



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, March 6, 2025
Robert L. Simon Council Chambers

Call to Order

Chair Jane Titchenal called the meeting to order at 6:13 p.m. Attendance was noted as follows:

Present:

Jane Titchenal, Chair
Carrie Brown, Vice Chair
Tammy Kunz
Stephanie Cross
Mayor Cathy Clark via Zoom

Absent:

Benita Picazo
Councilor Soraida Cross
Open Position
Youth Member - Open Position

Staff:

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

Approval of Minutes

a. February 2025

Tammy Kunz moved for approval of the February 2025 Minutes. Stephanie Cross seconded. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

Appearance of Interested Persons

Jacqueline Green, Keizer, shared a history of the Keizer community and does not support changing the name of the Community Diversity Engagement Committee (CDEC) and supports the CDEC.

Michael Welsh, Keizer, expressed concern for the City Council by undermining the CDEC and referring to the word of diversity as a weapon and suggested removing the word diversity. He feels that this was unacceptable and divides people.

Levi Herrera, Salem, shared that the table tent on how to speak wasn't translated correctly in Spanish. He pointed out that when a good Committee focuses on diversity, it could find inaccuracies. He supports keeping the CDEC name as it exists. If the word diversity was removed, it removed the role of the Committee.

Janet Johanson, Keizer, shared that she was from a deaf family and spoke about how disabilities haven't been addressed. She felt that the CDEC recognized persons with diverse backgrounds. She asked the CDEC to continue to empathize persons with diverse backgrounds. The CDEC members could remove the barriers and exemplify how they value people like her and her family.

Roland Herrera, Keizer, shared that he started this Committee by modeling the City of Wilsonville's Committee, and he felt that there was a misunderstanding of the word diversity. He felt that diversity doesn't harm anyone. He does not support removing the word diversity.

Other Business/Staff Liaison Report

- a. Discussion on the Amended CDEC Resolution: Do you have any recommended revisions for the Council?**
- Assistant City Manager Tim Wood shared the changes in the CDEC Resolution that were proposed by the City Council that included changing the CDEC to seven voting members, making the youth position a non-voting position, changing the terms to be two-years to be in alignment with the City Councilor terms. They also wanted to streamline the purpose and tasks.

Discussion ensued about the purposes listed in the Resolution. It was requested to reference Resolution No. 2020-3135, entitled Keizer Statement of Values, in the Purpose. It was suggested to include under subsection 4b by identifying and breaking down or eliminating barriers, which would be "Active elimination of barriers by identifying and actually eliminating barriers as an act of participation."

There was discussion on having sign language interpreters present at all of the CDEC and Council meetings, and it was noted that this request would need to go through the budget process because of the expenditure. It was suggested to add intentional awareness to the Purpose to build a relationship capacity by specifying a particular action.

It was suggested to that National Disabilities Development Awareness Month could be moved to August and to have Constitution Week recognized in March.

Tammy Kunz moved to the City Council to allow for the CDEC youth member to be a voting member. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

It was suggested that if the CDEC members represented the Council positions by appointing a representative, that it would derail this Committee within time. There was a comment about needing the language to match what the CDEC members do. It was noted to have equitable and consistency established by this Committee so that the values would be represented accurately by members representing Council positions. It was

noted that there needs to be transparency and commitment with the members.

The CDEC members would like three-year terms, and asked that the City Council consider renewal of the members.

Tammy Kunz moved the City Council for City Council members to appoint members to this committee to not be a personal representative of them. Seconded by Stephanie Cross.

A friendly amendment was made by Carrie Brown for each Councilor appoint a committee member using a standardized method using questions that we are recommending including the mission statement and definitions, priorities, and tasks. Seconded by Tammy Kunz. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

Chair Titchenal requested to have access to the interview questions and answers by the Council for transparency and consistency.

