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

A G E N D A

KEIZER CITY COUNCIL WORK SESSION

Monday, July 10, 2017
5:45 p.m.
Robert L. Simon Council Chambers
930 Chemawa Road NE
Keizer, Oregon 97303

1. **CALL TO ORDER**

2. **ROLL CALL**

3. **DISCUSSION**

   a. **Inclusivity**

4. **ADJOURN**

The City of Keizer is committed to providing equal access to all public meetings and information per the requirements of the ADA and Oregon Revised Statutes (ORS). The Keizer Civic Center is wheelchair accessible. If you require any service that furthers inclusivity to participate, please contact the Office of the City Recorder at least 48 business hours prior to the meeting by email at davist@keizer.org or phone at (503)390-3700 or (503)856-3412. Most regular City Council meetings are streamed live through the City's website and cable-cast on Comcast Channel 23 within the Keizer City limits. Thank you for your interest in the City of Keizer.

CITY COUNCIL WORK SESSION: _____

AGENDA ITEM NUMBER: _____

TO: **MAYOR AND CITY COUNCIL**

FROM: **CHRISTOPHER C. EPPLEY**
CITY MANAGER

SUBJECT: **INCLUSIVITY AS A PRACTICE**

BACKGROUND

Mayor Clark asked that I provide some context for the discussion on what practices we use here at the City on the staff level to practice inclusivity.

After a fairly thorough discussion at the Department Head level, I feel it is more accurate that we strive to treat everyone, regardless of who they are or where they're from, with dignity and respect. We strive hard to be as inclusive as possible in our practices and are very sensitive to social justice and equity when planning where, when, and how to outlay finite City resources.

I asked Department Heads to review their policies and practices on the topic of inclusivity, dignity, respect, social justice, and equity and to write up how those ideas are practiced here at the staff level. I have attached a copy of their reports for your review.

RECOMMENDATION

Staff recommends that the City Council have a community discussion on the topic of inclusivity and determine any legislative or Council policies and procedures that might be appropriate to move forward with for the Keizer Community.

KEIZER POLICE DEPARTMENT

MEMORANDUM

To: Chris Eppley, City Manager

From: John Teague, Chief of Police

Date: June 30, 2017

Subject: Inclusivity or Equity?

Not many years ago, *equity* was the issue. Disenfranchised groups rightly demanded to be treated equitably; that is, they expected unbiased access to government and fair and impartial treatment. Today we're being tasked with *inclusivity*. While equity calls for fair and impartial access and treatment, inclusivity calls for affirmation, and it begs a question: Who's included and affirmed and who's not?

Rather than decide who's in and who's not (or who won't be considered), I suggest we affirm our commitment to treat all people with dignity and respect, regardless of our biases, and to ensure equitable access to government services. Requiring all of our employees and volunteers to treat every person they serve with dignity and respect captures every person from every people group; it's more inclusive than singling out some groups for inclusion.

Furthermore, inclusivity is not a timeless value. Respect is. We will not, even decades from now, be questioned for reaffirming our dedication to treating people with respect and dignity, yet it's doubtful that the present excitement over inclusivity will even be understood.

Having said that, let me clarify that we have not always treated all people with dignity and respect. Oregon has a well-known history of racism. We can and should reject that, but we don't have to do it officially as government workers—who should be facially neutral among all law-abiding people—by rejecting racists or sexists or any other -ists who live among us; we can do it by requiring our employees and volunteers to treat all people with equity, dignity, and respect.

I've attached the Salem-Keizer School Board of Directors Equity Lens. I suggest encouraging equity by adding to the matrix through which City decisions are made, a simple list of questions (simpler than the SKSD lens) that compels consideration of the impacts upon marginalized residents, including the poor.

I have, personally, an interest in ensuring government provides equitable services, especially where the consequences are significant, like policing. I lean into this locally and statewide, taking both a short and a long view.

Locally and with a short view, we—the police department, our policies and our members—strive to ensure everyone who lives and visits Keizer has access to and receives fair and impartial police services, including those people who are or view themselves as disenfranchised.

