

**Minutes of Quality of Life Foundation Racial Diversity,
Opportunity and Harmony Strategic Alliance Meeting Held
Wednesday, April 20, 2005 at 8:00 a.m.
at WSU Hughes Metro Center**

Present: Christina Woods, Barbara Chamberlin, Cathy James, Scott Wadle, Peggy Elliott, Mary Lou Rivers, Vanessa Bolen, Jon Ramirez, Amy Williams, Lisa Brommer, Laurel Alkire, Ashle Stratton, Krista Thacker, John Rolfe, Judy Press, Susan Leiker, James Crawford, Joe Mackey, Jim Daily, Lavonta Williams, Veronica Tricina, Greg Meissen, Abel Perez, Gary Blevins, Maaskelah Thomas, Jaime Lopez, Ray Frederick, Sharon Fearey, Cynthia Martinez, Carlos Contreras, Paula Varner, Mohan Kambampati, John Williams-Bex, Kenya McKinley, DeAndra Morris, Dr. Charles Coleman, James Chism, JoAnne Batiste, Shelly Chenoweth, Jim Wright, Eric Key, Alycia Trotter, Denise Sherman, Vicki Bergkamp, Vera Bothner, Irene Hart, Deann Smith, Judy Rzeszotarski, John Green, Diane Campbell, Ronald Jones, David Osio, Margarita LaFarelle Hunt, Melody McCray-Miller, Frankie Brown, Marcie Gillespie, Brian Black, Lynn Hawks, Delia Garcia, Dr. Carla Lee

- I. **Welcome/Self Introductions.** Suzie Ahlstrand opened the meeting by welcoming attendees. Participants introduced themselves and the organizations they represented.

 - II. **Visioneering Wichita Background.** Suzie Ahlstrand provided a brief overview of the Visioneering Wichita process. Henry Luke reviewed page 29, development of the Visioneering Wichita process. Luke presented the current listing of Vision Partners and how Visioneering Wichita needs 700 Vision Partners before the end of the year to commit to carrying out the vision. Luke encouraged attendees to sign up as Vision Partners.

 - III. **Key Benchmark Review.** Henry Luke reviewed the Key Benchmarks on page 12 reflecting job growth, per capita income, education (skills training, post-secondary, K-12 education systems), family stability, downtown development, arts and recreation, racial harmony, opportunity and diversity and leadership.

 - IV. **Racial Diversity, Opportunity and Harmony 2005 Strategic Alliance**
 - A. **Quality of Life Foundation Vision.** Luke reviewed the Quality of Life Foundation Vision: *Before 2024 the Wichita MSA will....Be a healthy, safe community that has a vibrant recreation, entertainment and arts focus that embraces diversity and builds pride.*
- Racial Diversity, Opportunity and Harmony Strategy.** Henry Luke asked attendees to review the racial diversity, opportunity and harmony strategy and offer their thoughts regarding the important concepts outlined in the strategy (see comments at the end of these

minutes.)

B. Setting the Racial Diversity, Opportunity and Harmony Benchmark

By consensus the group tentatively adopted the following benchmark...

Conduct a biannual attitude survey to measure changes in perception about racial diversity, opportunity and harmony. Benchmark to include: Attitude survey and improvement in income gap by 2010 and by 2020 eliminate one-half of each minority per capita income gap.

Also, it was recommended that this alliance include all of section G, 1-7 on page 21 in the Visioneering Wichita document.

C. What are Possible Action Steps? None were identified specifically.

V. Questions/Adjournment

A. Who are additional potential invitees/partners? Who will contact?

Attendees were asked to provide additional names of individuals and/or organizations that should be invited to the next meeting.

B. Selection of Racial Diversity, Opportunity and Harmony

Leadership Team: Delia Garcia, Peggy Elliott, Brian Black, Jaime Lopez

C. Date and Agenda Items for Next Meeting

Urban League survey – Brian Black will share survey.
Date and location to be announced.

Racial Diversity, Opportunity and Harmony Comments

Please note: see page 21 in the document as reference for numbers mentioned in the comments.

What does the racial diversity benchmark say? Racial diversity and harmony - we will be committed to integrating this into all strategies; eliminate income gap;

Important that all be open to diversity, come out of comfort zone and be prepared to interact and open minds;

Understand cultures and break down barriers; open communication;

As to newcomers coming to community – include immigrant population, not only students but parents to get their GED or education;

Need to be a place where all people are accepted and they feel safe;

We need to understand terms within the strategy;

Need to understand USD 259 achievement gap information;

Spanish speaking students are aware they need to succeed but cannot afford to attend college, they get discouraged;

Credit union example of placing an employee to penetrate cultural populations;

Volunteering and civic boards – no mix of ethnicity; G.6
Mentoring is important;
Non Profit Chamber of Service – G. 6 they are doing board training initiatives and will place trainees on board – Contact Andy Solter @973-5103 for more information;
G.A.1. – neighborhoods, could neighborhood associations adopt that as a strategy?
Let's focus on G.A.1. b,c,d;
G. 7 establish a network to work on this strategy. There needs to be a collectiveness of these organizations...
G.1 and 4 and 5 – understand other culture perspectives
G.1 A – assess neighborhoods, why did they thrive, why not? Understand definitions of ethnicity and diversity
G.2 – for action on this, need executive coaching, every business would have a responsibility to develop their employee diversity;
A possible benchmark for this strategy could be...we don't have to talk about it anymore....
We plan to develop a sense of community and understand and appreciate our unique assets;
Key to this is graduation rates; need to start in elementary school;
G.1. d – critical need to allocate resources to attack this problem;
Need high expectations of our students; teachers, administrators, need to treat teachers as professionals; need discipline in the classroom;
Need Parents as Teachers throughout school system;
Parents as Teachers should adopt C2 in education, first three sentences;
African American Parent support group;
Shift focus to state government and state impacts G.1.b,c,d ; should, we as a state, allocate funding to these areas?
This is our issue not someone else's;
G.1.c We need to be respected, business uses us; focus on not only the schools but employers;
Son wants to leave school as soon as possible but there are no role models beyond the figure heads; need to show our children that there are opportunities in middle management;
G.6 and G.1.b businesses should include minorities in strategic planning, need middle management promotion;
Key is respect, YMCA young achievers program
Kids are raising kids;
Hispanics respect teachers and won't call on them and teachers think they don't care;
School system is very unfriendly;
School funding issue didn't recognize the reality;
Every one who comes on as a vision partner should embrace the diversity issue.....need to understand that diversity connects with everything.