Mayor Clark commented that it was important to retain the autonomy of each member to serve a full term and not at the will of the councilor because it doesn't give each member the ability to operate independently and with best judgment to serve at their full responsibility.

Stephanie Cross moved to remove the original motion. Seconded by Tammy Kunz.

Tammy Kunz motioned to keep Council Member appointment for three-year, staggered terms with the understanding that when somebody makes appointments to this Committee that they utilize the CDEC framework. Seconded by Stephanie Cross. Motion passed unanimously. 'Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

Stephanie Cross moved to continue the same appointment process to this Committee by the City Council. Tammy Kunz seconded. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

It was requested to include language in the Resolution for members to notify the Chair and the City Recorder's Office on absences.

b. Discussion on Possible Renaming of CDEC

The list of potential names from the City Council were discussed. It was commented that the names did not speak to the members' hearts and souls. It was noted that the word diversity had not been a divisive term until recently and diversity brings strength. It was noted that diversity included disabilities, religion, accessibility, and inclusion.

Mr. Wood shared that there wasn't an immediate risk for the City by keeping the word diversity in the name because there were still some unknowns and that the City doesn't receive much direct Federal funding.

Chair Titchenal read a statement into the record. With that statement, she felt that the CDEC has many, many people and their voices supporting this committee who believed that the name of CDEC should be kept.

Tammy Kunz moved the City Council to keep the name as is with the Community Diversity Engagement Committee name. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

c. Revised CDEC Definitions

The CDEC Definitions were read aloud and discussed.

Tammy Kunz moved to keep the Definitions as read. Seconded by Stephanie Cross.

Mayor Clark made a friendly amendment stating that the word impartial is the wrong part of speech and should be the pursuit of impartiality and equity. Tammy Kunz accepted the friendly amendment. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

d. Revised Interview Questions and Rubric

It was noted to change impartial to impartiality and equity under justice.

Tammy Kunz moved to keep everything as written except with impartiality under justice found on pages 14 and 16. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

It was requested to change the title to "Interview Questions for the CDEC."

Tammy Kunz moved to have pages 14 and 16 of the packet forwarded to the City Council to use as a guide for CDEC members. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.

It was suggested that the CDEC ask new members these questions.

Updated List of National Observance Months for Committee Presentations to Council

- a. **See attachments:** Tammy Kunz moved that the National Suicide Prevention Month be moved to August. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.
- 1) **List of Observances approved by Council**
- 2) **Presenter Instructions for Observations by Chair Jane Titchenal** The Presenter Instructions were discussed and how to get these instructions to the presenters.
- 3) **CDEC Event/Decision Assessment Questionnaire** Tammy Kunz moved to approve the presenting instructions and if a language is not listed here, accommodations are made to meet whatever language is needed. Seconded by Stephanie Cross. Motion passed as follows: Titchenal, Kunz, Brown, Cross, and Mayor Clark in favor with Picazo and Councilor Cross absent and two open positions.
- 4) **List of 2025 Keizer Events** Chair Titchenal shared the CDEC Event/Decision Assessment Questionnaire. She felt it was needed and asked the members to collect additional feedback from the community. She noted that Ray White helped with the verbiage. Discussion ensued on the wording. This item would be further discussed at the next meeting.
- The List of 2025 Keizer Events was provided by Chair Titchenal so that the CDEC would know what events to anticipate and could prepare the CDEC framework to reflect their values. The CDEC members would expand on the list for the next meeting.
- It was suggested to produce cards or a brochure with the CDEC mission and distribute them for the various events.
- Committee Member Reports** Tammy Kunz and Chair Titchenal summarized their reports in the packet.
- a. **Report from Tammy Kunz**
- b. **Report from Chair Jane Titchenal**
- Neighborhood Association Reports-Out from Committee Members** This item was covered under item 6.
- Adjourn ~ Next Meeting: 04/03/2025** Meeting adjourned at: 8:50 p.m. Minutes approved: _____

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