The police administration attempts to develop relationships and understanding with disenfranchised peoples. (By the way, I know *disenfranchise* refers to a loss of voting rights, but it's also acquiring a wider meaning: a loss of fundamental rights.) We do this through communication and work with a variety of groups and individuals, including the NAACP, local Hispanic organizations, and churches. We work attentively in minority-majority neighborhoods, cooperatively with the residents; meet with minority leaders; work to ensure local law enforcement processes take a least-harmful, most-helpful approach to solving crime and livability problems, including using custody as a last resort for mentally ill persons, using citations as a last resort to seek traffic law compliance from (obviously) poor people, working with schools to find ways other than arrest or expulsion for problem students. This list can go on, but, fundamentally, it's based upon two premises: one, that we are obligated to provide equitable policing, and, two, that we are obligated to treat all people with dignity and respect.

I've also attached our—the police department's—policy on fair and impartial policing. Among other policies, it is our commitment to fair, impartial, and equitable treatment.

Again, my primary concern about inclusivity is that it implies exclusivity, which we cops aren't used to and don't practice. Instead, we talk about procedural justice, about respect and dignity, and we try to cultivate equitable access through relationships and system changes. We regularly think and talk about fair and impartial policing, so while this is a council matter, not a police department matter, the subject is not new to me. Instead of juggling the pitfalls of inclusivity/exclusivity, I think it would be good for the City to affirm equitable access and the timeless value of treating people with respect and dignity.

Salem Keizer Board of Directors Equity Lens

The Salem-Keizer Public School Board of Directors is committed to the vision: ALL students graduate prepared for a successful life. This requires that the school board attend to the effects of resource allocation, program development, and support systems on ALL students. This equity lens is designed to assure that decisions are made which provide for EACH student's needs so that the district's vision can be realized.

Our Collective Commitments:

- Equity in the Salem Keizer School District will not be confused with equality where all students are treated the same. Equity will be attained when the achievements of our historically underserved students match the outcomes of students in the dominant culture; when underserved groups increase in capacity and power; and when barriers to student success have been mitigated or eliminated;
- This commitment means that student success will not be predicted nor predetermined by characteristics such as, but not limited to, race, national origin, religion, disability, geographic location, economic circumstance, mobility, native language, sexual orientation, gender identity, or level of proficiency upon entering our schools;
- The Board will consider the impact of proposed changes on underserved, diverse and marginalized individuals and groups. Changes in resource allocation, design and implementation of policies and programs will be considered in light of equitable outcomes;
- Regular data collection and analysis will reveal the effect of resource allocation, policies and programs on equitable outcomes.
  The Board will
  - adopt an equity lens to guide decisions that come before the board
  - annually review the policies of the board, specifically the executive limitations and results policies, to ensure the work of the Board is focused on equitable outcomes.
  - Assure that the communities of our students who are not achieving equitable outcomes are included in deliberations as decisions are being considered.

Equity Lens Questions:

The Board of Directors will consider the following questions as part of planning and decision-making for new proposals and/or initiatives:

- Does the initiative align with the District mission/vision?
- What data has been used to inform the initiative and what does the data tell us about our subgroups?
- What subgroups does the decision or initiative affect both positively and negatively?
- How have members of the community been intentionally involved in the decision making process? What do those people tell us about the proposal that has resulted?
- What are the barriers to more equitable outcomes? (e.g. mandates, politics, finances, community expectations, etc.) How will the barriers that cannot be eliminated be mitigated?
- How does this decision build capacity and power in underserved groups?
- What would it take from the Board for this initiative to be both sustainable and scalable?
- What data would we like collected to inform reflection on the effects of this decision?

The Board of Directors will interact with the following questions as part of implementation reports and initiative monitoring:

- Have there been unintended consequences affecting equity because of this decision and how have those unintended consequences been mitigated?
- What does the data tell us about the success of our subgroups due to this decision?

108 Fair and Impartial Policing*

Version 123116

108.1 POLICY

It is the policy of the Keizer Police Department that members will serve the public fairly and impartially.

108.2 PURPOSE

The purpose of this policy is to describe how members should interact with the public in order to provide the service the public expects, to increase police legitimacy, and, as a result, to reduce crime.

