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A G E N D A

KEIZER CITY COUNCIL WORK SESSION

Monday, November 9, 2020

6:00 p.m.

Robert L. Simon Council Chambers
930 Chemawa Road NE
Keizer, Oregon 97303

1. CALL TO ORDER
2. ROLL CALL
3. DISCUSSION
 - Values Statements Regarding Justice, Equity, Diversity and Inclusion
 - Review of Comments
 - Review of Draft Resolution Adopting Keizer Statement of Values – Justice, Equity, Diversity, and Inclusion
 - Public Input
4. ADJOURN

City of Keizer Mission Statement

Keep City Government Costs And Services To A Minimum By Providing City Services To The Community In A Coordinated, Efficient, And Least Cost Fashion

CITY COUNCIL WORK SESSION: November 9, 2020

TO: MAYOR CLARK AND CITY COUNCIL MEMBERS

**THROUGH: CHRIS EPPLEY
CITY MANAGER**

**FROM: TRACY L. DAVIS, MMC
CITY RECORDER**

SUBJECT: VALUES STATEMENTS REGARDING JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

BACKGROUND:

The City Council held work sessions on September 28, 2020 and October 26, 2020 to discuss their next steps addressing progress and action in justice, equity, diversity, and inclusion in Keizer. A draft value statement was created and distributed to gather input and comments. In the distribution cover sheet, the following questions were asked:

1. Would this resolution make you confident that Keizer is a welcoming and safe community?
2. Does this resolution cover all communities in Keizer?
3. Does this resolution reflect the values of Keizer?
4. Does this resolution provide the framework for action?
5. Is there anything you would like to see added?

The value statement that was distributed along with the comments received are attached to this report. In addition, the latest value statement was drafted into Resolution form for your review.

DRAFT:
Keizer Statement of Values
Justice, Equity, Diversity and Inclusion

- a. Whereas All people shall be treated with dignity and respect; and (*Keizer City Council Resolution R2018-2912*);
- b. Whereas "All" people includes but is not limited to the Federal and State Definitions of Protected Classes of people:
 - i. Federal definition – Race, color, religion, national origin, sex, familial status, disability
 - ii. State of Oregon additions – Source of income, marital status, sexual orientation, gender identity; and
- c. Whereas equity is both a process and an outcome; and (*Salem-Keizer School District*);
- d. Whereas the City of Keizer recognizes that Federal and State of Oregon practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above.

NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

In addition, the City of Keizer affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

November 2, 2020

Dear Tracy Davis, City Recorder,

Please makes this testimony letter available to Mayor Clark and to all of the City Councilors,

Re: Inclusivity Resolutions and Denouncing of White Supremacy

Dear Mayor Clark and City Councilors, I write to you on behalf of Mano a Mano Family Center, a Salem-based nonprofit serving more than 100 families in Keizer.

We realize that these are scary times. As our own Vic Backlund used to say, do the right thing because it is the right thing to do. That's it. If you can't live up to that maxim, public service may not be for you.

American heroes, of all stripes, fought against fascism, tyranny, and White Supremacy. Denouncing White Supremacy is the right thing to do and the easiest thing to do.

White Supremacy movements are not comparable to Black Lives Matter. We all should have no problem denouncing White Supremacy movements such as Proud Boys, Nazis, and anti-immigrant groups. Denounce White Supremacy. Full stop. Qualifying your denouncement, or watering it down in any way is suspicious.

This Council has a history created by the adoption of the anti-LGBTQ language in chapter 44 of the City Charter. That history doesn't define you as Council members, if you walk away from it. The closer you stay to that history, the more it will stain you.

Mayor Clark, you are not alone in your efforts. Don't go at it alone, because it should be a shared effort. If it doesn't go well, it will be on your shoulders, and it should be a shared responsibility.

Sincerely,

Levi Herrera-Lopez, Executive Director
(1997 McNary Graduate)
Mano a Mano Family Center

testimony
Cortney Clendening
11-2-2020

Madam Mayor and members of the council,

I am here today out of deep concern over the discussion that took place last week regarding the draft of the inclusivity/value statement.

I am deeply concerned that after councilor Herrera suggested the statement include denouncing White Supremacy, he was faced with a barrage of reasons not to include it.

Councilor Reid said not all people have the same definition of white supremacy.

