



# ***BELONGING*** **a Way of Life**

DIVERSITY & INCLUSION COMMISSION'S  
STRATEGIC PLAN PRESENTATION

# IN THE BEGINNING...

- The Diversity & Inclusion Commission was created on January 14, 2021
  - Approved 15 members (11 of the original 15 have remained on task)
- The Scope and Mission for the Commission
  - Carrying out a Needs Assessment that shall address any biases or barriers to success
  - Drafting a Statement of Findings based upon of the Needs Assessment
  - Drafting a Vision Statement including best practices with a proposed action plan



## D&I COMMISSION'S ROOTS

- LSMO's Strategic Plan 2019 (hereinafter SP-2019) served as a guide for the development of the Commission's D&I Commission's Strategic Plan
- LSMO's Cultural Arts Plan 2007 (hereinafter CAP-2007) specifically included ensuring access and celebrating cultural diversity are values that underlie all the Plan's goals and objectives. Those responsible for creating this document hoped local and visiting cultural programs could contribute to the city's cultural and ethnic diversity while ensuring Accessibility for people of all socio-economic backgrounds

# COMMISSION'S MISSION STATEMENT

Lee's Summit creates harmony in our commonalities and differences!  
We are intentionally creating a community where belonging is a way of life and thriving is an imperative. Belonging and thriving in Lee's Summit is discovering our commonalities and embracing differences to ensure our collective and individual growth and success.



# COMMISSION'S VISION STATEMENT

Lee's Summit embraces the differences in our community. We value each individual's culture, background, and identity; and strive to promote mutual respect, understanding and representation to all.

We are committed to eliminating barriers, improving access to resources and creating growth opportunities throughout the community.



# WHY IS THIS WORK IMPORTANT?

Census data projections indicate that by 2050

- Working Age Adults will decrease from 63% to 58% of the population
- Immigration will be the key driver of national population growth
- “Traditional” family units (male & female parents and children [typically 2-3]) will be the exception versus the norm
- There will be no pronounced racial or ethnic majority in the United States.

LSMO is already experiencing an ever-increasing diversity among its citizenry and its work-force.

Accordingly, the City must grow in its ability to prepare for its tomorrows in order to continue to be a “good place to live, work and play.”



Cities with greater diversity are more innovative, creative, dynamic, and have a better quality of life.

*-Urbanist, Richard Florida*

# LSMO DEMOGRAPHICS

2010/2020 CENSUS DATA



	2010	2020
African American	7,508	8,886
Native American	248	232
Asian	1,521	2,372
Native Hawaiian	109	142
2 or more Races	1,809	5,696
Some Other Race	138	379
Latino	3,529	5,398
White Alone	76,502	78,003
<b>TOTAL</b>	<b>91,364</b>	<b>101,108</b>

Gender	2010	2020
MALE	44,317	44,464
FEMALE	46,697	51,496



2010/2020 CENSUS DATA

# LSMO AGE DEMOGRAPHICS

2010

AGE GROUP	
0-19 YRS	28.7%
20-40 YRS	24.0%
41-54 YRS	23.0%
55-74 YRS	18.0%
75-85+ YRS	6.3%
TOTAL	100%



2020

AGE GROUP	
0-19 YRS	28.3%
20-40 YRS	23.8%
41-54 YRS	19.6%
55-74 YRS	21.4%
75-85+ YRS	6.9%
TOTAL	100%





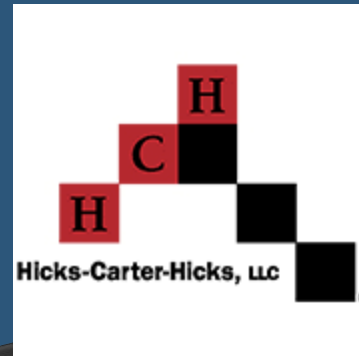
# WHY *BELONGING?*

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IT IS MORE THAN JUST INCLUSION

# THE DATA

HICKS-CARTER –HICKS ASSESSMENT PROCESS



# HICKS-CARTER-HICKS DATA COLLECTION PROCESS

## COMMUNITY SURVEYS



The Community surveys revealed a lack of consensus on whether Lee’s Summit is communicating what steps it is taking around diversity and inclusion.