108.3 FAIR AND IMPARTIAL POLICING DESCRIBED

Members shall subordinate personally held biases, exercising procedural justice as described in PPM 108.4 (below) and striving to display the personal attributes described in the Performance Standards policy (PPM 808), copied here:

- Conscientiousness. Holding oneself accountable to see that necessary things are done correctly
- Courage. Taking the right action at the right time even when the outcome is unknown
- Empathy. Intentionally understanding or striving to understand another person's experience and perspective
- Helpfulness. Identifying a need and seeing that it's met
- Humility. Possessing a modest estimation of oneself relative to others

108.4 PROCEDURAL JUSTICE

Procedural Justice – The codification of the interaction between a person and a person (or system) of authority that promotes trust, fairness, and legitimacy; the outworking of the four principles of procedural justice.

108.4.1 PRINCIPLES OF PROCEDURAL JUSTICE

Procedural justice requires the following principles:

- Treat people with dignity and respect
- Give people a chance to be heard
- Convey trustworthy motives
- Make reasonable, informed, and transparent decisions

Procedural justice suggests, for example, that a driver who receives a traffic citation will view the interaction with the police officer more favorably if he thinks the officer's actions and decisions were procedurally just.

108.4.2 PROCEDURAL JUSTICE REQUIRED OF MEMBERS

Members shall practice procedural justice both internally (toward each other and up and down the chain of command) and externally (toward the public).

108.4.3 OBLIGATION OF THE CHIEF OF POLICE

Because members are required to deal justly with the public, the chief of police and his or her staff are obliged to model and develop a culture of legitimacy and procedural justice within the department.

108.5 BIASED POLICING

> **Biased Policing** – Describes policing in which a person is targeted for or receives unlawful or inequitable enforcement of the law due to a bias held by a department member or inherent in a department policy or procedure.

ORS 131.915 more narrowly describes biased policing as *profiling* and says "'profiling' means that a law enforcement agency or a law enforcement officer targets an individual for suspicion of violating a provision of law based solely on the real or perceived factor of the individual's age, race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, homelessness or disability, unless the agency or officer is acting on a suspect description or information related to an identified or suspected violation of a provision of law."

108.6 BIASED POLICING PROHIBITED AND IDENTIFIED

Members are not only prohibited from biased policing but are responsible to identify, stop, and report incidents of biased policing and policies or procedures that encourage or facilitate it.

108.7 COMPLAINTS OF BIASED POLICING

This section does not appear in PPM 810, Personnel Complaints and Investigations, because PPM 810 is subject to bargaining and some specifics in this section are driven by currently evolving legislation. This section is referenced in PPM 810.

A. ACCEPTANCE AND INVESTIGATION.

Per ORS 131.920, complaints of biased policing shall be accepted up to 180 days after the alleged date of occurrence.

1. Casual complaints. Some accusations of bias or discrimination are casual, flippant, or insincere. An example of a casual complaint may be a driver telling an officer, "You only stopped me because I'm _____," to which the officer might

respond, "No, sir, it's dark, and I couldn't see who was driving," ending the complaint without protest.

As demonstrated, members may respond to such accusations but are nevertheless required to perform all of the following:

a. Advise the complainant that he or she can make a formal complaint.

b. Document the accusation and the member's response to the complainant.

c. Report the accusation to his or her supervisor.

Supervisors shall follow-up with the accuser if there is any indication the complaint should be investigated as a formal complaint.

2. Formal complaints. In response to a formal (or other-than-non-casual) complaint of biased policing, members are required to perform all of the following:

a. Accept the complaint regardless of the medium, but it should be obtained in writing so the original complaint can be forwarded to the LECC (per B, below).

b. If not received in person, acknowledge receipt of the complaint as soon as practicable.

c. Investigate the complaint (see PPM 810, Personnel Complaints and Investigations).

d. Advise the complainant(s) of the disposition (i.e., sustained, not-sustained, exonerated, et al.).