According to Merriam Webster, White supremacy is the belief that the white race is inherently superior to other races and that white people should have control over people of other races. White supremacy is the social, economic, and political systems that collectively enable white people to maintain power over people of other races.

The fact that people carry different definitions of White Supremacy is a part of both the explicit and implicit bias people carry. How others may define white supremacy is not the responsibility of you as the council to tip toe around. Given the official Merriam Webster definition, do you condemn this belief? As a city, do we condemn this belief? If the answer is yes, it needs to be said.

Councilor Kohler said he, "would be opposed to putting something in there that is white supremacy because then you would have to find every group under the sun to put in there."

Councilor Kohler, White supremacy is not a group. It is a belief. It is a belief that has no place in this country, in this state or our city.

Councilor Freeman mentioned moving forward the council should be going to the community to listen to what the people have to say ...have you gone to the community to ask what they would like to see in an inclusivity statement?

Have you asked people of color in our community what words in a statement would matter to them and make them feel more welcome? Councilor Herrera has asked to have something included that condemns white supremacy. Are you listening to him as the sole person of color on this council?

Have you asked the Black members of our community? The LatinX community members? The members with disabilities, LGBTQIA+ community members? If as a council you want to create

a statement about our community being welcoming and have it actual mean something, you MUST include the people who experience the hate and discrimination in this community?

I hear more than one of you reference our neighborhoods are “diverse and all are welcome” People of color may be there, but do they actually feel welcome? Are they a part of our community as a whole?? If you have yet to believe racism and hate are here in Keizer, come to a BLM rally or sit down and really listen to our communities of color, listen to our students and their families.... Keizer has many great people in our community, but we also have community members who have been allowed to demonstrate hate. I have seen it firsthand. As I stood on the corner on a Saturday afternoon just two weeks ago with our Black neighbors, we were supported by many with thumbs up and honks, but also flipped off, yelled at, blown out with exhaust from trucks that revved their engines as they drove by and required to dodge things being thrown at us. The HATE is HERE and must no longer be ignored. You as a council MUST call it out. By not naming it, it will be allowed to continue.

Mayor Clark, I heard and understand your desire to use the affirmative statements because affirmative statements are where you get action...I can, I will, I do, I shall. You said in the negative, there is an absence of action. I do not believe we can successfully move toward an ideal if we do not first condemn the beliefs and behaviors that are not desirable and keeping us from achieving that ideal of welcoming all. Let’s turn the negative into an action...A statement that boldly states the city of Keizer condemns white supremacy, discrimination, hate, exclusion, bullying, violence, and intimidation is necessary. Actively condemning behaviors is an action and will continue to be an action if it is included in the statement.

A general positive statement feels like fluff. It does not make a strong enough statement against undesirable behaviors. Councilor Smith shared a much bolder statement from Philomath that was closer to denouncing undesirable behaviors, however, our communities of color need to read that our city condemns white supremacy, even if some of our white councilors and some of our white community members don’t agree. You begin REAL steps toward inclusion and welcoming all when you are willing to take a stand for ALL, even if it makes you uncomfortable. True anti-racist work IS uncomfortable. I implore you to take a stronger stand in your statement of inclusion and condemn white supremacy.

Roland Farrens
November 2, 2020

Hey this looks good.

I wanted to provide valuable feedback--well at least try to--so I have attached some grammar corrections I made. I felt like it was a little wordy at one point, and I also added an Oxford comma that was left out initially. Feel free to ignore the suggestions, like I said just wanted to be of value in some way.

Thanks again,

(Attached
Comments)

DRAFT:
Keizer Statement of Values
Justice, Equity, Diversity and Inclusion

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 - ii. State of Oregon additions – ^Source of income, marital status, sexual orientation, gender identity; and
- c. Whereas equity is both a process and an outcome; and (*Salem-Keizer School District*);
- d. Whereas the City of Keizer recognizes that Federal and State of Oregon practices, policies, laws, and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above.

NOW, THEREFORE, The City of Keizer has taken action and commits to ~~continuing to take action to be a city that~~ welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

In addition, the City of Keizer affirms its commitment to ensure ~~that~~ all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

I THANK
THIS IS WELL
WRITTEN I THANKS
FOR THE EFFORT
IN CREATING IT.

November 2, 2020

From Eric Howald, Keizer resident, for the council:

1. Would this resolution make you confident that Keizer is a welcoming and safe community?

This statement is an excellent start. All I would ask is that you keep it open to revision and, when conditions allow, convene a task force of adult and youth residents to review it and offer additional insight.

