



Commission for Diversity & Inclusion

Business Community Working Committee

ACTION LETTER

Thursday, October 28, 2021

Call to Order

Chairperson Grogan called the October 28, 2021 Business and Community Working Committee meeting to order at 2:08 p.m.

Roll Call

Members Present

Chairperson Grogan
Commissioner Holland
Commissioner Schuler

Staff

Stacy Lombardo

3. Approval of the Agenda

A motion was made by Commissioner Schuler, seconded by Commissioner Holland to approve the agenda as published. The motion carried by unanimous 3-0 vote.

4. Approval of the September 30, 2021 Action Letter

A motion was made by Commissioner Schuler, seconded by Commissioner Holland to approve the September 30, 2021 Action Letter. The motion carried by unanimous 3-0 vote.

5. Public Comments

There were no Public Comments.

6. Discussion – Interview Plan and Questions

Chairperson Grogan gave a brief review of the committee's work plan

- Share the Diversity and Inclusion Vision Statement
- Share what the Commission and Business Community Committee is doing
- Present the relevant Diversity and Inclusion data
- Express to them we want to learn their point of view, needs and opportunities they see in relationship to Diversity and Inclusion
- Explore partnerships that might further Diversity and Inclusion work in Lee's Summit

These items can be used as a blue print for the short presentation to send to the businesses before interviewing them. The presentation should be approximately 5-10 minutes. This presentation would be a link in an e-mail so they could access it online.

Other Commissioners are asking to see the presentation. It was discussed, and decided, it would be good for all the Diversity and Inclusion Committees to be as cohesive as possible as they begin interviews in the community.

Chairperson Grogan asked the committee to take another look at the questions submitted and make sure they are worded as they should be. Commissioner Schuler stated she thinks she would edit out the question "Do you feel there is a need for Diversity and Inclusion work" which might be a roadblock to conversations.

7. Continued Discussion – Draft Survey

Chairperson Grogan stated the draft survey was not intended to be ready for discussion at this meeting but it was added as an agenda item in case it was ready for review.

Commissioner Holland read the draft questions.

-Have you faced discriminatory treatment by owning a business in Lee's Summit? If yes, can you provide an example.

-Do you believe there should be more incentives for non-white business owners in Lee's Summit?

-How has the funding process been in Lee's Summit, or the Kansas City Metropolitan area? Has it been an equitable experience for you as a business owner?

Commissioner Holland stated these questions need revision and he would still like to add two more questions.

This survey will be left with the business to fill out after the interview to gain additional feedback.

8. Continued Discussion – Identifying Business and Organizations to interview

Chairperson Grogan stated decisions will need to be made about which businesses to interview, how many to interview and what the committee is trying to accomplish through the mix of businesses to interview.

Commissioner Schuler expressed concern about duplicating what the assessment consultant will be hired to do. She also stated she would like to be intentional about including women in businesses to interview.

Chairperson Grogan gave statistics from the Economic Development Council's (EDC) website.

Commissioner Schuler suggested asking the Lee's Summit Chamber and the EDC to send the survey to their members.

Commissioner Holland discussed some businesses he suggested for interviews. They were all business owners he personally knows. There were discussions about other minority owned businesses in town.

Chairperson Grogan asked how many businesses would be reasonable to interview. After some discussion it was decided 3-4 interviews could be accomplished by each

commissioner so that would be about 20 businesses total. They would want a mix of sizes of business, healthcare has some of the largest employers in the community.

9. Future Meeting dates and times

Committee member Harrison is unable to attend meetings during the day. The next committee meeting was set for Wednesday, November 16, 2021 at 6:30 pm.

10. Roundtable

There were no Roundtable discussions.

Adjourned: 2:49 pm