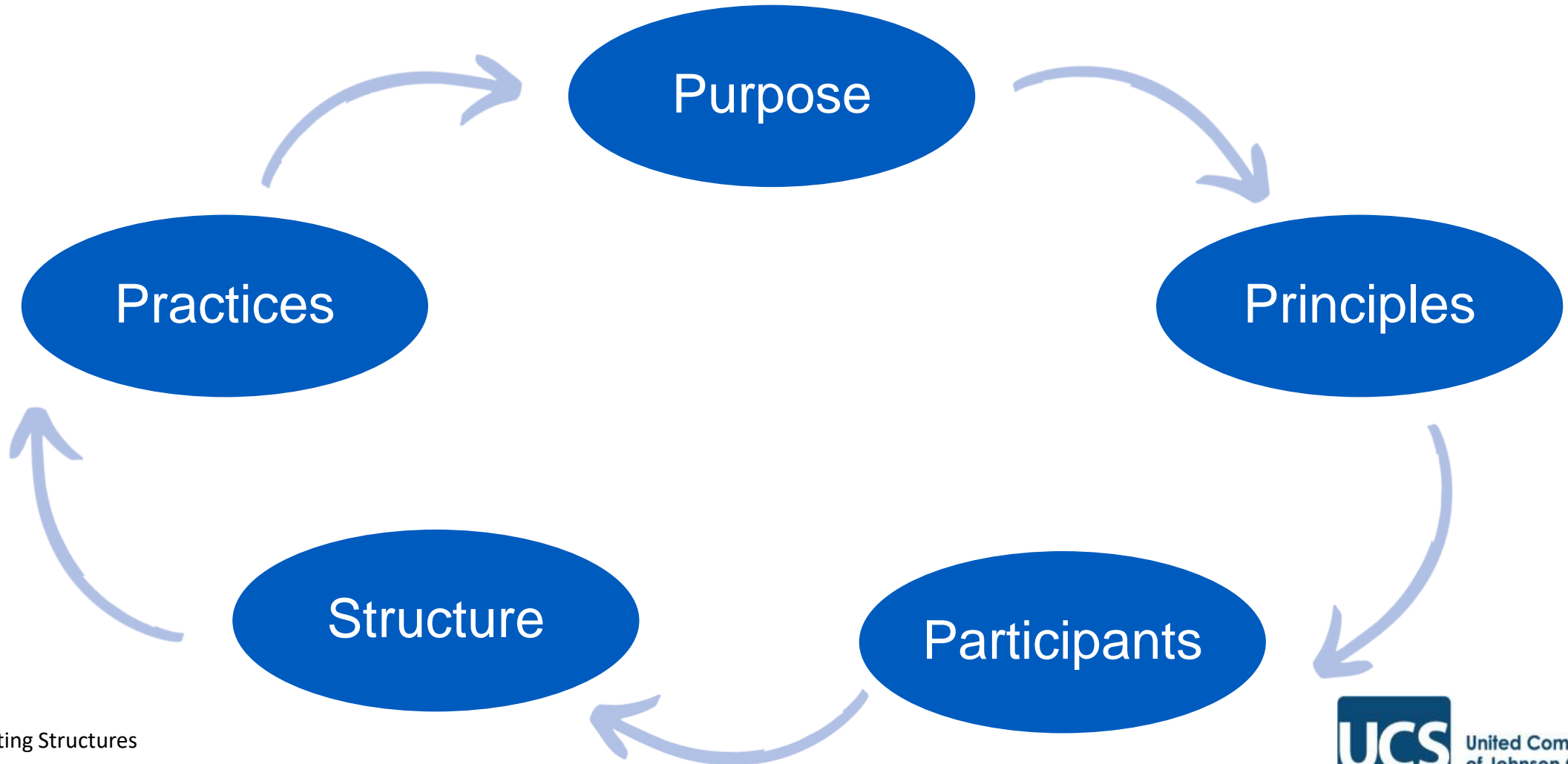
Johnson County, KS



Source: U.S. Census Bureau American Community Survey 2018

Moving from Purpose to Practice:

The Essential Elements of a Resilient and Enduring Initiative



Racial Equity and Inclusion (REI) Theory of Action

Our purpose is to support the integration of diversity, equity, inclusion and belonging into the core work of UCS.