It would be great to see some sort of community event where people can come and get to know potential candidates for the committee and offer a "secret ballot" endorsing the ones they hope to see appointed. It could still go through the Volunteer Committee, but the resident endorsements could/should be weighted heavily over the VC's thoughts and choices.

2. Does this resolution cover all communities in Keizer?

Thank you for specifying sexual and gender identity in this revised draft. I noted the absence during the last meet and I am very glad someone else took note as well.

3. Does this resolution reflect the values of Keizer?

It is aspirational, which is what the statement/resolution should be. We can't change someone's heart and mind with only words, but we can set expectations. This statement does that.

4. Does this resolution provide the framework for action?

With the last paragraph, it gets there. Just don't let the work of DEI rest on the back burner for another two years. It takes work, but everyone is capable of it. I also liked the idea of forming a task force/committee to establish community events celebrating diversity and equity in Keizer.

5. Is there anything you would like to see added?

Not at this time. I know I can be a needle in your side, but I recognize what you have done here and I appreciate it immensely. Thank you.

Thanks, Tracy.

Eric

Michele Roland-Schwartz
November 2, 2020

DRAFT: Keizer Statement of Values Justice, Equity, Diversity and Inclusion

a. Whereas All people shall be treated with dignity and respect; and (Keizer City Council Resolution R2018-2912);

b. Whereas "All" people includes but is not limited to the Federal and State Definitions of Protected Classes of people: i. Federal definition – Race, color, religion, national origin, sex, familial status, disability ii. State of Oregon additions – Source of income, marital status, sexual orientation, gender identity; and

c. Whereas equity is both a process and an outcome; and (Salem-Keizer School District);

d. Whereas the City of Keizer recognizes that Federal and State of Oregon practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above.

e. Whereas the City of Keizer acknowledges it is on land originally inhabited by the Kalapuyans. |
[1]

f. Whereas the City of Keizer condemns and denounces white supremacy.

NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

In addition, the City of Keizer affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

November 2, 2020
From: Lore Christopher

Here are my thoughts to be included in the work session. Thank you for the opportunity to participate.

General comments: A written statement does NOT make a community magically welcoming. It is ACTIONS that speak louder than words. As such:

1. Consider adding a line to the oath of office that each City Councilor agrees to, stating their support for treating all people in our community with dignity and respect regardless of status.
2. Consider adding an annual review of documented "hate" crimes or complaints of discrimination (to any City department). Review what happened and make a plan to eliminate it from happening again.
3. Consider establishing a citizen's volunteer committee to identify and review actions that are in opposition to a welcoming community and make suggestions for community improvement. Give them a BUDGET (even if it is small, \$1,000?). **You fund what is important to you.**
4. I would not define "ALL." Invariably you will forget some group or a group will be added and this resolution will have to be changed. All means ALL. It does not need description.
5. In the conclusion, what is the action...this resolution? (see above and consider adding some action steps into the resolution)
6. In the conclusion, how will you ensure? This seems disingenuous. However, you certainly can commit yourselves and city employees to treating everyone with dignity and respect for all and you can hold them accountable.
7. Any "lists" will not be all inclusive and will need constant revision and addition, consider not using lists.

DRAFT:

Keizer Statement of Values

Justice, Equity, Diversity and Inclusion

a. Whereas All people shall be treated with dignity and respect; and (Keizer City Council Resolution R2018-2912);

b. ~~Whereas "All" people includes but is not limited to the Federal and State Definitions of Protected Classes of people:~~

i. ~~Federal definition — Race, color, religion, national origin, sex, familial status, disability~~

ii. ~~State of Oregon additions — Source of income, marital status, sexual orientation, gender identity; and~~

c. Whereas equity is both a process and an outcome; and (Salem-Keizer School District);

d. Whereas the City of Keizer recognizes that **government and societal** ~~Federal and State of Oregon~~ practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on **a specific status**. ~~any protected class listed above.~~ (Not all discrimination and disparity is placed upon a legally protected class...see the problem with lists...)