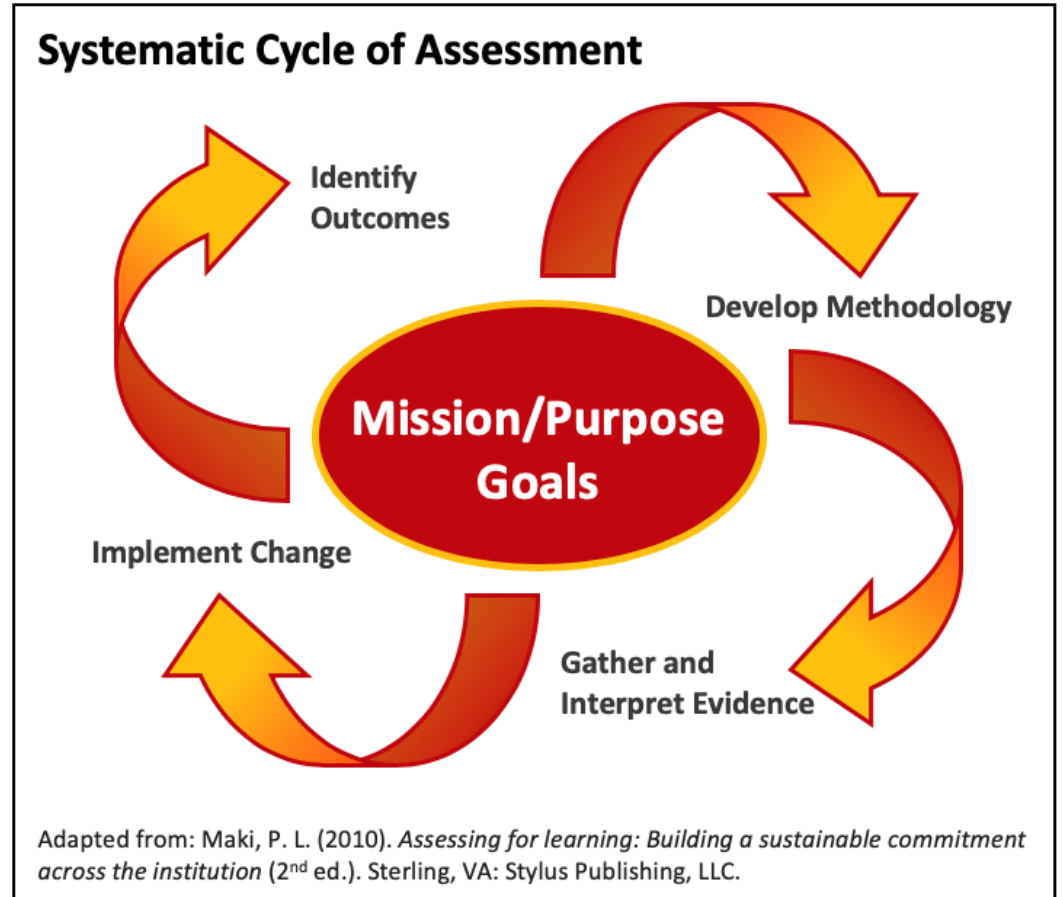


The interviews and focus groups generated additional themes—the top one being that the City should have a strategic approach to fostering diversity and inclusion, noting that a general understanding of diversity and inclusion efforts exists, but specific priorities are unclear.

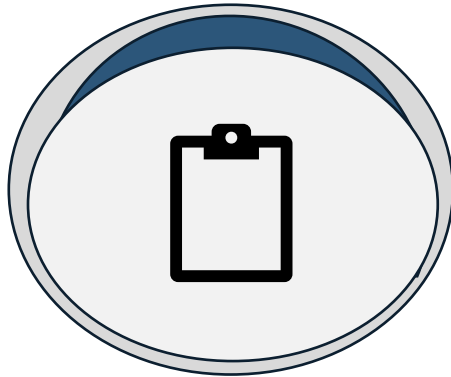


## INTERVIEWS & FOCUS GROUPS

The results of the assessment process infused and informed every single proposal contained in our strategic plan.