Principles

Share Data
Tell Stories
Examine Individual Bias
Enable Dialogue
Recruit and Develop Leaders
Collaborate and Plan

Participants

Core Working Group
Thought Partners
Champions
End-Users
Resisters

Structure

A Core Working Group learns from Thought Partners and Resisters, and recruits Champions. Together, they connect with End Users from diverse sectors of the community to implement practices. Champions and Thought Partners provide learning opportunities for End Users and Resisters.

Practices

UCS will launch the Racial Equity in Cities program to provide planning support and technical assistance to local jurisdictions as they pursue racial equity, diversity, and inclusion initiatives.

UCS will conduct a climate study to identify attitudes and perspectives towards racial equity work in Johnson County among residents, policymakers and other stakeholders.

UCS will invest in anti-racism/equity education and experiences for UCS staff, board and Council of Advisors to cultivate a race equity culture at UCS.

UCS will develop and promote a framework for racial equity in public policy to local and state elected officials which will enable policy decisions that promote equitable health and economic outcomes for Johnson County residents.

UCS will educate various sectors on the history and impacts of systemic racism in Johnson County to increase knowledge of our shared history and promote a unified narrative of our community.

Early Outcomes 6 months

Commitments from jurisdictions and funders

Commitments from funders and other stakeholders

Conduct equity assessment and distribute education/training resources

A “racial equity in policy” framework in use by policymakers

Access to new sectors of the community

Intermediate Outcomes 1 year

Racial Equity in Cities program is fully institutionalized and funded

End-users are engaged and research tools deployed

Internal changes in behaviors, policies and practices

Changes in policies and practices in policymaking institutions

Increased knowledge among multisector stakeholders of our shared history

Long-Term Outcomes 3 years

Improved racial equity culture in Johnson County jurisdictions

Study research is published, continued collaboration with local government and ongoing data analysis

Improved race equity culture at UCS

UCS staff and volunteers engaged in external REI work

Improved health and economic outcomes for people of color in Johnson County

Strong narrative shared in other educational venues (i.e. school curricula, leadership programs, city/county employee training)

As a result of this work, the Johnson County community will understand history and impacts of systemic racism and prioritize initiatives that promote diversity, equity, inclusion, and belonging.

Racial Equity in Cities Program



Timeline

January and February



UCS recruits jurisdictions to participate in the Community of Practice



UCS confirms consultants and facilitators

February and March



UCS convenes the REI Thought Partners Roundtable to design the pilot program (6-8 week design phase with iterative implementation)

March through December



Quarterly convening of Community of Practice



Consultants and other thought partners provide services to jurisdictions



UCS monitors and evaluates implementation and Community of Practice outcomes



UCS convenes REI Thought Partners Roundtable quarterly to facilitate planning, learning, and evaluation

Pooled Funding

Investment from
Jurisdictions

Partial in-kind from UCS

Partial in-kind from
consultants and
facilitators

Private foundation
grants



United Community Services
of Johnson County

Questions?

kathryne@ucsjoco.org

Item Number: DISCUSSION ITEMS- II.-3.
Committee 3/1/2021
Meeting Date:



City of Roeland Park
Action Item Summary

Date: 2/25/2021
Submitted By: Keith Moody
Committee/Department: Admin.
Title: **Discuss Revisions to 2022 Goals**
Item Type: Discussion

Recommendation:

Staff is seeking consensus on the updates to the Goals for 2022 from the Budget Kickoff Meeting.

Details:

Based upon discussions during the Budget Kickoff meeting staff developed draft edits to the City's broad based Goals. These goals serve to provide direction on where to focus priorities (Objectives) developed each year. The red-line draft language changes are based upon the modifications the Governing Body expressed interest in during the Kickoff meeting. Staff is looking for consensus on the updated language. The Goals and Objectives document is included with the budget adopted by Council.