B. PROVIDED TO LECC.

Pursuant to ORS 131.925, a copy of every (formal) complaint of biased policing (or a synopsis, if not received in writing) and the disposition of the complaint shall be forwarded by mail to the Law Enforcement Contacts Policy and Data Review Committee (LECC) at the address below.

LECC
Attn: CCJ-JUST
PO Box 751
Portland, OR 97204

All information that identifies the law enforcement officer shall be redacted before forwarding the complaint to the LECC.

C. COMPLAINTS TRACKED. Biased policing complaints shall be specially tracked so they can be easily located and reviewed.

108.8 COLLECTION OR MAINTENANCE OF INFORMATION

Pursuant to ORS 181.575, the collection or maintenance of information about the political, religious or social views, associations or activities of any individual, group, association,

organization, corporation, business or partnership may occur only when the information directly relates to a criminal investigation and there are reasonable grounds to suspect the subject of the information is or may be involved in criminal conduct.

From: Wood, Tim
To: Eppley, Christopher
Subject: Finance Inclusive
Date: Tuesday, June 27, 2017 4:25:27 PM

Chris,

With respect to inclusiveness we have the following in place:

City in General

- We are subject to the hiring and employment practices outlined in the employee handbook.
- City's automated phone tree has Spanish option
- Spanish interpreter on site
- ADA accessible front counter

Utility Billing

- Spanish speaking staff
- Automated phone system for paying utility bill has a Spanish option
- Billing statements have information in Spanish
- Our goal is to treat people equally and consistently

Municipal Court

- Interpreter services available with advanced notice
- ADA notice at the bottom of the Hearing Notice
- Suspension form in Spanish

If I come up with more I will let you know.

Tim Wood
Finance Director
City of Keizer
503-856-3413
woodt@keizer.org

City of Keizer Human Resources Department
INCLUSIVITY Related Materials & Processes
Summarized June 2017

Request to HR: Would you please synopsize those personnel policies we have adopted that speak to things like open and competitive hiring practices (when we use them), non-discrimination, providing interpreters, anything else you can think of?

Chris: *Below are the items I believe you are looking for based on your request above. In addition, I would offer the recommendation that the group(s) looking at the subject of "Inclusivity" develop a clear message on their definition of that word with respect to what they want to accomplish or communicate. It has different meanings in different contexts and with different groups. I expect their goal is to send a positive message and to reach out to more citizens. For example, I would offer that at least some of those folks will expect "Inclusivity" to not be a listing of how we meet legal requirements. With respect to the subject as it relates to the employer/employee relationship, below is a link to a recent short article highlighting Inclusion. I specifically liked this quote:*

"Diversity is being invited to the party; inclusion is being asked to dance."

A Mere 12% of Companies Are Truly Inclusive -- Here's How to Fix That - Forbes
https://www.forbes.com/sites/jeffkauflin/2017/06/08/a-mere-12-of-companies-are-truly-inclusive-heres-how-to-fix-that/

HUMAN RESOURCES DEPARTMENT WEB PAGE

- Main page – statement regarding HR service philosophy including this sentence: "To be truly successful in providing the necessary services, it is critical that employees trust us to treat them with dignity and respect and to balance their best interests with the needs of the City as a whole."
- Main page – statement confirming "City of Keizer is an equal opportunity employer."
- Employment Process page – Equal Employment Opportunity (EEO) statement: "The City of Keizer is dedicated to a policy of equal opportunity in employment without regard to race, religion, sex, national origin, age, marital status or disability."
- Current Openings page – each posted recruitment includes: "Bilingual English/Spanish candidates are encouraged to apply."
- Current Openings page – each posted recruitment includes these sentences in the overall summary section: "The City of Keizer is a great place to work! We strive to create a relaxed and friendly environment. We pride ourselves on providing top-notch customer service to everyone who walks through our doors as well as to our coworkers."

CITY OF KEIZER PERSONNEL POLICY MANUAL

The current manual was adopted May 2010. Updates are in progress with anticipated completion by end of summer. The HR Department will be recommending a number of changes supported by legislative changes and recent case law.