# HIGH LEVEL REVIEW OF THE ASSESSMENTS

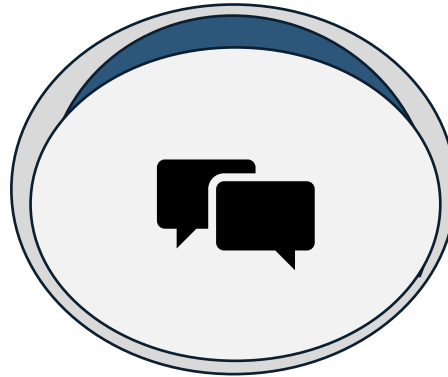


## SURVEY

Support for Embracing D&I in LSMO

D&I Matter to LSMO

Believed they could be Authentic Self in LSMO

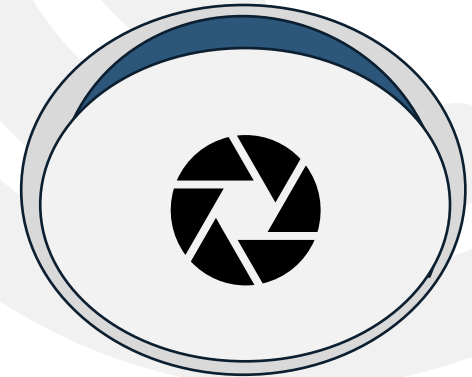


## STAKEHOLDER INTERVIEWS

LSMO should have a strategic approach to fostering D&I

Affordable Housing is needed

LSMO's D&I priorities need clarity



## FOCUS GROUPS

LSMO should be welcoming to everyone

LSMO should provide forums for discussions around D&I

LSMO should expand its partnerships

# TOPICS TO EXPLORE WHEN ASSESSING OUTCOMES

POTENTIAL IMPACT ON SUCCESS



# AREAS OF IMPACT

## ISSUES THAT NEGATIVELY IMPACT PLAN BUT OUTSIDE SCOPE OF COMMISSION

- Affordable Housing
- Access to Public Transportation
- Access to Services for the Differently-Abled
- Access to Affordable Mental Health Services
- Family Support
  - Aging Population
  - Paid Leave
  - Subsidized Child-Care
  - Differently Abled Adults
- Poverty
- Process for Naming Municipal Streets, Buildings and Parks



# ADDITIONAL AREAS OF IMPACT

- Lack of Support for D&I Issues and Belonging
  - Outside the Scope of the City's Purview
  - Causes Division & Increases Discrimination
  - "Political Agenda"
  - Ineffective Use of City Funds
  - Negatively Impacting Funding for City
  - City not Prepared to do the Hard Work
  - Use of "Coded Language" to denigrate
  - Lack of "Safe Spaces" for Conversation
  - No Need for Additional Efforts or Laws





# POSITIVE APPROACHES EQUAL POSITIVE RESULTS

- SUPPORT OF CITY LEADERSHIP
- HARD WORK OF THE COMMISSION
- POSITIVE INPUT FROM
  - CITIZENS
  - LS-RVII LEADERSHIP
  - THE BUSINESS COMMUNITY
  - MUNICIPAL STAFF



# THE FOUR PILLARS

COMMISSIONS FOCUS FOR ITS STRATEGIC PLAN

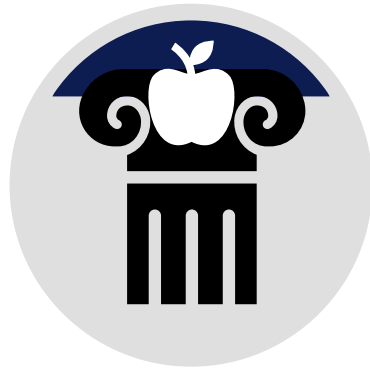


# THE APPROACH



## CULTURE & THE ARTS

Culture refers to the way of life in LSMO or the City's vibe as it relates to the Arts and the "Arts" refers to the Fine Arts—Theater, Dance, Literature, Visual and Music.