NOW, THEREFORE, The City of Keizer **acknowledges the importance of stating their commitment to seeking that** "All people shall be treated **fairly** with dignity and respect in **Keizer Oregon**; and (Keizer City Council Resolution R2018-2912)"; ~~has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity. In addition, the~~ Keizer City Councilors and employees of the City of Keizer affirm their commitment ~~ensure that all~~ members of the community **are welcome, and we** ~~free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility.~~ will strive to inspire and continually pursue a culture of safety and wellbeing **for ALL Keizer residents and visitors.**

Thank you for the opportunity to provide input, good luck with this difficult task in this environment. Thank you ALL for the time and commitment you donate on our behalf.

Lore Christopher

November 2, 2020

I agree with the Keizer Inclusivity Resolution and White Supremacy should be directly condemned within the resolution.

Jonathan Graf
Keizer Resident

November 2, 2020 Testimony

Madame Mayor and City Councilors,

My name is Betty Hart and I am a long-time resident of Keizer. Thank you for allowing me to address you this evening.

My purpose this evening is to bring another perspective to the issues of racism and inclusion.

Individuals do not know they are welcome and included unless there is some indication that they are. While a resolution might seem like just words, it does tell people who haven't been included before that they are welcome. It also reminds the makers of the resolution to act like all are welcome. It is particularly helpful to know that you are welcome when you see someone who looks like you when you arrive. Perhaps it's like going to a party where there is no one you know; then you see someone a familiar face, you suddenly feel more comfortable. That's how it is at Keizer City Hall for nearly 25% of the population of Keizer.

Contrary to some opinions Black Lives Matter is NOT a hate group. It is more of a movement to bring to light through peaceful demonstrations the issues that Black people and other people of color have faced in this country for hundreds of years. To remind us all, that their lives are just as important as ours. I won't take the time to share some of the things that have happened, but I hope you will take the time to look up Jim Crow laws and how they limited opportunities for blacks, and the Tulsa massacre and how it ended the opportunity for blacks to have generational wealth.

I know there are many people who prefer the phrase "all people matter" to Black Lives Matter. The fact is that white people's lives have always mattered. And in the spate of killings of people of color by the police, especially, sometimes without provocation, the concept that black lives do not matter has become prevalent. People of color would not dare to show up to a demonstration openly carrying a gun, yet white supremacists have frequently done so, even here in Salem including on the Capitol steps.

To borrow from a baseball metaphor, white people start life on first base. If you are a white male and come from a rich family, you are more likely on 2nd or 3rd base. If you are black or another person of color, you not only start life at home plate, but often with one or two strikes against you.

I hope you will take an action that can make **all people** feel comfortable when doing business and/or participating in Keizer City government.

Thank you for your time.

Carol Doughter
11-2-2020

DRAFT:
Keizer Statement of Values
Justice, Equity, Diversity and Inclusion

- #3
- a. Whereas All people shall be treated with dignity and respect; and (*Keizer City Council Resolution R2018-2912*);
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#2 In addition, the City of Keizer affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

Wanda Blaylock
November 4, 2020

The Keizer City Council has held two recent work sessions about next steps in addressing progress and action in justice, equity, diversity and inclusion in Keizer. Starting with our own Resolution from 2018, then using the themes common to city statements of values, and agreeing with the idea to keep it simple, the attached draft has been put together for Council consideration.

We are asking for your input. Here are some questions for you to think about as you write your ideas down for us:

1. Would this resolution make you confident that Keizer is a welcoming and safe community? *Not necessarily. But it would give me an idea of where the city leaders stand. If the city leaders are presuming to speak on behalf of all residents and visitors, that is presumptuous and overbroad.*
2. Does this resolution cover all communities in Keizer? *Well, it mentions all people, so I would think so.*
3. Does this resolution reflect the values of Keizer? *I see no values listed in the narrative; the closest I see is that people shall be treated with dignity and respect and that the city will strive to pursue a culture of safety and wellbeing.*
4. Does this resolution provide the framework for action? *No. Outside that already prescribed by statute, what action would be desired or necessary?*
5. Is there anything you would like to see added?

A few thoughts overall.