As an example, the HR Department will be recommending inclusion of "sexual orientation" and "gender identity" as classifications protected from discrimination or retaliation in sections below. If this language is approved, the additions will also show up on the web page locations mentioned above, specifically wherever EEO is referenced. See June 2017 LGPI Newsletter (attached) for a summary on this particular item authored by Bullard Law.

Page 18 – Recruitment and Selection Philosophy

"The City of Keizer complies with all provisions of Equal Employment Opportunity laws as interpreted by the courts. Recruitment, selection and advancement of candidates are based on knowledge, skills and experience as displayed in the recruitment process. This policy establishes the framework, authority and responsibility in recruiting and selecting the most qualified candidates available. This policy applies to all vacant positions at the City of Keizer, except where language conflicts with a collective bargaining agreement.

All recruitment is to be external, open and competitive unless the City Manager determines that an open external recruitment is not practicable. The Human Resources Director, with the support of Department Directors, is responsible to ensure that all appropriate recruiting and selection policies and processes have been followed."

Page 23 – Equal Employment Opportunity Policy Statement

"We believe that equal opportunity for employees is central to the growth and success of the City. It is our policy to provide equal opportunities to all qualified persons without regard to race, religion, color, sex, sexual orientation, national origin, mental or physical disability, age, veteran's status or any other protected status or activity in accordance with applicable law. We strive to make employment decisions based on our evaluation of an individual's qualifications, ability and contribution to the success of the City.

We also believe that all employees have a right to work in an environment where the dignity of each individual is respected. We prohibit harassment of employees, regardless of working relationships and supervisory status. Specifically forbidden is harassment related to an individual's race, religion, color, sex, national origin, marital status, citizenship status, age, physical or mental disability or other legally protected basis."

Note: *There are three more pages of details of what is and is not considered harassment, accountability of employees, supervisors and leadership as well as reporting, retaliation and accommodation. Let me know if you'd like that added…*

Page 32 – Incentive Pay

"Language: Any City employee is eligible to receive a second language differential of five percent (5%) for Spanish and two and one-half percent (2.5%) for sign language if the City Manager determines that an additional employee with the second language is of benefit to the City and he or she has or is required to acquire this skill. Employee must be fluent in the language as determined by the City Manager, based upon a standard and testing program administered by local area colleges and/or City-approved translators."

Currently, 9 City employees (almost 10%) receive incentive pay to support communication with the public. There are 8 employees who regularly use their Spanish skills and 1 employee who uses Russian on a case specific basis. We have folks who speak Spanish in all departments that directly serve the public and to ensure support when needed, staff will often be "borrowed" by other departments if their folks happen to be unavailable. In the case of our Russian speaking employee, he has also been "borrowed" by partner organizations.

CITY OF KEIZER JOB DESCRIPTIONS

- Essential Functions – Duties & Responsibilities section of all job descriptions includes: "It is the responsibility of every employee to represent the City of Keizer by responding to the public, citizens, its employees, and others promptly, professionally and with courtesy. This includes regarding everyone, internal and external, as a customer and delivering the best service possible in a respectful and patient manner."
- Physical Demands – Safety – Working Conditions section of all job descriptions includes commitment to reasonable accommodation to enable individuals with disabilities to perform essential functions.
- Human Resources Director job description includes responsibility of "EEO/Affirmative Action Officer. Responds to complaints regarding protected class harassment or discrimination."

OTHER RELATED MATERIALS & ACTIVITIES

- City of Keizer Employment Application includes EEO statement & related commitment to applicants.
- City of Keizer Interview Panelist Instructions include EEO information and directions.
- Biennial all staff training on diversity and harassment and related policy & practices. Note – this year's training has been delayed due to researching issues with computer connectivity for our employees to access the CIS training program. When we push out the training this time around, HR anticipates recommending all staff viewing a 13 minute video training specific to police officers as they interact with the transgender community provided by USDOJ last August and shared on the 'criminaljusticebulletin' listserv. We believe it would be a good resource for all our employees. I will be asking DH's to confirm support before moving forward. The link is here if you're interested in a quick preview:

  https://www.youtube.com/watch?v=gfGPx4xJHvM
- Ongoing HR staff training via conferences, workshops, online resources and legal consultation.
- Distribution of training and information opportunities to City leadership.

