

## City of Lee's Summit

Discussion Points for the meeting with the D and I Commission Meeting on 2/10/2022

Audience: 4 to 6 people who are the Assessment Committee

1. Introduction
  - a. Company
    - i. Team diversity
  - b. Self
  - c. Personal passion for DEI (also ask the D and I Commission members to share)
2. Scientific process
  - a. Data collection
  - b. Deliverables
3. D and I Commission Assistance
  - a. Need for input about the community
  - b. Recommendations on the stakeholders to contact for interviews and focus groups
    - i. Help with stakeholder identification
    - ii. Best way to involve the community
    - iii. Best way to communicate with the community
  - c. Suggestions on how to include people that may be untapped resources or minoritized or whose opinions are fundamentally different
    - i. Different does not mean difficult
    - ii. We value different perspectives; they are necessary for this work; this is inclusion
  - d. We need your help; this is a partnership
  - e. D and I Commission drives the process and recommendations
4. Our philosophy is that DEI is inclusive, and diversity is defined broadly – inclusive of race/gender and even broader, e.g., the LGBTQ+ community, individuals who are neurodivergent, political beliefs, education, experiences, socioeconomics, familial status, people covered by the ADA (accessibility), etc.

We believe in focusing on behaviors and conducting this work in a non-judgmental manner. Our opinion is not driven by facts; facts determine our opinion. This is the reason for gathering data using an objective methodology.

