



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, November 2, 2023
Robert L. Simon Council Chambers

Call to Order

Chair Laura Reid called the meeting to order at 6:02 p.m. Attendance was noted as follows:

Present:

Laura Reid, Chair
Tammy Kunz
Thais Rodick
Carrie Brown (6:03)
Stephanie Cross
Nevaeh Music
Shaney Starr

Absent:

Benita Picazo, Vice Chair
One Open Position

Staff:

Dawn Wilson, Deputy City Recorder
Tim Wood, Assistant City Manager

Approval of Minutes

a. October Minutes

Tammy Kunz moved for approval of the October Minutes. Thais Rodick seconded. Motion passed as follows: Kunz, Starr, Rodick, Reid, and Cross in favor with Brown and Picazo absent and one open position.

**Appearance of
Interested Citizens**

None.

**Council
Report/Observance
Recognition
Assignments**

**a. Council Meeting -
December 4th**

Tammy Kunz will report to the Council on December 4th.

**b. Human Rights
Day - December
10th**

Thais Rodick will work with Mayor Clark on the Proclamation.

**Review Equity
Agreements ~ Stay
Engaged**

Community Diversity Engagement (CDE) Committee notebooks were provided to each Member containing Committee information and projects.

Clarification was made on the Equity Lens Agreements in that it's a specific way that the Committee can look at the Neighborhood Transportation Program.

The Committee wants to keep all lenses as is with a change to be made to # 5 to read: "Resource allocation and budget," and they want to approve equitable processes.

When developing an Equity Lens, the Committee requested that a professional guide them through the process for the CDE Committee. Assistant City Manager Tim Wood will add this to the list for a possible consultant.

Thais Rodick suggested a collaborative process before making a change.

a. Community Organizations ~ Possible Meetings to Attend

Chair Reid suggested the Committee Members share which meetings they are already attending so they can be responsible for keeping the Community Diversity Engagement Committee up-to-date on those Committees. The idea is to go into the community and bring information back. Discussion ensued as to the best way to use this list and it was suggested that the list of organizations could be a fluid, living document to update periodically.

The Tasks section of the CDE Resolution states that this list was designed to use for items 2 and 3. We can add contact information to the list for future reach out.

The Committee could invite a few organizations to attend a CDE Committee meeting to share what they do. The Members will review the list to see which meetings may not pertain to the CDE Committee. Chair Reid suggested that the Members try to get some contact information. Councilor Starr suggested making notes on the list for staff to make updates, and the Committee agreed.

Committee Member Reports

Chair Reid shared that the Storyteller at the Homegrown Theatre will be an exciting prospect on November 15th.

Nevaeh Music reported that McNary is trying to get a Native American event during lunch each Thursday. They only have half of an advisor for two meetings a month. The Latino Club, The Black Student Unit and Pacific Islanders have been active.

Carrie Brown reported that the Community Dinners are going well, and they are on the 4th Wednesday, except that there will be no dinner in December. They are intended to build a community. The McNary Culinary Arts had a delicious dinner. The dinners are free and they accept donations.

New Business

None.

**Other Business/Staff
Liaison Report**

There was discussion on the DEI Deconstructed book study regarding the last three chapters. Chair Reid said that page 267-268 has the four levels that is an important articulation, which focuses on trust and uses information from surveys, creating infrastructures, successful execution, feedback, and sustained impact and value over time. The Committee has a Diversity, Engagement, and Inclusion (DEI) statement, which is the Justice, Equity, Diversity and Inclusion in Appendix "A" (item # 3) in Resolution R2021-3225. The Keizer Statement of Values and Mission of Justice, Equity, Diversity and Inclusion needs to be added for the City Council's Resolution. They have some objectives, which need to be more specific. They regularly share outcome data, and the book shows lots of ways as to how not to do things.

Discussion ensued as to the process of using this book and how it was chosen. If there's another book, there should be suggestions and input from the Committee. Continuous learning is always a good thing, so they would like to do another book study. Members could also read their own book and share pertinent insights. Members agreed to look at their bookshelves and lists of books in order to bring back suggested books to read or provide thoughts on how to broaden the Committee's understanding of DEI work and how to help the community to understand the Committee's DEI work in a more comprehensive way.

Assistant City Manager Tim Wood provided an update on the Strategic Plan. He stated that the City received info from consultants and are drafting an Action Plan to take steps to achieve some of the identified goals. It will then go out for community engagement. It will come back to this Committee for meaningful feedback to see if there's anything missing and if action items may impact the various groups negatively or positively. Something should come back to this Committee at the meeting. The Committee would like to work with the consultant at the next Committee Diversity Engagement Committee meeting. Councilor Reid confirmed that the Committee's objective is its Mission Statement.

Mr. Wood reminded that there are lots of ways to engage in the community with the holiday season and to look out for your neighbors.

**Adjourn ~ Next
Meeting: December 7,
2023**

Adjourned at 7:05 p.m.

Minutes Approved: 12/07/2023

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