From: Brown, Nate
To: Eppley, Christopher
Subject: RE: Inclusivity
Date: Friday, June 30, 2017 11:26:29 AM

Community Development has for a long time now included on all of our hearing notices the following:
UPON REQUEST, AUXILIARY AIDS AND/OR SPECIAL SERVICES WILL BE PROVIDED TO PARTICIPANTS WITH DISABILITIES. TO REQUEST SERVICES, PLEASE CONTACT CITY HALL AT (503)390-3700, OR TDD ACCESS AT 1-800-735-2900, AT LEAST TWO WORKING DAYS (48 HOURS) IN ADVANCE OF THE HEARING.

Currently, we have specifically required in our two grant projects going forward that Public outreach, particularly including minority populations, be a very significant portion of the project. When we were in the consultant selection process, the proposal teams were evaluated and in part selected on their capacity to provide multilingual materials and support for the project.

We regularly train on how important it is to treat all people with respect and professionalism, regardless of who they are.

From: Eppley, Christopher
Sent: Friday, June 30, 2017 10:15 AM
To: Brown, Nate <brownn@keizer.org>; Reyes, Matt <ReyesM@keizer.org>
Subject: Inclusivity

Gentlemen:

Have either of you had an opportunity to evaluate the practices and/or policies of your departments regarding inclusivity, equity, and/or social justice? For Community Development, I suspect these efforts will revolve mostly around major planning efforts (master plans) and the outreach processes that we strive for. For Public Works, my guess would be lean toward the Parks Master Plan, evaluation of what streets to overlay each year being based on a neutral and scientific basis versus one that takes into account socioeconomic status of any particular neighborhood, and placement of pedestrian facilities like sidewalks. Any info you can provide would be appreciated.

Thanks.

Christopher C. Eppley
City Manager

City of Keizer, OR
930 Chemawa Road, NE
Keizer, OR 97303
503-390-3700
eppleyc@keizer.org

City of Keizer - Public Works Department
930 Chemawa Rd. N.E. * PO Box 21000
Keizer, OR 97307 (503)390-3700 fax (503) 393-9437
www.keizer.org

Date: Friday, June 30, 2017

To: Chris Eppley, City Manger

From: Matt Reyes/ AIC Public Works Director

Subject: Inclusivity

Oxford online Dictionary Defines Inclusivity as:
"An intention or policy of including people who might otherwise be excluded or marginalized, such as those who are handicapped or learning-disabled, or racial and sexual minorities".

In 2006 the Public Works Department developed and implemented its Strategic Plan, it was adopted by Council on August 21, 2006.
In the adopted Strategic Plan the Public Works Department Vision, Motto, Mission and Values can be found on page 11. Throughout the before mentioned elements it clearly reiterates that our primary focus is the Community that we serve. Under the element of Values is listed integrity, it states that "*We place a high value on integrity and always do what is right for the community*".

The Public Works Department is responsible for the maintenance and operation of City's infrastructure which includes Streets, Storm, Water, Parks and Facilities. We address the needs of our infrastructure by the use of several different factors, none of which would give preference to one neighborhood or area of the City based on economic status. The Public Works Department has always been fair and equitable in its use of the Community's funds and has always strived to be transparent.

Streets
The yearly resurfacing program for streets is based on an evaluation of the Pavement, the method used is referred to as Pavement Condition Index. It rates the condition of the Pavement from an index of 0 -100, 0 being the least favorable while 100 being the most favorable. All of the City streets have been indexed at one time or another and resurfacing is determined by the index rating. That being said the resurfacing of Collectors and Arterials will take precedence over local streets because of the traffic

volume they were designed to carry. Furthermore addressing the need to resurface Collectors and Arterials benefits the entire community and not just an area or areas of the community. There are several locations throughout the community were local streets have been resurfaced and or improved, I would refer you to our past resurfacing projects for exact locations and dates.