## YOUTH & EDUCATION

LSMO's future success depends on supporting families and specifically the children in our community.



## BUSINESS

LSMO's ability to attract and retain businesses ensures its ability to support and to build the necessary infrastructure and amenities to which our community has become accustomed.



## HEALTH & WELLNESS

A community that is attentive to the health and well-being of its citizens raises the standard of living of all and reduces inequality among its residents.

# PILLAR ONE

## CULTURE & THE ARTS

The arts invite us to set aside our differences and unites us in our desire to explore other cultures through music, theater, dance, literature and the visual arts. The arts invitation to explore impacts the culture or the “vibe” of the community. Creating an opportunity to engage in new ideas and approaches. Accordingly, the Arts is where the Commission would encourage the City Council to begin its efforts to solidify and to prioritize its efforts to further Belonging in LSMO.



# PILLAR ONE - OBJECTIVES

City of Lee's Summit should

- Be an important resource for D&I in the Local Arts Community
- Deepen its relationships with Community Partners in the arts
- Expand its Network of Community Partners in the arts
- Increase or seek additional funding for the arts and cultural opportunities
- Standardize diversity and belonging into its grant making processes for the arts
- Encourage seeking diversity and creating belonging in the cultural and the arts communities in LSMO
- Encourage increasing accessibility to cultural events
- Develop a meaningful evaluation process of its D&I/Belonging efforts
- Encourage an ethos of Belonging in the arts; in cultural opportunities; and in the community

# PILLAR ONE ACTION IDEAS

## ACTION IDEAS

- ❖ Coordinate, Develop & Maintain Cultural Arts Calendar
- ❖ Coordinate, Develop & Maintain Electronic Resource Hub for All Things Cultural/D&I in The Arts
  - ❖ Maintain List of Diverse Citizens to Serve on Volunteer Boards in the Community
- ❖ Review City of Lee's Summit's Grant Process to Ensure Inclusivity and to Avoid Implicit Biases or Other Barriers to Participation
- ❖ Identify Financial Resources to Benefit The Arts
- ❖ Require Diversity or Demonstration of Meaningful Diversity as a Criterion for City of Lee's Summit's Grants for The Arts
- ❖ Host a Multi-Ethnic Enrichment Festival
- ❖ Coordinate Diverse Literary Experiences/Opportunities
- ❖ Identify and Financially Support Arts/Cultural Entities Fostering Diversity
- ❖ Develop Marketing Strategies to Overcome "Attitudinal Barriers" to The Arts
- ❖ Identify and Include Opportunities in The Arts for Neurally-Diverse and Differently-Abled Citizenry
- ❖ Identify, Promote and Replicate Events Focusing on Diverse Attendees and Participants/Presenters
- ❖ Develop a Robust Evaluation Process for its *Belonging* and D&I efforts in The Arts

# PILLAR ONE POTENTIAL COMMUNITY PARTNERS

- Arts KC
- Blue Springs School District
- Downtown LS Mainstreet
- Lee's Summit-RVII
- LS Creates
- MCC – Longview
- Mid-Continent Public Library
- Organizations working in or promoting the arts in LSMO
- Private Schools in the Area
- Ray-Pec RII
- UCM
- Wellness Commission



## PILLAR TWO YOUTH & EDUCATION

LSMO must have a robust D&I strategy including resources for youth and youth support systems which promote healthy, stable families makes for a successful and sustainable LSMO. To that end, every child living and learning in LSMO's boundaries should feel welcomed and safe.





# BACKGROUND INFO RE: YOUTH IN LSMO

## Key Youth Demographic Data for LSMO\*

- ✓ Total population est. July 1, 2022: 106,435 (2.3% increase since April 2020 data)
- ✓ Persons under five years of age - 6.0%
- ✓ Persons under 18 years of age - 26.4%

## Selected LS-R7 Data\*\*

- ✓ 19 languages spoken by students and families
- ✓ 33% of students are racial/ethnic minorities
- ✓ 446,562 average aggregate minutes serviced yearly for special education students ages 3- 21

Sources:

