

## **ACTION LETTER**

**Thursday, October 7, 2021**

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### **1. Call to Order**

Chairperson Gray called the October 7, 2021 Commission for Diversity and Inclusion meeting to order at 6:06 p.m.

### **2. Roll Call**

#### Members Present

Chairperson Gray  
Vice Chairperson Wilson  
Commissioner Henson  
Commissioner Martin  
Commissioner Schuler  
Commissioner Mahmood  
Commissioner Presley  
Commissioner Courtney  
Commissioner Grogan  
Commissioner Harrison

#### Staff

Stephen Arbo  
Stacy Lombardo

### **3. Approval of Agenda**

A motion was made by Commissioner Grogan, seconded by Commissioner Schuler to approve the agenda as published. The motion carried by unanimous vote.

### **4. Approval of the Action Letter dated September 2, 2021.**

A motion was made by Commissioner Martin, seconded by Commissioner Schuler to approve the September 2, 2021 Action Letter. The motion carried by unanimous vote.

### **5. Working Committee Reports**

Mr. Steve Arbo, City Manager, introduced guest Jim Bradford, Retired Colonel from the Army, who now holds a civilian job, Deputy Garrison Commander for Fort Knox Kentucky. He has been visiting City Administration since Saturday through a program with the International City Manager's Association in partnership with the Department of Defense.

Vision Statement and Guiding Principles discussion included:

- This committee did not meet
- The Vision Statement was presented at a previous meeting
- Guiding Principles have been approved
- Mission Statement will be next following the assessment.

Business Community Working Committee discussions included:

- Satisfied with initial list of challenges and opportunities.
- Added Lee's Summit CARES to their list of stakeholders. Others may be added.
- They have developed a three-stage process.
  - Develop a short presentation.
  - Hold initial interview with stakeholders to include:
    - Talking with them about their experience with Diversity and Inclusion
    - What are their needs?
    - Performance gaps.
    - Where they are doing well?
    - Information they need.
    - Understand what they are trying to accomplish.
  - Develop an assessment tool/survey. This would depend on the city assessment.
  - They plan to have a proposal to bring back to the committee when they meet on October 28, 2021.
  - They will have an initial draft of the survey for review also on October 28, 2021.
  - The interview questions will be finalized and they plan to identify how they will share the workload talking with the individuals they have identified for interviews. They hope to begin those meetings in November.
- Serving on other Diversity and Inclusion Committees  
This Commission is a body of the city and it is in the best interest of the Commission, and it's work, for Commissioners to not be seated in an official capacity on any other organization's diversity and inclusion committees through the 18 months of this Commission's charge, unless the individual was already seated at the time this Commission became active. Individuals already serving on other D & I committees are reminded they are doing so as an individual and do not have the authority to speak on behalf of this Commission, the City of Lee's Summit or the Lee's Summit City Council. The Commission, as a whole, will remain available to share information with organizations that are working in this area.

There were no objections to this procedure.

Culture and Arts Working Committee discussion included:

- Glenda Masters, Cultural Arts Manager, gave the committee an overview of the City's efforts.
- Next steps:
  - At the next meeting they plan to talk with recognized arts institutions within the city to get information on where they are now.
  - The submitted questions are designed to inspire conversation and discussion.
  - Next steps are to invite individual artists and small businesses for interviews.
  - Interviews will take place through December.

It was suggested this working committee consider contacting organizations metro-wide.

Youth and Education – Family Units Working Committee discussion included:

- This group decided to break things down into broad categories: Businesses, Education, Extra Curricular and Aid/Support.

- Is it accessible financially, physically? Is there varied representation? Is what they are offering culturally varied? How is their advertisement/outreach? What organizations have experienced D & I Training?
- Where to go for aid and support for a child and where to go for aid and support for their caregiver.
- There will be overlap between subgroups. How will that be handled? It was decided to pass questions to the Business Community and Culture and Arts subcommittees.
- Are we looking at families that don't have any children?
- Are we looking at support and aid for senior adults? May ask the assessor to take on items that don't fall under any committee.

Chairperson Gray asked to have a "Report out template" created for the committees so actions don't get lost in the action letters.

