



Visioneering Wichita
Racial Diversity, Opportunity & Harmony Alliance
(RDOH)
Meeting Notes
June 19, 2008

Attendees: Ed Bricknell, Terri Moses, Roderick Harris, Deann Smith, Brian Black, Maria Bias, Christina Woods, Geri Watts

The group reviewed strategies from Visioneering Document, and Suzie shared a graph reflecting the “Per Capita Income by Race & Ethnicity, 2006.” Group agreed that this would be a good place to focus efforts, moving forward. The group then brainstormed possible ways to impact this variable, as a means for ultimately moving the numbers positively on the Benchmark Survey for 2010.

Initial, the group worked to determine what role the RDOH Alliance might take related to increasing per capita income for African Americans and Hispanics. Group agreed that closing the achievement gap (Pre-K to post-high school) is a critical element to increasing per capita income, as well as other factors, such as mentoring, and ex-offender re-entry. Ideas presented were:

- Bring awareness to key leaders about the disparity and keep the issue on the working agenda for groups, organizations and initiatives that have some potential to impact the issue
- Increase RDOH awareness of needs and resources, such as:
 - Request someone from USD259 to present regarding strategies to reduce achievement gap
 - Request someone from Kansas Career Pipeline (Karen Cox, Andy Solter) to present regarding their program
 - Request someone from Prison re-entry (Sally Frey) to present regarding ways we might partner and/or promote their efforts
 - Request someone from Mentoring Alliance to present regarding the work they are doing
- Facilitate awareness among other groups, organizations and initiative in the MSA, i.e. “table of trust,” to collaborate on ways to impact the income disparity
- Interaction with other alliances to keep RDOH on agenda

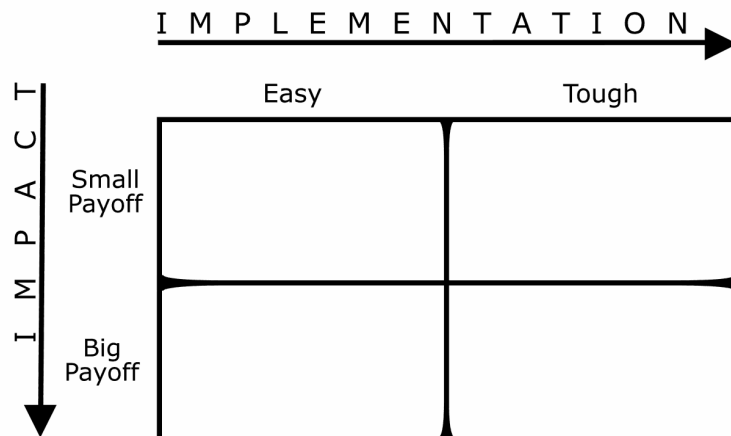
The group also brainstormed other possible “To Do’s” for the Alliance to increasing awareness of the income disparities. Those ideas included:

- Survey presentation: Downtown Rotary – Suzie or Brenda
- Promote Advance KS – a strategic diversity awareness program (Brian has information)
- Provide benchmark survey to individual organizations (particular questions, i.e. how many minorities on your board)

- Identify a “champion” (i.e. COX) to talk about how increasing diversity is “good for the bottom line,” and what strategies their particular organization has utilized to impact diversity and inclusion.
 - RDOH host a reception/roundtable with key leaders
 - Brian agreed to send letter to Kimberly Edmonds at Cox to congratulate her on their Diversity, Inc. recognition, and also to invite her to initiate a conversation about possibly leading a conversation with other local key leaders about Cox’s diversity initiatives.
 - Possible at CHAMBERS BUSINESS EXPO – September 09 → Case Study
- Challenge Organizations / Associations Re: Diversity Hiring Practices
- Explore Incentives: URBAN LEAGUE/DIVERSITY KS RECOGNITION

Next Steps:

RDOH members encouraged to review list of ideas (above) and to add to list. At next meeting, Alliance members will discuss and begin to prioritize possible next steps for Alliance, utilizing the “Payoff Matrix.”



Next meeting of full Alliance: Thursday, July 17th – 3:30 – 5:00 CCSR