- *If justice, equity, diversity and inclusion are Keizer's values, there is no statement in this resolution defining or claiming them. Are they set out in a different resolution? If so, perhaps that should be referenced.*
- *It's difficult to ascertain the full scope of this proposed resolution without knowing what the parentheticals in subsections a and c are or how they may be incorporated.*
- *In subsection a, why is the word 'all' capitalized? And in subsection b scare quotes are added, why? It's not a proper noun and it shouldn't be set apart in quotes – after all, this is a resolution regarding inclusivity. If the council wants to set it apart, I would recommend using single quotation marks and including the word 'people' since 'all' is a modifier.*
- *Subsection c needs explanation. What is the process? What does an outcome look like?*
- *I disagree with and take exception to subsection d.*
- *In the Now, Therefore paragraph, I recommend changing 'every person' to 'all people' (without quotes). I realize it's semantics, but it's consistent.*

- In that same paragraph, what action has the City of Keizer taken?
- Same paragraph, should it be 'continuing' or 'continue'?

If I were to add *anything*, it would be wording indicating that unlawful, disruptive, divisive, extreme acts or behaviors will not be tolerated. There needs to be a *quid pro quo* here, not a free for all invitation. And some people may argue that that is implied; I would rebut that we wouldn't need this resolution if people would just be nice to everyone.

November 4, 2020
Guillermo Rodriguez

The statement sounds pretty inclusive and I agree that singling out a group, and not include other groups that are also causing havoc is not right.

Guillermo

November 5, 2020
Cortney Clendening

1. Would this resolution make you confident that Keizer is a welcoming and safe community?

*Not alone, as written. The resolution needs to be accompanied with a specific plan for action such as development of a Diversity Advisory Board. (See below)

2. Does this resolution cover all communities in Keizer?

*You would need to reach out and specifically ask members of all communities. Posting something on a web page or on FB for people to respond to isn't enough. Physically GO into the communities you want to include and ask. In an effort to make sure you include people who aren't feeling welcome, you have to realize they won't come to you to share their voice. If you don't know how to do this, ask the people you do know that are connected to the communities you want to connect with to help you. Familiar faces are likely to get real answers to drive your work.

Including denouncing white supremacy specifically will be a step closer to welcoming our BIPOC residents. This is only a start, actions will need to be taken too. Actions speak louder than words.

3. Does this resolution reflect the values of Keizer?

*In all honesty, I don't really know what Keizer's values are? What values do the members our community think should be reflected...I think council needs to come to a consensus about what Keizer's values are or before making a decision, increase community outreach and ask the people.

I know this next set of thoughts is not specific to this resolution, but in many ways it is...reflection about how things have been done and how well they are working (or not working) can help guide how you might move forward.

Are there systems in place to work to engage community members? What has been done to get people to show up and participate? Are announcements of opportunities shared in multiple places, multiple social media platforms, in multiple languages, Shared with a variety of organizations, faith organizations, gyms, schools, signs posted in commonly accessed businesses (in both English and Spanish) Are you engaging teachers and schools in this community to help engage families?

I have worked in Keizer schools for 20 years and lived here for 10...not one time have I been contacted to participate in ANY dialogue about our city. (Not as a community member or a teacher) Yes, I have a responsibility to be involved, but I know it also takes out reach to bring more people to the table.

I have also observed this community has very segmented parts of the population, the golfing community, the business community, the sports community (which often overlap) if you aren't a part of business or sports or haven't found a niche, it is really hard to become a part of the city. Many times I have been a face in the crowd when showing up for volunteer opportunities. I have many privileges that allow me to show up and "blend in", I have the confidence and strength to show up in a situation where I don't know people...many do not. How can we as a city expand reach outside of our own known circles to which we belong?

4. Does this resolution provide the framework for action? I do not believe so as written.

As written,

NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity

****commits to continuing to take action****

can we name something specific here, perhaps "through the addition of a Diversity Advisory Board with the goal of advising the Mayor and City Council on equity and inclusion strategies that strengthen connections among Keizer's diverse communities."

5. Is there anything you would like to see added? Condemnation of white supremacy, addition of specific action and a commitment to improve outreach to more of the community. (This commitment could be embedded with the addition of a Diversity advisory board.)

I have lots of ideas for outreach and inclusion. I would be more than happy to share as we move forward.

Additional Written
Comments/Statements received after
November 6

Read into
Record under
P.T.

Public Testimony received 11-2-20 via email.

Dear Tracy Davis, City Recorder,

Please makes this testimony letter available to Mayor Clark and to all of the City Councilors,

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American heroes, of all stripes, fought against fascism, tyranny, and White Supremacy. Denouncing White Supremacy is the right thing to do and the easiest thing to do.