Draft Objectives are due to the City Administrator March 1.

How does item relate to Strategic Plan?

How does item benefit Community for all Ages?

Financial Impact

Amount of Request: N/A	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description:	

ATTACHMENTS:

	Description	Type
	Redline of Draft Goals	Cover Memo

Fiscal Year 2022

Organizational Goals & Current Objectives

A. Prioritize ~~Prioritize Diversity~~, Communication and Engagement with the Community

– by expanding opportunities to inform and engage residents in an open and participatory manner.

Objectives:

1.

Justification: .

Cost Estimate: \$ Account

Completion Date:

Responsible Party:

Submitted By:

B. Improve Community Assets – through timely maintenance and replacement as well as improving assets to modern standards.

Objectives:

1.

Justification: .

Cost Estimate: \$ Account

Completion Date:

Responsible Party:

Submitted By:

C. Keep Our Community Safe & Secure – for all citizens, businesses, and visitors.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By

D. Provide Great Customer Service – with professional, timely and friendly staff.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By:

E. Cultivate a Rewarding Work Environment – where creativity, efficiency and productivity are continuous pursuits.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By:

F. Encourage Investment in Our Community – whether it be redevelopment, new development or maintenance.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By:

G. Work to Implement Strategic ~~Plan~~ Goals – as outlined in the Strategic Plan, Comprehensive Plan, Planning Sustainable Places Study and other planning documents adopted by Council developed by the Strategic Planning Committee.

Objectives:

1.

Justification: .

Cost Estimate: \$ **Account**

Completion Date:

Responsible Party:

Submitted By:

H. Encourage Diversity and Inclusion – through policies and programs which advance public health, sustainability, racial equity, and openness.

Objectives:

1.

Justification:_____.

Cost Estimate:_____ \$ **Account**

Completion Date:_____

Responsible Party:_____

Submitted By:_____

Item Number: DISCUSSION ITEMS- II.-4.
Committee 3/1/2021
Meeting Date:



City of Roeland Park

Action Item Summary

Date: 3/1/2021
Submitted By: Jennifer Jones-Lacy
Committee/Department: Racial Equity Committee
Title: **Discuss Making the Ad Hoc Racial Equity Committee a Standing Committee**
Item Type:

Recommendation:

Consider making the Ad Hoc Racial Equity Committee a permanent committee

Details:

The Racial Equity Committee has been meeting since September and has developed the following four goals. These goals may adapt as the committee's work progresses:

1. Develop economic and workforce opportunities for businesses and employees of color and identify any obstacles that may exist.
2. To establish that Roeland Park is an open and welcoming community to people of all races and backgrounds, where acting on racist beliefs is not tolerated.
3. Focus on developing racial bias and equity education and outreach for City staff, elected/appointed officials and residents.
4. Create more community engagement activities that involve our Police Department to facilitate building strong relationships with the community.

These goals have helped guide a list of objectives the committee wants to begin work on. The attached list was developed by and voted on by the membership to determine how to prioritize the tasks. The committee developed a list of 29 items, which the committee hopes to tackle over time.

In addition, the Committee hopes to issue an online survey to gain more feedback from the community on what is important to them. A draft of the survey is attached for reference.

Due to the amount of work the committee wants to tackle, they request that this committee be a standing committee and receive a budget similar to other standing committees moving forward. This committee

does require staff assistance at this point but it's possible in the future, the committee can be self-directed and led by Council members and committee chair persons.

How does item relate to Strategic Plan?

How does item benefit Community for all Ages?