In the past 19 years major street improvements have been performed on Chemawa Road, Dearborn Avenue, Cherry Avenue, River Road, Lockhaven Drive, Shoreline Drive and Alder Drive these were all City funded projects.
It maybe that some Community members view the newer developments as having preference over other areas in the City and may not understand that private dollars are used to develop new infrastructure requirements. An education forum to inform members of the Community on development requirements maybe helpful in this case.

Public Works has identified several areas throughout the City where ADA ramps are being installed to help those with mobility limits and will continue to do so as funds are available. We often identify areas throughout the City that have gaps in sidewalks and address them when funds are also available, most of these areas would be in Southeast and Southwest Keizer.

Storm
I am often asked about our Storm and Environmental fee's, I explain that these fees are necessary for water quality and maintenance of our existing infrastructure. The rebuttal to this is that in the older neighborhoods of our community there is very little or no storm drain infrastructure available to address local storm water needs. As you are aware the storm water issue has become more and more complex and therefore I again suggest an education forum to inform members of the Community of how fees are spent.
Education outreach at our local schools is performed on a regular basis and includes all of the local grade schools and mid-schools. The education outreach program is an important requirement of our Storm Water Permit and our Environmental staff are very passionate about communicating the importance of storm water to all the young folks.

Water
The Public Works Department is very proud of the clean safe drinking water we provide to our Community. As you may know there are several regions throughout our nation where clean safe drinking water is not available and or compromised. We

assure our Citizens that our water is safe for consumption and are determined to protect our water source for our entire community by routine bacteriological and more stringent yearly testing.
We are aggressively replacing the aging pipelines throughout the older parts of our community to assure clean safe drinking water. Most recently the pipe lines replaced include Ivy Way, Lawless Avenue, Thorman Avenue, Weeks Drive, Appleblossom Drive and Larry Avenue. Clean Safe Drinking Water for all is the most important thing we can provide to our Community, we never want to be in the paper like Flint Michigan.
Last year there was the big lead scare in the Portland School District, we took that very serious and all of our drinking water fountains throughout our City Parks System was tested and addressed if needed, including the dog fountain at Keizer Rapids Park.

Parks

Our Parks as you know are underfunded but repair and maintenance is performed at the same level at every Park. We have Parks that are underdeveloped and will most likely remain status quo until proper funding is identified and secured.
Our regional Park, Keizer Rapids has amenities for everyone to enjoy and is slated to receive a fully operational sanitary facility in the near future.
Southeast Keizer has very little if no Park areas, with the exception of Ben Miller Park there are no other Parks in Southeast Keizer. The Community would benefit in this area if additional lands where acquired for Parks use.

Please let me know if you have any further needs or questions.

Thanks,

Matt

5-15-17

Dear Mayor Cathy Clark,

Previously, we came before the City Council with a goal to make sure Keizer is a safe, welcoming, and inclusive city and for the Council to consider creating an Inclusivity Resolution for Keizer. We expressed concerns and you asked that we think of some actions that could be taken. Thank you for your considerations, listening so far, and for your support & suggestion in including us in these discussions and actions.

At this time, we feel that having an Inclusivity Resolution is a foundational action we need to take in order to ensure our goal. We could help create a group or task force, so that we can work together with you and the City Council to create a Resolution and future actions that embody inclusivity.

The work group or task force would ideally include City Council and community members. It would be a diverse membership that reflects Keizer's population, and include representatives from community groups like Mano a Mano, NAACP, Causa; the LGBTQI+ community; education & religious leaders; and members from the Keizer Police & Fire Departments. We'd collaborate to form a Resolution and ongoing future actions related to our goal.

We feel that an Inclusivity Resolution is essential for Keizer for the following reasons:

1. To show Keizer's values of inclusion, equality, and respect for all residents that call our city home, and that Keizer embraces, celebrates, and welcomes all residents of any national origin, race, ethnicity, language, gender identity, sexual preference, marital status, disability, income, citizenship status, or religion, and their contributions to the collective prosperity of all residents.
2. To show Keizer resolves to fight racism, religious discrimination, sexism, homophobia, and violence or bullying in our schools and neighborhoods.
3. It is an uncertain time for many immigrant families, and the treatment of newcomers has had ripple effects throughout the immigrant community. Many have been afraid of going to the court house, taking their children to school, and going to local government buildings for fear of running into Immigration Customs Enforcement. To ensure the safety of everyone, we want immigrants to be able to call the police for help without worrying that their families will be broken up or that reporting a small crime will result in a disproportionate punishment. Effective policing requires trust between law enforcement and community members.

