

MINUTES
KEIZER CITY COUNCIL WORK SESSION
Monday, October 26, 2020
Keizer Civic Center, Council Chambers
Keizer, Oregon

**CALL TO
ORDER**

Mayor Clark called the meeting to order at 6:00 pm. Roll call was taken as follows:

Present:

Cathy Clark, Mayor
Kim Freeman, Councilor
Laura Reid, Councilor (6:08)
Roland Herrera, Councilor
Elizabeth Smith, Councilor
Dan Kohler, Councilor

Absent:

Marlene Parsons, Councilor

Staff:

Chris Eppley, City Manager
Shannon Johnson, City Attorney
Shane Witham, Community Development
Tim Wood, Finance Director
John Teague, Police Chief
Bill Lawyer, Public Works Director
Machell DePina, Human Resources
Tracy Davis, City Recorder

DISCUSSION

Values Statements Regarding Justice, Equity, Diversity and Inclusion

**Training
Video –
“Operation-
alizing and
Organizing
to Address
Racial
Disparity”**

The second portion of the video was shown. Mayor Clark urged everyone to watch the entire video and shared what she heard and what she had thought about since the last work session.

Councilor Smith shared information about recently discovered digital redlining similar to what is now outlawed in the mortgage industry noting that a company, through its advertising methods, can create disparity among groups of people. She added that systematic decisions need to be made to make sure disparity does not occur in the policies of the community.

Councilor Reid stated that public education is everyone’s way out of poverty but people need help getting to the point where they can take advantage of opportunities. As a city, promoting equity will begin with communication and understanding and the Charter amendment is one step. Efforts should be made to eliminate bias language because this leads to bias actions. Hiring should be value-based rather than minimum-requirement-based.

Councilor Herrera provided a history of inequities that people of color have endured and urged the City to establish a statement of inclusivity, back it up with something tangible, lead through example, and follow up with action.

Councilor Freeman urged that government get out of the buildings and reach out to the community to see what individuals have to say. She suggested that there

may be other programs the City can partner with in order to serve the public efficiently, pointed out efforts that have been made and continue to be made such as interpreters for Council meetings and options for viewing Council, Commission, Committee and Board meetings, and suggested that efforts be made to ensure that the video is made available to all citizens.

Councilor Kohler noted that he is sorry that some people do not embrace others with their differences and urged that something be done to change those attitudes and help everyone accept each other. He noted that words are words and there has to be action along with the words.

**Value
Statements
Regarding
Justice,
Equity,
Diversity and
Inclusion**

Mayor Clark read the following: "Keizer has taken action and commits to continuing to take action to be a city that welcomes every person of every color and every gender and every mobility/ability." She noted that this captures much of what she has heard from Councilors and people in the community.

Discussion followed regarding templates from other cities, gleaned a statement from input received at the last work session, editing the draft included in the staff report and the difference between a proclamation, resolution and ordinance. City Attorney, Shannon Johnson explained that this statement – adopted by resolution - would be a clear and strong statement that Keizer is a welcoming community but it would not add any force of law or create a cause of action against the City or a City employee. There are already several state and federal laws prohibiting discrimination.

Discussion then took place regarding community input, forming a committee, adding a statement denouncing white supremacy, using terminology that is universally understood, positive vs. negative statements, and propelling and affirming action statements.

The following statements were discussed:

- "This is a community that is welcoming and does not normalize, accept or condone individuals or groups that would force their opinions or views upon others through violence, intimidation or bullying."
- "Affirms its commitment 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 well-being."

Discussion followed regarding targeting certain supremacy groups, keeping the statement general, setting standards, education and awareness, and embracing and celebrating differences. Mayor Clark noted that the statement will come to Council as a draft for consideration in a regular Council session.

NEXT STEPS

Housing Equity and the Keizer Buildable Lands Inventory/ Housing Needs Analysis 2021 Council Goal Setting Identifying and Addressing Systemic Disparity Tasks

Mayor Clark noted that a work session is scheduled for November 30 to address housing equity and housing needs in Keizer. She noted that because of limited land supply, Keizer is a severely rent-burdened city so partnerships will be

explored to make affordable housing a reality.

She noted that the statements with the additions suggested will go out to the Charter Review Committee and other interested parties but there will have to be a deadline for comments. Following discussion, it was agreed that the deadline for comments could be November 6 so that Council could discuss them at the November 9 Work Session and, hopefully, have a final product for the November 16 Regular Session. It was suggested that comments received be shown on the K23 television screen at the meeting so that everyone could see them.

In 2021 the new Council will set goals and objectives to move forward with in terms of equitable housing.

PUBLIC INPUT

Carol Doerfler, Keizer, expressed delight at the progress made on the inclusivity resolution. She suggested that people of color and other genders be gathered to review the suggested verbiage, provide input and suggest additional language.

Mayor Clark noted that moving into the winter season with Covid-19 she did not feel comfortable asking people to come together in indoor spaces to start the conversation. She noted that she hoped to move forward with something simple now and to continue to look for opportunity for the next steps. Once Council approves the resolution, it will be up to everyone to engage, translate and communicate the message as much as possible.

City Manager Chris Eppley suggested that a flyer in English and Spanish be put in the water bills adding that it will be a challenge to reach renters in this manner. Other suggestions were posters in apartment complex common areas and laundromats, enlisting the faith community to get the word out, and getting suggestions from the Charter Review Committee.

Carolyn Holman, Keizer, voiced support for getting community feedback.

Colleen Busch, Keizer, reported that she had attended a session 'Breaking Bread and Breaking Barriers' which focused on the statement "All people shall be treated with dignity and respect" which is a foundational statement.

Councilor Herrera noted that he had attended that event. He commended Chief Teague for his contribution regarding the history of law enforcement and noted that it was a good panel and good discussion.

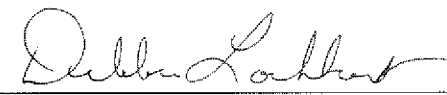
ADJOURNMENT

Mayor Clark adjourned the meeting at 7:52 p.m.

MAYOR:


Cathy Clark

APPROVED:


Debbie Lockhart, Deputy City Recorder

COUNCIL MEMBERS



Councilor #1 – Laura Reid



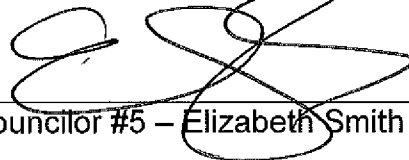
Councilor #2 – Kim Freeman

~ Absent ~

Councilor #3 – Marlene Parsons



Councilor #4 – Roland Herrera



Councilor #5 – Elizabeth Smith



Councilor #6 – Daniel R. Kohler

Minutes approved: November 16, 2020