\*U.S. Census Bureau

\*\*Shelly Sanders, Assistant Superintendent of Equity and Student Services

# PILLAR TWO OBJECTIVES

City of Lee's Summit should

- Be an important resource for D&I for Families in LSMO
- Pursue increasing Youth Participation in City Government
- Seek increasing Youth and Family Wellness in the Community
- Support educational entities' (both public and private) D&I efforts
- Promote policies that support healthy, stable families makes for a successful and sustainable LSMO
- Develop a meaningful evaluation process of the City and its D&I/Belonging efforts regarding youth and families
- Encourage an ethos of Belonging among youth and families in LSMO

# PILLAR TWO

## ACTION IDEAS & POTENTIAL COMMUNITY PARTNERS

- ✓ Coordinate, Develop & Maintain Electronic Resource Hub for All Things D&I involving Youth & Families
- ✓ Promote Diversity in Recreational Activities
- ✓ Review Marketing and Application Process for Youth Opportunities with the City of Lee's Summit
- ✓ Review Protocols for Youth Participation to Eliminate Implicit Biases and Other Barriers to Participation or Inclusion
- ✓ Promote Youth-Related Programs to Diverse Youth in the Community (i.e., Youth Court, Explorers, Jr. Police Academy)
- ✓ Participate in or Host Educational Summits/Roundtables on D&I and Belonging
- ✓ Host Trainings and Conversations around Belonging (i.e. Town Halls, HOAs or Schools)
- ✓ Create a Program Focused on Training and Certifying Businesses in Diversity geared toward Youth—*All Kids Belong in and to LSMO—You Are Safe and Welcomed Here*)
- ✓ Develop a Robust Evaluation Process for its D&I and *Belonging* Efforts for Youth and Families

### Potential Community Partners

Blue Springs School District  
Downtown LS Mainstreet  
LSMO Chamber of Commerce  
Lee's Summit-RVII  
Lee's Summit Parks & Rec

MCC-Longview  
Mid-Continent Public Library  
Other Youth Service Programs/  
Organizations in LSMO  
Private Schools in Area

Ray-Pec RII  
UCM  
Wellness Commission

# PILLAR THREE BUSINESS

Every municipality is keenly aware of the importance of maintaining long-term businesses in their community and cultivating and encouraging new businesses to re/locate in their area. However, large corporations are looking to move to or grow in cities that embrace the workforce they need to be successful. As such, LSMO needs to have a reputation of welcoming diversity to be considered by the industry giants and future industry giants.



# PILLAR THREE

## BUSINESS - FYI

- ❑ Research in the impact of diversity and inclusion in the workplace clearly shows benefits in both creativity and increased revenue
- ❑ The committee's outreach to the business community revealed:
  - Both general support for the concept and skepticism about the City's efforts
  - The importance of grounding the City's efforts in the interests and efforts of the local business community
  - There is a belief that more needs to be done to celebrate various aspects of diversity in our community
- ❑ It is important that information about the benefits of diversity and inclusion and available training opportunities be easily accessible to all businesses



## PILLAR THREE OBJECTIVES

City of Lee's Summit should

- Coordinate, Develop & Maintain Electronic Resource Hub for All Things D&I for the Business Community
- Be an important resource for D&I for Local Businesses in LSMO
- Pursue increased engagement with business owners in LSMO
- Deepen its engagement with established community partners
- Expand its partnerships to diverse community businesses and institutions
- Encourage a ethos of Belonging in the business community of LSMO

# PILLAR THREE

## ACTION IDEAS & POTENTIAL COMMUNITY PARTNERS

### Proposed Action Ideas

- Review the City of Lee's Summit's vendor processes to remove barriers and unintended biases
- Review the City of Lee's Summit's grant processes to remove barriers and unintended biases
- Review the City of Lee's Summit's recruitment, hiring and evaluation processes to remove barriers and unintended bias
- Build a Marketing Strategy to Highlight and to Increase Diverse Businesses/Diverse Business Owners
- Develop Criteria for D&I Training Internally at the City of Lee's Summit and Externally for the Community
- Hosting or Incorporating an Event to Celebrate Businesses Demonstrating “Best Practices” in D&I

