



CITY OF KEIZER
COMMUNITY DIVERSITY ENGAGEMENT WORK GROUP MINUTES
June 16, 2021, 4:00 p.m.

Meeting convened at 4:00 p.m. The following were present:

Councilors:

Elizabeth Smith
Laura Reid
Roland Herrera

Staff:

Tim Wood, City Manager Pro Tem
Debbie Lockhart, Deputy City Recorder

DISCUSSION: Work Group Purpose & Possible Action Plan

City Manager Pro Tem, Tim Wood, summarized the meeting materials.

Councilor Herrera suggested the Keizer follow the lead of other cities and form a Diversity, Equity and Inclusion Committee made up of local community people (recruited or appointed by Council) and that that committee be tasked with coming up with a strategy to make Keizer the 'brand' of inclusivity. He suggested that a local DEI consultant be hired to assist and that the City partner with the Chamber to include recognition of youth through the First Citizens Banquet and awards.

Discussion followed regarding trying to be positive and focusing on achievements rather than failures, solutions rather than problems, building on strengths, what other cities have developed, coaching neighborhood associations to help them reach out to their community, developing a tracking system for goals, grants, the importance of connecting with the community through listening sessions, and identifying opportunities to recognize what people (individuals and groups) are doing in the community.

Work Group members agreed to contact nearby comparable cities to learn about their successes and pitfalls and their efforts relating to diversity, engagement and inclusivity. Questions should include how they include youth, what events, policies, and groups they have, how they involve members of the community and how they keep them involved.

- **Councilor Smith:** Will contact Beaverton and watch Human Race Advisory Commission meetings.
- **Councilor Reid:** Will contact Monmouth and Corvallis and try to connect with a community that has strong youth involvement.
- **Councilor Herrera:** Will contact Wilsonville and bring a draft resolution recognizing federally recognized days or months to the next meeting.

Each will forward documentation and/or links to Mr. Wood by July 7 so that he can compile the information prior to the next meeting (July 21). He will also put together information for the Work Group from the COG newsletter that addressed how diversity, equity and inclusion and census information effect the award of grants.

Possible speakers/consultants: Dr. Melissa Bird, Teresa Alonso Leon, Bill de la Cruz.

Discussion then took place regarding messages posted on the digital reader board with staff explaining that the unwritten policy has been to post only city business related messages. Mr. Wood indicated that he would follow up with the City Attorney regarding posting federally recognized days/months and that currently consideration is being given to designating an area in City Hall for different groups to put up displays.

Adjourn ~ Meeting adjourned at 5:01 pm.

Next meeting: July 21, 2021

Minutes approved: 07-21-21