## **6. Status Update on Consultant Recruitment**

Mr. Steve Arbo, City Manager, stated there were nine responses to the Request for Proposal (RFP) and three have been chosen for interviews. Commissioners expressed concern about the level of diversity of the interview team and suggested Ms. Dana Cutler be invited to provide her feedback. Commissioners also expressed their desire for the chosen vendor to have diversity within their organization and with the outside vendors they use.

## **7. Review of Commission Work Plan**

A draft of the Work Plan, as defined by the Resolution, will be presented at the November meeting for the Commission's review and revisions. The final report will be presented to City Council in December at a date determined by the Mayor.

## **8. Public Comments**

There were no Public Comments.

## **9. Roundtable**

Several Commissioner's stated it is exciting to hear from the other subcommittees.

One Commissioner suggested looking at the diversity of the Vendor chosen. Do they provide D & I training to their employees and what are their personal goals are for their organization?

One Commissioner shared the Vision Statement in the community and was told it was very impressive.

One Commissioner thanked Development Services for the report on Racial and Ethnic Comparison of Lee's Summit Population.

One Commissioner shared Lee's Summit Arts and Culture Week begins tomorrow and runs for nine days. Check the website [www.cityofls.net](http://www.cityofls.net) and search cultural arts to find upcoming events.

Mr. Steve Arbo, City Manager, announced his upcoming retirement in 2022.

Staff was asked to add future meeting dates to the agenda going forward.

## **10. Adjournment**

Hearing no further business, Chairperson Gray adjourned the October 7, 2021 Commission for Diversity and Inclusion meeting at 7:29 pm.

### **Attachments:**

Attachment A - Questions submitted by the Cultural Arts working committee.

Attachment B - Report on Racial and Ethnic Comparison of Lee's Summit Population.

**From:**

**Subject:** RE: Invitation to the meeting of the Culture and Arts Subcommittee  
**Date:** Thursday, October 7, 2021 8:39:16 PM

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

**Good evening, everyone.**

**On Monday evening the Culture and Arts Subcommittee of the Diversity and Inclusion Commission will conduct an information gathering meeting with representatives of the major arts organizations within Lee's Summit. Your organization has been invited to participate. In a previous message I said there would be a set of questions that would help guide our discussions. I wanted to share those with you tonight so you could gather any information necessary and/or examine how your organization operates.**

- *In what ways do you feel your organization is getting it right in offering Cultural and Artistic experiences for the community of Lee's Summit?*
- *How accessible physically and economically is your organization? Both to participate and to enjoy as a patron or audience member?*
- *Do you feel the people who benefit from your organization reflect the diversity of the area around you? (Not just in terms of race, but religiously, culturally, economically, etc.)*
- *What specific challenges do you feel your particular arts organization faces in response to the growing acknowledgment that Culture and Arts in the US must respond to issues of DE & I?*
  - *Are there 'roadblocks' that hinder your organization's ability to reach all segments of our community?*
  - *Have there been any difficulties or complaints about diversity, inclusion, and/or equity? If so, how did your organization respond?*
  - *Has your organization leadership taken an active role in crafting responding to those challenges?*
  - *Could you please describe any policies or actions your organization has already put into place or is planning to put in place as part of that response?*
- *Can you identify benefits that your organization's work in D, E & I might create for the entire community of Lee's Summit?*
- *What questions or comments do you have for the Commission that might help us with our work?*

**These questions are designed to inspire conversation. If we stray a bit from the order that won't be too much of a problem We will do everything we can to limit the meeting to an hour. You should receive a log in message soon, but just in case here is the information as well.**

*Topic: Culture and Arts Working Committee*

*Time: Oct 11, 2021 07:30 PM Central Time (US and Canada)*

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**We look forward to seeing you on Monday evening**

**Ben**

**Ben Martin, Chair**

**Culture and Arts Subcommittee**

**Lee's Summit Diversity and Inclusion Commission**



# LEE'S SUMMIT MISSOURI

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September 7, 2021

To: Mayor Baird and Members of the City Council

From: Ryan Elam, Director of Development Services  
Josh Johnson, Assistant Director of Plan Services  
Victoria Nelson, Planner

**RE: Racial and Ethnic Comparison of Lee's Summit Population**

A comparison of the racial and ethnic data from the 2000, 2010, and 2020 US Census is presented below. The data show the general racial and ethnic makeup of the population of Lee's Summit over the last 20 years.