White Supremacy movements are not comparable to Black Lives Matter. We all should have no problem denouncing White Supremacy movements such as Proud Boys, Nazis, and anti-immigrant groups. Denounce White Supremacy. Full stop. Qualifying your denouncement, or watering it down in any way is suspicious.

This Council has a history created by the adoption of the anti-LGBTQ language in chapter 44 of the City Charter. That history doesn't define you as Council members, if you walk away from it. The closer you stay to that history, the more it will stain you.

Mayor Clark, you are not alone in your efforts. Don't go at it alone, because it should be a shared effort. If it doesn't go well, it will be on your shoulders, and it should be a shared responsibility.

Sincerely,

Levi Herrera-Lopez, Executive Director
(1997 McNary Graduate)
Mano a Mano Family Center
levi@manoamanofc.org
503-389-0822 Cell Phone

Courtney
11-2-2020

Madam Mayor and members of the council,

I am here today out of deep concern over the discussion that took place last week regarding the draft of the inclusivity/value statement.

I am deeply concerned that after councilor Herrera suggested the statement include denouncing White Supremacy, he was faced with a barrage of reasons not to include it.

Councilor Reid said not all people have the same definition of white supremacy.

According to Merriam Webster, White supremacy is the belief that the white race is inherently superior to other races and that white people should have control over people of other races. White supremacy is the social, economic, and political systems that collectively enable white people to maintain power over people of other races.

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Councilor Kohler said he, "would be opposed to putting something in there that is white supremacy because then you would have to find every group under the sun to put in there."

Councilor Kohler, White supremacy is not a group. It is a belief. It is a belief that has no place in this country, in this state or our city.

Councilor Freeman mentioned moving forward the council should be going to the community to listen to what the people have to say ...have you gone to the community to ask what they would like to see in an inclusivity statement?

Have you asked people of color in our community what words in a statement would matter to them and make them feel more welcome? Councilor Herrera has asked to have something included that condemns white supremacy. Are you listening to him as the sole person of color on this council?

Have you asked the Black members of our community? The LatinX community members? The members with disabilities, LGBTQIA+ community members? If as a council you want to create

a statement about our community being welcoming and have it actual mean something, you MUST include the people who experience the hate and discrimination in this community?

I hear more than one of you reference our neighborhoods are “diverse and all are welcome” People of color may be there, but do they actually feel welcome? Are they a part of our community as a whole?? If you have yet to believe racism and hate are here in Keizer, come to a BLM rally or sit down and really listen to our communities of color, listen to our students and their families.... Keizer has many great people in our community, but we also have community members who have been allowed to demonstrate hate. I have seen it firsthand. As I stood on the corner on a Saturday afternoon just two weeks ago with our Black neighbors, we were supported by many with thumbs up and honks, but also flipped off, yelled at, blown out with exhaust from trucks that revved their engines as they drove by and required to dodge things being thrown at us. The HATE is HERE and must no longer be ignored. You as a council MUST call it out. By not naming it, it will be allowed to continue.

Mayor Clark, I heard and understand your desire to use the affirmative statements because affirmative statements are where you get action...I can, I will, I do, I shall. You said in the negative, there is an absence of action. I do not believe we can successfully move toward an ideal if we do not first condemn the beliefs and behaviors that are not desirable and keeping us from achieving that ideal of welcoming all. Let’s turn the negative into an action...A statement that boldly states the city of Keizer condemns white supremacy, discrimination, hate, exclusion, bullying, violence, and intimidation is necessary. Actively condemning behaviors is an action and will continue to be an action if it is included in the statement.

A general positive statement feels like fluff. It does not make a strong enough statement against undesirable behaviors. Councilor Smith shared a much bolder statement from Philomath that was closer to denouncing undesirable behaviors, however, our communities of color need to read that our city condemns white supremacy, even if some of our white councilors and some of our white community members don’t agree. You begin REAL steps toward inclusion and welcoming all when you are willing to take a stand for ALL, even if it makes you uncomfortable. True anti-racist work IS uncomfortable. I implore you to take a stronger stand in your statement of inclusion and condemn white supremacy.