### Potential Partners

- LSMO Chamber of Commerce
- LSMO Economic Development Council
- Local Affinity Chambers of Commerce (Hispanic, Pan-Asian, Black)
- Local Metro Chambers of Commerce (Independence, Blue Springs, Kansas City)
- Mid-America LGBT Chamber of Commerce

# PILLAR FOUR HEALTH & WELLNESS

- Community health reduces health gaps caused by differences in race, ethnicity, location, social status, income and other factors that can affect health and access to healthcare. Making sure the community provides access to healthcare and mental health services for all income levels; making sure there are not “food deserts”; ensuring fresh, healthy, low-cost food is available makes having a healthy and well community possible.





# PILLAR FOUR OBJECTIVES, ACTION IDEAS & POTENTIAL COMMUNITY PARTNERS

## Objectives

The City of Lee's Summit should

- + Coordinate, Develop & Maintain Electronic Resource Hub for Health and Wellness
- + Be an important resource for health & wellness in LSMO
- + Pursue reducing health disparities in LSMO
- + Build bridges and spaces for gathering and sharing perspectives around D&I and Belonging

## Proposed Action Ideas

The City of Lee's Summit should

- + Utilize UCM or MCC Campuses for a Health & Wellness Fair(s)
- + Establish a Health Clinic with Reduced/Free Services
- + Identify Barriers to Health/Medical/Mental Resources
- + Identify and Promote Resources for the Differently-Abled including neurally diverse citizens

## Potential Community Partners

Blue Springs School District  
JACOMO Public Health  
LSMO Chamber of Commerce  
Lee's Summit -RVII

MCC-Longview  
Mid-Continent Public Library  
Ray-Pec RII  
Saint Luke's Health System

Swope Health Services  
UCM  
University Health  
Wellness Commission

# PROPOSED ROLL OUT

WHERE TO BEGIN

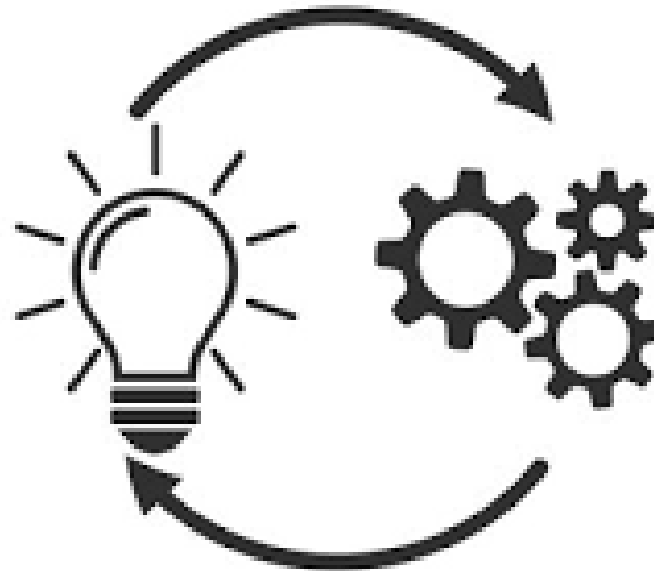


# PROPOSED ROLL OUT



## PROPOSED INITIAL GOALS

	COSTS	
Hire a Belonging Strategist	\$125K	Inc. salary & benefits
Build the Digital Hub*	\$20K	Development and staff hours
Reposition the HRC	n/a	n/a



## PROPOSED APPROACH

- Develop Plan Based on City Council's Priorities
- Liaise w/Stakeholders, Community Partners, the Community and internally re: Plan
- Establish a Process for Review of the Status Quo of Diversity & Belonging

\*Additional annual costs to expand and to maintain Digital Hub

# ON BEHALF OF THE COMMISSION



THE MAYOR



CITY COUNCIL  
PAST & PRESENT



THE CITY MANAGER  
PAST & CURRENT

Special Thanks to the Administrative Staff that supported the Commission over the past two years, especially Stacy Lombardo!





PERSONAL THANKS AS CHAIR AND  
ON BEHALF OF MY VICE-CHAIR

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# QUESTIONS