Financial Impact

Amount of Request: \$1,000	
Budgeted Item?	Budgeted Amount:
Line Item Code/Description: 5256.101 - Committee Funds	

ATTACHMENTS:

Description		Type
<input type="checkbox"/>	Draft Racial Equity Survey	Exhibit
<input type="checkbox"/>	Committee Priority Tasks	Exhibit

Roeland Park Racial Equity Committee Community Survey

The Ad Hoc Racial Equity Committee was founded in September 2020 as part of Roeland Park City Council's Racial Equity Resolution no. 682. The committee is made up of residents and city officials, with the purpose of reviewing the City's policies and determining how we can become more inclusive as a community. For more information on the committee's meetings and how to contact us, please visit our website: <https://roelandpark.net/382/Ad-Hoc-Racial-Equity-Committee#:~:text=The%20Ad%20Hoc%20Racial%20Equity,more%20inclusive%20as%20a%20community.>

Please take a moment to share your experiences as a resident, employee, or visitor of Roeland Park. The goals of this survey are to identify current racial inequities in individuals' experiences in Roeland Park, receive community feedback on priorities for community projects related to racial equity, and learn more about residents' attitudes and knowledge about racism.

All information will be collected anonymously. The survey will take approximately 5 minutes to complete. Thank you for your time and participation.

*** Required**

For the purposes of this survey, "racism" is defined as "the marginalization and/or oppression of people of color based on a socially constructed hierarchy that privileges white people" (ADL, 2021).

"Racial equity" is defined as "the condition in which one's racial identity no longer predicts how one fares. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them" (CAPD).

1. 1. Racism exists in Roeland Park. *

Mark only one oval.

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

2. 2. I feel safe in Roeland Park. *

Mark only one oval.

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

3. 3. I feel welcome and a sense of belonging in Roeland Park. *

Mark only one oval.

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

4. 4. I feel safe going to the Roeland Park Police for help if I need it. *

Mark only one oval.

	1	2	3	4	5	
Strongly disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly agree

5. 5. Please share any further comments related to the questions above.

6. Please rate how you have been treated, on average, by the following groups.

6. 7. Roeland Park Police *

Mark only one oval.

- ☐ Fairly/Professionally
- ☐ Somewhat fairly/professionally
- ☐ Neutral
- ☐ Somewhat unfairly/unprofessionally
- ☐ Unfairly/unprofessionally
- ☐ I have not had interactions with the Roeland Park Police

7. 8. Roeland Park City staff members and government officials *

Mark only one oval.

- ☐ Fairly/Professionally
- ☐ Somewhat fairly/professionally
- ☐ Neutral
- ☐ Somewhat unfairly/unprofessionally
- ☐ Unfairly/unprofessionally
- ☐ I have not had interactions with the Roeland Park staff or government officials

8. 9. Employees or owners at businesses/stores in Roeland Park *

Mark only one oval.

- ☐ Fairly/Professionally
- ☐ Somewhat fairly/professionally
- ☐ Neutral
- ☐ Somewhat unfairly/unprofessionally
- ☐ Unfairly/unprofessionally
- ☐ I have not had interactions with the Roeland Park business owners or employees

9. 10. Please share any further comments related to the questions above.

10. 11. Have you seen or experienced racism in Roeland Park? If so, please describe (as you feel comfortable).

12. The Roeland Park Racial Equity Committee has identified the following goals. Please rate the goals in their importance to you, with 1 being your highest priority and 4 being your lowest priority.

11. 13. Develop economic and workforce opportunities for businesses and employees of color and identify any obstacles that exist.

Mark only one oval.

- ☐ 1 (highest priority)
- ☐ 2
- ☐ 3
- ☐ 4 (lowest priority)

12. 14. Establish that Roeland Park is an open and welcoming community to people of all races and backgrounds, where acting on racist beliefs is not tolerated.

Mark only one oval.

- ☐ 1 (highest priority)
- ☐ 2
- ☐ 3
- ☐ 4 (lowest priority)

13. 15. Develop racial bias and equity education and outreach for city staff, elected/appointed officials, and residents.

Mark only one oval.

- ☐ 1 (highest priority)
- ☐ 2
- ☐ 3
- ☐ 4 (lowest priority)

14. 16. Create more community engagement activities that involve our Police Department to facilitated stronger relationships with the community.

Mark only one oval.

- ☐ 1 (highest priority)
- ☐ 2
- ☐ 3
- ☐ 4 (lowest priority)

15. 17. Other: Please share any other projects related to racial equity in Roeland Park that you would like to see the Roeland Park Racial Equity Committee work on.