Carol Dourfater
11-2-2020

DRAFT:
Keizer Statement of Values
Justice, Equity, Diversity and Inclusion

- #3
- a. Whereas All people shall be treated with dignity and respect; and (*Keizer City Council Resolution R2018-2912*);
 - b. Whereas "All" people includes but is not limited to the Federal and State Definitions of Protected Classes of people:
 - b.i. Federal definition – Race, color, religion, national origin, sex, familial status, disability
 - b.ii. State of Oregon additions – Source of income, marital status, sexual orientation, gender identity; and
 - c. Whereas equity is both a process and an outcome; and (*Salem-Keizer School District*);
 - d. Whereas the City of Keizer recognizes that Federal and State of Oregon practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above.

#1 NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

#2 In addition, the City of Keizer affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.

From: Rich Rodriguez <84822tango@gmail.com>
Sent: Monday, November 2, 2020 9:10 PM
To: Davis, Tracy <DavisT@keizer.org>
Subject: Public Testimony - Thanks

Announce I'm the coordinator for the Keizer Sustainability Committee (see facebook)

Today -

- Few moments of silence for some recent losses in Oregon
- Review Resolution XXX-YYY from last Council meeting authorizing the purchase of two police vehicle and the process behind that ill advised decision.
- Summary

Recent Losses – A moment of silence

- For the people impacted by the recent fires in Detroit, Southern Oregon, and elsewhere, where a blaze killed at least several people, destroyed an estimated 600 homes.
- And for the loss of the Clark Glacier on the flanks of South Sister. That glacier was deemed officially dead October 20 by the Oregon Glaciers Institute.
- Let us now have a movement of silence for these climate impacts affecting thousands of Oregonians right now.

Thank you

Now I turn our attention to the October 19th Council Meeting.

At that meeting I spoke against the Resolution to purchase two new police cars. I spoke against the purchase on two grounds; financial and environmental.

Financial: In my testamentary I asked if there was a life cycle analysis of the vehicles (total price of \$67,440.74). Nobody from City Staff nor any Council Member raised their voice to speak to this question. Nobody. Nobody asked me a question about this.

I found no life cycle analysis in the documents submitted to Council in the Council meeting packet.

I noticed, though, when I asked about life cycle cost, the City Manager, Attorney, and Finance Manager fidgeted in their seats. Why? Likely they knew there was no life cycle cost analysis (notably fossil fuel vs. electric energy) in the materials presented to you, Council Members. Had this analysis been it may have revealed an electric vehicle would be more cost effective (including being fast and nearly silent) than a fossil vehicle. The cost of gasoline, oil changes, air

filters, spark plugs, service labor costs, resale value... all these things were seemingly excluded from the Staff's analysis and recommendations to you.

You seemingly had no idea if the choice of a fossil is in the best financial interest of the City and its citizens. Despite my raising this issue of life cycle cost analysis, you proceeded to spend some \$63,000 of funds belonging to the Citizens of Keizer.

While I have respect for many of you, your decision of your was simply ill advised in light the questions raised – you have no idea if this was a least cost life cycle purchase decision.

I recommend the City begin a planning a process NOW for future vehicle purchases that includes a life cycle analysis (electric vs. fissile). I encourage the City to engage Forth in Portland ([forthmobility.o](http://forthmobility.org)) to recommended an appropriate life cycle cost analysis model. Do not wait and repeat this mistake again at the cost to our citizens.

Environmental: I also objected to the \$63,000 vehicle purchase on environmental grounds. YOU, Council Members, gave absolutely no consideration to the 200,000 lbs of CO2 these vehicles will emit over their lifetime. YOU seemingly considered this CO2 as having no merit for consideration in this purchasing decision. This CO2 load will impact this community, your children, grandchildren, grandchildren.

I recommend the Council task a staff or a committee with recommendation for establishing a cost of carbon and factor that into the City's decision making processes. Council or Committee is encouraged to engage professional cons

In summary

- Moment of silence – thank you for your concern environmental losses
- Police Vehicle Purchase – Recommendations for improvements in processes
- Financial analysis
- Environmental analysis

From: Benny Williams <bennycwilliams@yahoo.com>

Sent: Monday, November 9, 2020 11:21 AM

To: Davis, Tracy <DavisT@keizer.org>

Cc: CLARK Cathy * GOV <cathy.clark@oregon.gov>; Roland Herrera <herrerar@keizer.org>; Dr Reginald Richardson <sknaacpvp@gmail.com>

Subject: City of Keizer, Oregon- Statement of Values

Madam Mayor,

Thank you for inviting me (Salem Keizer NAACP) to be involved in this effort.

