



Commission for Diversity & Inclusion

ACTION LETTER

Thursday, April 15, 2021

1. Welcome

The first meeting of the Commission for Diversity & Inclusion began at 5:07 p.m. with a welcome message from Mayor Baird.

2. Roll Call

Members Present

Commissioner Beasley
Commissioner Courtney
Commissioner Gray
Commissioner Grogan
Commissioner Harding
Commissioner Harrison
Commissioner Henson
Commissioner Holland
Commissioner Ivy
Commissioner Mahmood – left at 6:04
Commissioner Martin
Commissioner Presley
Commissioner Schuler
Commissioner Wilson

Staff

Mayor Baird
Stephen Arbo
Stacy Lombardo

Members Absent

Commissioner Meyer

3. Public Comments

A written Public Comment was received from Dr. Tim Altenburg DDS on April 6, 2021. Please find it attached to this action letter.

4. Training on Open Meeting/Missouri Sunshine Laws

Mr. Brian Head, City Attorney, gave a brief training on open meetings and the Missouri Sunshine Laws.

5. Introductions

Ms. Dana Cutler, Cutler Cultural Consultant, Inc. led the group through personal introductions.

6. Icebreaker

Ms. Cutler asked each Commissioner different questions so they could learn a little bit about each other.

7. Shared Language

Ms. Cutler presented definitions to bias, inclusion, micro assaults, micro insults, micro invalidation, symbolic and aversive bias, etc. to make sure everyone has the same understanding of these terms.

8. Scope and Authority of Commission

Ms. Cutler went over the commission's scope of work as provided by City Council Resolution Number 21-01.

9. Discuss Tasks and Deadlines

The tasks and deadlines set forth in the Resolution are:

- A summary of activities is due October 15, 2021.

- A needs assessment outline is due April 15, 2022.

- A Vision Statement and Action Plan is due August 16, 2022 (Later corrected to May 19, 2022)

10. Process to Select Chair and Vice-Chair

There was a motion by Commissioner Wilson, and a second from Commissioner Schuler, that Commissioner Gray become Chairperson. The motion carried by a unanimous 13-0 vote (Commissioners Mahmood and Meyer "Absent").

There was a motion by Commissioner Wilson, and a second from Commissioner Schuler, that Commissioner Wilson become Vice-Chairperson. The motion carried by a unanimous 13-0 vote (Commissioners Mahmood and Meyer "Absent").

11. Identify Potential Resources Needed

Mr. Steve Arbo, City Manager, spoke briefly about what types of resources might be needed to support the Commission.

12. Set Future Meeting Schedule

A suggestion was made to send a doodle poll to determine the best day and time to hold the

commission meetings keeping in mind that several nights are already booked by other Boards and Commissions.

13. Concluding Remarks

Mayor Baird provided closing remarks.

14. Roundtable

All Commissioners spoke during roundtable and generally expressed their excitement to serve on this commission. Most stated it is an honor to have this opportunity to make a difference in the community.

15. Adjournment at 7:09 p.m.

Public Comment:

From: Stephani Altenburg <drstephdds@yahoo.com>

Sent: Tuesday, April 6, 2021 3:41 PM

To: Stephen Arbo <Stephen.Arbo@cityofls.net>

Subject: Diversity and Inclusion Commission.

***** This email is from an external source, use caution before clicking on links or opening attachments. *****

Mr. Arbo,

From a Lee's Summit Tribune article on Jan 23, 2021: "Baird said he was inspired to move forward with the commission in the second half of 2020 after George Floyd's May 2020 death at the hands of police officers in Minneapolis and the protests that followed, hoping to get the city itself involved in broader community conversations about race."

Currently the Lee's Summit Police Department complaints are handled in house. There is no transparency, accountability, impartiality or public input in the department policing itself, so not all the public has confidence in their decisions. The Diversity and Inclusion Commission should recommend that a Citizens Oversight Board be established to represent, even the underserved public, in police dept. complaints. If the Oversight Board is made up of trusted community leaders, it will go far heading off many potential future problems.

Could you please present this idea at the up coming meeting, thankyou.

Respectfully, Dr. Tim Altenburg DDS.