



*Commission for Diversity & Inclusion*

## **ACTION LETTER**

**Thursday, July 1, 2021**

---

**1. Call to Order**

Chairperson Gray called the July 1, 2021 Commission for Diversity and Inclusion meeting to order at 6:02 p.m.

**2. Roll Call**

Members Present

Chairperson Gray  
Commissioner Grogan  
Commissioner Harrison  
Commissioner Henson  
Commissioner Holland  
Commissioner Ivy  
Commissioner Mahmood  
Commissioner Martin  
Commissioner Schuler

Staff

Stephen Arbo  
Stacy Lombardo

Members Absent

Commissioner Beasley  
Commissioner Courtney  
Commissioner Harding  
Commissioner Meyer  
Commissioner Presley  
Vice-Chairperson Wilson

**3. Approval of the Agenda**

A motion was made by Commissioner Martin, seconded by Commissioner Schuler, to approve the agenda as published. The motion carried by a unanimous 9-0 vote (Commissioners Beasley, Courtney, Harding, Meyer, Presley and Wilson “Absent”).

**4. Approval of the Action Letter dated April 15, 2021**

A motion was made by Commissioner Martin, seconded by Commissioner Harrison, to approve the Action Letter dated April 15, 2021. The motion carried by a unanimous 9-0 vote (Commissioners Beasley, Courtney, Harding, Meyer, Presley and Wilson “Absent”).

**5. Public Comments**

A written Public Comment was received by Mr. Dale Coy on June 30, 2021 and is included at the end of this action letter.

**6. Update on the Request for Proposal and Scope of Work for the Community Needs Assessment and Issue Identification Report.**

Mr. Steve Arbo, City Manager, gave a brief overview of the process for a Request for Proposal and Scope of Work for a consultant.

Questions and comments from Commissioners included:

- As an assessment matrix, have the Consultant ask who does the city engage, are the vendors the city employs a good reflection of the diverse identities that are available or if there is a built-in bias to go with certain individuals.
- Make sure the Consultant knows what the Commission means by Diversity
- Consider how diversity is included in the environment, or corporate culture, of the consultants that respond to the RFP (Request for Proposal). Mr. Arbo stated he will ask for a statement from the consultant about how they have incorporated DEI in their organization.
- Would like to see some previous work documents the consultant has done for some of their other clients. What were the results in terms of recommendations and to see if there were any elements the commission might want to incorporate in the process but also to see how far they drill down. Mr. Arbo stated he will ask the consultant, once they have identified areas for improvement, to suggest things that might be considered to reduce the barriers that are impeding that improvement.
- Education and getting people to understand why, and how, we are going to overcome barriers. Mr. Arbo agreed the consultant might have great insight for the commission but overcoming the barriers is the work of the commission and probably should not be included in the consultant’s report.
- How the RFP process fits in the 18-month timeline of the Commission and what will the Commission work on in the meantime.
- Does local preference play a factor in choosing the consultant?
- Will the review of City staff include those that applied but were not hired?
- How does the diversity of staff relate to the available workforce in the community?
- Structural barriers to diversity – Institutional practices and culture of the city organization.
- Organizations that intersect with the city; have public service agreements with the City.
- DEI of developers requesting tax incentives.

-RFP can be broken in two, city organization and community engagement to utilize their expertise and save time.

**7. Discussion of Working Committees or Task Forces**

There was a consensus of the Commission that the list of committees is acceptable as written.

**8. Meeting Schedule**

There was no report

**9. Review of Proposed Commission Work Plan**

There was no report

**10. Roundtable**

Chairperson Gray suggested the Commission begin working on the Vision Statement which would then be word smith by a committee and brought back to the full Commission for finalizing.

There were further discussions regarding the Sunshine Law and meeting notices.

Several Commissioners expressed excitement for the work of the Commission.

Educational reading materials were shared.

There was a brief discussion regarding the process of renaming of Todd George Parkway.

The Commissions work will be incremental and will grow over time.

The next meeting is scheduled for August 5, 2021 at 6:00 p.m.

**11. Adjournment**

Seeing no further business, Chairperson Gray adjourned the July 1, 2021 Commission for Diversity and Inclusion meeting at 7:41 p.m.

## Commission for Diversity & Inclusion

---

-----Original Message-----

From: Dale E. Coy <[daleecoy@gmail.com](mailto:daleecoy@gmail.com)>

Sent: Wednesday, June 30, 2021 11:13 AM

To: Clerk <[Clerk@cityofls.net](mailto:Clerk@cityofls.net)>

Subject: Public Comment - Commission for Diversity and Inclusion

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

Please provide this comment to the Commission for Diversity and Inclusion, July 1.

Perhaps I have missed this in materials and discussions.

I believe that your studies and recommendations should include Neurodiversity as a specific topic.

Thanks,

Dale E. Coy  
Lee's Summit resident