I remind our community (Salem, Keizer and the Mid- Willamette Valley) every day that current events provide the perfect opportunity to become engaged in being enlightened and progressive. 2020 has been a watershed year in so many ways:

- * the George Floyd murder in Minneapolis, MN (and its protests)
- * local, county, state and National elections
- * the increased homeless population
- * COVID 19
- * public education
- * the SRO crisis (debate)

This is a significant partial list. But it represents all of the reasons why the work that's being discussed and decided upon, right now, needs to be clearly understood and the ramifications that can be had.

- * for all residents to know what the City of Keizer stands for
- * No ambiguity
- * it is Here and Now that we profess and declare we are moving forward, not side ways and absolutely NOT backwards

Oregon has a history, Salem has a history, Keizer has a history, Marion and Polk Counties have histories. We didn't individually create them but we can all change/ improve them.

Civil Rights and Social Justice is not easy work. Nor is it short term work. Just as we are where we are, we can change where and how we move forward. Collectively.

What we say, in writing, is what we have to enforce in word and deed.

Thanks,

Benny

Benny C. Williams- President
Salem Keizer NAACP Branch 1166

1 CITY COUNCIL, CITY OF KEIZER, STATE OF OREGON

2
3 Resolution R2020-_____

4
5 ADOPTING
6 KEIZER STATEMENT OF VALUES -
7 JUSTICE, EQUITY, DIVERSITY AND INCLUSION
8

9
10 WHEREAS, All people shall be treated with dignity and respect; and

11 WHEREAS, "All" people includes but is not limited to the Federal and State

12 Definitions of Protected Classes of people:

13 a. Federal definition – Race, color, religion, national origin, sex,
14 familial status, disability

15 b. State of Oregon additions – Source of income, marital status,
16 sexual orientation, gender identity; and

17 WHEREAS, equity is both a process and an outcome; and

18 WHEREAS, the City of Keizer recognizes that Federal and State of Oregon
19 practices, policies, laws and regulations have historically resulted in discrimination and
20 disparity against people based on any protected class listed above.

21 NOW, THEREFORE,

22 BE IT RESOLVED by the City Council of the City of Keizer that the City of
23 Keizer has taken action and commits to continuing to take action to be a City that
24 welcomes every person regardless of their race, color, religion, national origin, sex,
25 familial status, disability, source of income, marital status, sexual orientation, or gender
26 identity.

1 BE IT FURTHER RESOLVED by the City Council of the City of Keizer that the
2 City of Keizer affirms its commitment to ensure that all members of the community are
3 free from acts that are rooted in racism, discrimination, intolerance, bigotry, and
4 hostility. We will strive to inspire and continually pursue a culture of safety and
5 wellbeing.

6 BE IT FURTHER RESOLVED this this Resolution does not create any new or
7 independent legal cause of action.

8 BE IT FURTHER RESOLVED that this Resolution shall take effect immediately
9 upon the date of its passage.

10 PASSED this _____ day of _____, 2020.

11

12 SIGNED this _____ day of _____, 2020.

13

14

15

Mayor

16

17

18

City Recorder

Written Communications/Testimony and Submitted Documents

Daniel Kohler, Statement for the record - November 9, 2020

Hate has no place in our city. When I came on council, one of my first goals was to eliminate the section 44 language from the city charter. I proposed the measure which ended up forming the Charter Review Committee. I am thankful for the committee and others who invested many months of arduous work into what was eventually submitted to the voters. I also wish to express my appreciation to the electorate of Keizer who voted to remove the hurtful language and make positive change possible.

If you recall, two work sessions ago, each of the department heads went through and presented all of the efforts that have been put in place to eliminate any practices that could be actual or perceived bias towards or against any people in Keizer. Our police chief has developed policies and procedures establishing our department into being a leader in preventative policing. We are doing great work in Keizer; we will continue to learn and evolve to ensure that all people of Keizer can fulfill the quest for the best life and liberty in pursuit of happiness.

To explain this a little more, I want this to be very clear; hate has no place in our Community, our State, the United States of America or the world.

Personally it is important for me to state, all Keizer residents, deserve to be treated with dignity, respect and afforded the opportunity to live their best lives. I herewith denounce any group or person that uses aggression, violence, bullying or intimidation; this has no place in Keizer. No one should be robbed of their freedom because of hateful actions. We must endeavor to eliminate all of those negative behaviors from our city and become an example of hope for our neighboring cities and beyond.