Table 1 compares the overall population numbers, as well as the percentages of the overall population for the specified time periods.

*Table 1 - Summary of Population by Race*

Population by Race						
	2020	2010	2000	2020	2010	2000
White alone	79516	78634	66091	79%	86%	93%
Black or African American alone	9019	7632	2454	9%	8%	3%
Asian alone	2401	1535	703	2%	2%	1%
Native Hawaiian and Other Pacific native alone	147	114	44	0%	0%	0%
Some other race alone	1714	974	368	2%	1%	1%
American Indian and Alaska native alone	321	289	258	0%	0%	0%
Two or more races	7990	2186	1007	8%	2%	1%
Total	101108	91364	70925	100%	100%	100%

Table 2 presents the same data as percentages of the overall population.

*Table 2 - % of Population by Race*

<b>% of Population by Race</b>			
	<b>2020</b>	<b>2010</b>	<b>2000</b>
White alone	79%	86%	93%
Black or African American alone	9%	8%	3%
Asian alone	2%	2%	1%
Native Hawaiian and Other Pacific native alone	0%	0%	0%
Some other race alone	2%	1%	1%
American Indian and Alaska native alone	0%	0%	0%
Two or more races	8%	2%	1%
Total	100%	100%	100%

Table 3 presents the population numbers only.

*Table 3 - Population by Race*

<b>Population by Race</b>			
	<b>2020</b>	<b>2010</b>	<b>2000</b>
White alone	79516	78634	66091
Black or African American alone	9019	7632	2454
Asian alone	2401	1535	703
Native Hawaiian and Other Pacific native alone	147	114	44
Some other race alone	1714	974	368
American Indian and Alaska native alone	321	289	258
Two or more races	7990	2186	1007
Total	101108	91364	70925

Table 4 provides a comparison of the population by Hispanic or Latino Origin of any race.

*Table 4 - Population by Hispanic or Latino Origin (of any race)*

<b>Population by Hispanic or Latino Origin (of any race)</b>						
	<b>2020</b>	<b>2010</b>	<b>2000</b>	<b>2020</b>	<b>2010</b>	<b>2000</b>
Hispanic or Latino	5398	3529	1400	5%	4%	2%
Not Hispanic or Latino	95710	87835	69525	95%	96%	98%
Total	101108	91364	70925	100%	100%	100%

Tables 5 and 6 present the same data as table 4 by percentage and by population.



Table 5 - % of Population by Hispanic or Latino Origin

<b>% of Population by Hispanic or Latino Origin</b>			
	<b>2020</b>	<b>2010</b>	<b>2000</b>
Hispanic or Latino	5%	4%	2%
Not Hispanic or Latino	95%	96%	98%
Total	100%	100%	100%

Table 6 - Population by Hispanic or Latino Origin

<b>Population by Hispanic or Latino Origin</b>			
	<b>2020</b>	<b>2010</b>	<b>2000</b>
Hispanic or Latino	5398	3529	1400
Not Hispanic or Latino	95710	87835	69525
Total	101108	91364	70925

Table 7 presents the change in population between 2020 and 2010, and the change between 2020 and 2000. Table 8 presents the same data as a change in percent of the overall population.

Table 7 - Change in Population by Race

<b>Change in Population by Race</b>			
	<b>2020-2010</b>	<b>2010-2000</b>	<b>2020-2000</b>
White alone	882	12543	13425
Black or African American alone	1387	5178	6565
Asian alone	866	832	1698
Native Hawaiian and Other Pacific native alone	33	70	103
Some other race alone	740	606	1346
American Indian and Alaska native alone	32	31	63
Two or more races	5804	1179	6983
Total	9744	20439	30183

Table 8 - % Change in Population by Race

% Change in Population by Race			
	2020-2010	2010-2000	2020-2000
White alone	-7%	-7%	-15%
Black or African American alone	1%	5%	5%
Asian alone	1%	1%	1%
Native Hawaiian and Other Pacific native alone	0%	0%	0%
Some other race alone	1%	1%	1%
American Indian and Alaska native alone	0%	0%	0%
Two or more races	6%	1%	6%
Total	11%	29%	43%

Figure 1 presents the percentage of population by race graphically.

Figure 1 - % of Population by Race

