



LEE'S SUMMIT MISSOURI

Commission for Diversity & Inclusion

ACTION LETTER

Thursday, August 12, 2021

1. Call to Order

Chairperson Gray called the August 12, 2021 Commission for Diversity and Inclusion meeting to order at 6:03 p.m.

2. Roll Call

Members Present

Chairperson Gray
Vice-Chairperson Wilson
Commissioner Beasley
Commissioner Henson
Commissioner Ivy
Commissioner Martin
Commissioner Presley
Commissioner Schuler

Staff

Stephen Arbo
Stacy Lombardo

Members Absent

Commissioner Courtney
Commissioner Grogan
Commissioner Harrison
Commissioner Holland
Commissioner Mahmood
Commissioner Meyer

3. Approval of the Agenda

A motion was made by Vice-Chairperson Wilson, seconded by Commissioner Martin, to approve the agenda as published. The motion carried by a unanimous 8-0 vote (Commissioners Courtney, Grogan, Harrison, Holland, Mahmood, and Meyer, “Absent”).

4. Approval of the Action Letter dated July 1, 2021

A motion was made by Vice-Chairperson Wilson, seconded by Commissioner Ivy, to approve the Action Letter dated July 1, 2021. The motion carried by a unanimous 8-0 vote (Commissioners Courtney, Grogan, Harrison, Holland, Mahmood, and Meyer, “Absent”).

5. Public Comments

A written Public Comment was received by Mr. Dale Coy on August 11, 2021 and is included at the end of this action letter.

6. Discussion of Working Committees or Task Forces.

Vice-Chairperson Wilson announced the Committee assignments.

Business Community: Lorenzo Harrison, Claudia Meyer, Levi Holland, Fred Grogan, Karen Schuler, Dale Beasley

Culture and Arts: Ben Martin, Rachel Courtney, Bryce Presley, Lorenzo Harrison, Claudia Meyer

Vision Statement and Guiding Principles: Saadia Mahmood, Karen Schuler, Allan Gray, Susan Wilson

Youth, Teens, Children and Education – Family Unites: Ben Martin, Rachel Courtney, Bryce Presley, Sharon Ivy, Dale Beasley

City of Lee’s Summit organization: To be activated when needed

Needs Assessment and Issue Identification: To be activated when needed

All Committee meetings will be held via zoom. Each Committee will need to elect a Chairperson and Vice-Chairperson. These Chairs and Vice-Chairs will be responsible for writing a beginning charge for the committee. They will report their charge to the full Commission at the next meeting.

7. Begin drafting Vision Statement

Chairperson Gray asked everyone to provide the first words that come to mind for the Vision Statement on Diversity and Inclusion:

- Welcoming and diverse community, access to opportunities in the community
- The word “inclusion”, “equity”
- Equal access
- Access to resources

- Appropriate resources...ones that are tailored to the needs of the person and goals
- Appreciation and respect for difference
- Access to education and information
- Actively pursuing the stated values
- Seek to understand each other
- Transformative and engaging
- Provided agency and empowerment to communities
- Voice
- Recognition
- Safe and invincible and equipped to thrive
- Acknowledge history
- Understanding our differences may not be as “different” as we think
- Commonality
- Bold and inspiring
- Acknowledge “room to grow”
- Positive impact of the process we are currently working thru
- Willingness to challenge “status quo”
- Embrace change

Guiding Principles

- Diverse, Equity, and Inclusion
- A commitment to examine structures and policies that prevent us from achieving the vision
- Community of belonging
- Purposeful and intentional
- Commitment
- Increase awareness / appreciation of cultural differences, including the contribution to the community
- Acceptance and value among everyone

8. Status Update on Consultant Recruitment

Mr. Steve Arbo, City Manager, reported the Request for Proposal is days away from being published to the market. Mr. Arbo was asked to report the market the RFP will be submitted to so Commissioners can submit further suggestions.

9. Review of Proposed Commission Work Plan

The updated work plan spreadsheet was reviewed. It was noted the Summary of Activities report will need a motion, second, and vote for approval before it goes before City Council in November 2021.

10. Roundtable

Several Commissioners expressed excitement for the work of the Commission and to start working on the Committees.

One Commissioner stated they liked the review of the work flow spreadsheet.

One Commissioner expressed frustration with the process, believes it should be moving more quickly.

One Commissioner stated they believe in doing things in a thoughtful way.

One Commissioner expressed appreciation of fellow Commissioners.

One Commissioner stated this is historical work that the Commission will be doing.

The next meeting is scheduled for September 2, 2021 at 6:00 p.m.

11. Adjournment

Seeing no further business, Chairperson Gray adjourned the August 12, 2021 Commission for Diversity and Inclusion meeting at 7:24 p.m.

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

From: Dale E. Coy <daleecoy@gmail.com>

Sent: Wednesday, August 11, 2021 10:53 AM

To: Clerk <Clerk@cityofls.net>

Cc: Stephen Arbo <Stephen.Arbo@cityofls.net>; rthanejohnson@att.net; Fred DeMoro <Fred.DeMoro@cityofls.net>

Subject: Public Comment for Diversity and Inclusion Commission meeting

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

At your July 1st meeting, I submitted a written public comment stating "I believe that your studies and recommendations should include Neurodiversity as a specific topic."

Apparently, the Commission requires additional supporting information.

FIRST: The City legislation creating the Commission clearly states (in the FIRST "Whereas"):

Resolution No 21-01: WHEREAS, a diverse and inclusive community where all individuals are welcome and valued, regardless of (including but NOT LIMITED TO) race, sex, sexual identification or lack thereof, preference or orientation, familial status, disability, religion, age, color, national origin or ancestry; [Emphasis added]

Because of the "not limited to" objective, I believe that the Commission mission CLEARLY includes the task of DETERMINING what other diversities should be included in the needs assessment, findings, reports, etc.

ACCORDINGLY:

In support of my previous suggestion, please consider the following:

Nationally, many major companies, including SAP, Microsoft, J.P.Morgan, Hewlett Packard, Freddie Mac, Ernst & Young, Ford, and many others have employment policies that encourage employing the neurodiverse talent.

Locally, it's clear that Hy-Vee, Walmart, and several other companies hire the neurodiverse.

Simone Biles is neurodiverse (ADHD). Many other amateur and professional athletes, business and industrial leaders, etc. are neurodiverse.

For your reference in workplace employment, I recommend this excellent paper published in the Harvard Business Review:

Neurodiversity as a Competitive Advantage Why you should embrace it in your workforce by

Robert D. Austin and Gary P. Pisano <https://hbr.org/2017/05/neurodiversity-as-a-competitive-advantage>

The Commission's work on diversity and inclusion should include broader studies about supporting neurodiversity in the Lee's Summit community.

Thanks for your consideration.

Dale Coy, Lee's Summit resident.