4. To understand that chronic discrimination leads to community disengagement, diminished opportunities for integration, increased stigmatization, and it negatively impacts local economic activity.
5. Many cities in Oregon are working to get Resolutions in place or already have one. Passing an Inclusivity Resolution strengthens the state law by showing that other cities or counties support it.

We must unite against any attempts to separate and treat any members of our Keizer communities as less than any other member. No matter where we come from, we are all Oregonians and we want all to be safe and welcome in Keizer.

We who are listed below, urge the city council to create a work group or task force to work together with us to create an Inclusivity Resolution for the City of Keizer that embraces, celebrates, and welcomes all its residents and their contributions.

Thank you!

Sincerely a group of concerned friends of Keizer,

Cyndi Swaney*
Carol Doerfler
Paula Doughty
Robert Glasgow
Levi Herrera-Lopez, Mano a Mano Representative
John Scott
Anna Siqueira da Silva

*When replying, please call or email our point person:
Cyndi Swaney
503-383-6083
mefilmgal@hotmail.com

Salem Keizer Education Association
Affirmation of a Welcoming and Inclusive Union

The Salem-Keizer Education Association boldly states and reaffirms that we are a welcoming and inclusive union who unequivocally and without reservation will do everything within the scope of our ability to protect all our students, their families, our members, and our extended community from any efforts by both individuals and entities meant to harm and prevent engagement and participation in a safe and caring educational environment.

This official statement recognizes our duty to: a) affirm and protect the rights of students of all backgrounds and cultures, b) urge policy and/or legislation protecting immigrant children and their families, c) vigorously support and defend the inalienable rights of LGBTQIA+ children, youth, and adults from the incursions of conversion therapy, discrimination, and restroom restrictions that attempt to curb the right to existence of these individuals, d) oppose a registry in any form that would detail and add to any database the personal information of individuals based on religious membership or affiliation and/or that would target or ban any of our friends, families and associates from exercising their freedom of religion, and e) work to resist the over criminalization of students of color within our criminal justice system by interrupting the School-to-Prison-Pipeline.

Additionally, the Board of Directors of the Salem Keizer Education Association supports its members' constitutionally protected freedoms who choose to peacefully and nonviolently stand in solidarity with those community partners who reflect our values and work to promote social justice and equity for our most vulnerable constituents.

SKEA will distribute this motion as an official statement through all our existing means of communication.

Rationale:
The Southern Poverty Law Center in a recently published report, https://www.splcenter.org/20161129/ten-days-after-harassment-and-intimidation-aftermath-election , placed Oregon in the top ten states with the most reported incidents of hate and intimidation nationwide in the ten days following the election of our current president-elect with two of the most frequently cited places where these hate incidents took place being in K-12 and university settings. The publication Willamette Week drilled deeper in their article, http://www.wweek.com/uncategorized/2016/11/29/new-report-on-post-election-hate-incidents-shows-oregon-at-top-of-list/ , and placed Oregon at the top of the list given that Oregon's total population of 4 million people is well below the population of the other much larger states; thereby, giving Oregon the notorious distinction of leading the country in per capita hate incidents.

The reality of our city, state, and country for people who are targets of hate is deplorable and our reaction to these conditions is telling of our privilege and status. Even our smallest actions can either be complicit with the status quo and institutional racism or seen as an opportunity to give voice to the voiceless, strength to the weak, value to those seen as undesirable, and freedom for all! Please pass this motion with all the fervor it deserves on behalf of not only our local community but all of our nation's students, families, and residents; whereby, fulfilling our mission to assure quality public education for every student, by providing a strong, positive voice for educators!

"Our lives begin to end the day we become silent about things that matter."
Martin Luther King, Jr.

Approved Unanimously by Salem Keizer Education Association Representative Assembly January 25, 2017

SKEA
SALEM KEIZER
Education Association