16. 18. Please check any events that you would be interested in participating in.

Check all that apply.

- ☐ Online webinars/videos about racial equity and bias
- ☐ Community book clubs or film discussions related to racial equity
- ☐ Townhall dialogues with community members about racial equity
- ☐ Community projects (art, advocacy, etc.) to promote racial equity
- ☐ Organizing or advocating for policy changes in government

Other: ☐ _____

17. 19. Are you interested in joining the Roeland Park Racial Equity Committee? If so, please include your name and email address or phone number below.

18. 20. Is there anything else you would like to share with the Roeland Park Racial Equity Committee?

Please tell us a little bit about yourself.

19. 21. Please select all racial groups that apply to you. *

Check all that apply.

- ☐ Black/African American
- ☐ Native American/American Indian/Indigenous
- ☐ Hispanic/Latinx
- ☐ Asian/Pacific Islander
- ☐ White
- ☐ I would prefer not to say.

Other: ☐ _____

20. 22. Please tell us about your language use. *

Mark only one oval.

- ☐ I speak primarily English at home.
- ☐ I speak a mix of English and other languages at home.
- ☐ I speak primarily languages other than English at home.

21. 23. Select your primary relationship to Roeland Park. *

Check all that apply.

- ☐ I live in Roeland Park.
- ☐ I work in Roeland Park.
- ☐ I visit Roeland Park to shop or use businesses.

Other: ☐ _____

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Importance Rank	Racial Equity Ad Hoc Internal Survey
	Priorities
1	Educate community on racial equity policies we already have in place and what it means for residents and visitors
2	Build Race Equity policy assessment for all major policies (infrastructure, social, departmental) for council to use in decision making
3	Decriminalize small amounts of marijuana possession.
4	Affirmative Action in city hiring
5	Black-led ongoing Neighbor Advocacy Group--or work with NBR (mostly white) to integrate that group
6	Identify the process to remove "racial covenant" language from deeds.
7	Education/Commitment/Funding to affordable housing
8	Increase the minimum wage in RP.
9	Support/Recruit BIPOC to run for office
10	Organizing/listening to people living at BLVD apartments
11	Black Lives Matter in Roeland Park--ongoing series of speakers, trainings, discussions, actions, accountability
12	CROWN act: protection for Black people re: hair at work in the city or for city
13	Land acknowledgement: a more public acknowledgment that this is the land of Shawnee and Kanza people and their history- this could be through physical signs at the entrance of city buildings/parks, on the website (the history on the website is very white-focused) ~ <i>opportunity to partner with the Historical Committee</i>
14	Legislation to curtail/punish those who make racial profiling 911 calls
15	Work with Wyandotte County to add new signage at the north entrance to the city on Roe to highlight the change in speed limit.
16	Review materials (written, media) that reflect differing viewpoints of the following terms, some of which are reflected in Resolution No. 682: white privilege, systemic/institutionalized racism and implicit/unconscious bias.
17	Training by SURJ or other anti-racism organization and include indigenous history training
18	Celebrate Juneteenth as a city holiday.
19	Collaboration with Cedar Roe on trainings and book displays, book clubs, podcast list
20	Study the origins, goals and worldview of the organization, "Black Lives Matter".
21	Working with the Shawnee Indian Mission to acknowledge the hard truths of its past
22	Declare an official city honoring of Indigenous People's Day instead of Columbus Day
23	Organizing trainings, esp. For white Roeland Parkers to understand our complicity with racism better
24	Outreach plan for safety ordinance – working with El Centro, AIRR and other partners
25	Film series and discussions
26	Driving Tour of History of Segregation of KC: https://www.jocolibrary.org/our-stories/history-segregation-kansas-city (We could have city council and/or staff do their own driving tour and facilitate conversations after)
27	Signage that remembers and educates about racial segregation in RP
28	Shawnee Mission North mascot change
29	Black Lives Matter to RPPD promotional messaging