



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, February 1, 2024
Robert L. Simon Council Chambers

Call to Order

Chair Laura Reid called the meeting to order at 6:00 p.m. Attendance was noted as follows:

Present:

Thais Rodick, Chair
Benita Picazo, Vice Chair
Laura Reid
Tammy Kunz
Carrie Brown
Stephanie Cross
Jill Gust

Absent:

Shaney Starr
Nevaeh Music

Staff:

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

Approval of Minutes

a. January 2024

Tammy Kunz moved for approval of the January Minutes. Jill Gust seconded. Motion passed as follows: Picazo, Kunz, Starr, Rodick, Reid, Cross, Brown, Music, and Gust in favor.

**Appearance of
Interested Citizens**

None.

**Brief Introduction by
Jill Gust ~ her
expertise & goals for
the Committee**

Jill Gust introduced herself. She works for the Keizer Chamber of Commerce and has lived in Keizer her whole life, and serves on many boards. Her goal for this Committee is to help make a difference, be a positive influence, always make Keizer first, and move it forward. The Committee welcomed her.

Committee Reports

**a. Reports from
Tammy Kunz**

Tammy Kunz stated that the reports are in today's packet. She received a lot of feedback from our work session on Traffic Management Plan and the Strategic Plan. The biggest barrier is the language, and she believes there's enough staff now who can translate that, so folks can utilize this resource. Chair Rodick stated that there's a lot in common with the Traffic Management Plan and Strategic Plan.

Ms. Kunz shared that some folks are having difficulty navigating the updated website to find meetings, minutes, and agendas on the website. The search feature is not producing the desired searches. Assistant City Manager Wood updated the Committee on the status of the website update and said that we are on the front end of a website project. Chair Rodick suggested having the PDF documents be in larger fonts to be better noticed. Stephanie Cross suggested that all folks may not have Acrobat Adobe on their computer. Chair Rodick requested a focus group to review the meetings, agendas, and minutes section of the City's website.

Council Report/Observance Recognition Assignments

a. See Chart in Packet

Chair Rodick would be reporting to Council on February 5th or 20th. She invited two groups to attend the meeting. Chair Rodick would attend the February 5th meeting to accept the Proclamation.

Stephanie Cross asked what is reported to the Council. Carrie Brown explained that she shared her personal history as well as the ethnic heritage for the specific cultures to educate the Council and community. Chair Rodick stated that she shares why they have the observances for awareness. She suggested working with various organizations during the observation months.

Spotlight on Practical Applications of Diversity, Engagement, and Inclusion (DEI)

The Inclusive Language handout was going to the February 5th meeting, but it would be more helpful to have a variety of Inclusive Language type handouts to consider. Now, this handout would be before the Council at the March 11th Joint meeting with the Council and the Community Diversity Engagement Committee.

Laura Reid summarized that the March 11th Joint meeting would be on the progress of the CDE Committee's accomplishments to report to the City Council. Laura Reid requested that an action item for this Committee is to provide different versions of Inclusive Language handouts. Assistant City Manager Wood also asked for members to let us know the names of other organizations that are using them.

The Committee decided to have their regular meeting on March 7th to prepare a list of accomplishments and the March 11th Joint meeting.

Mr. Wood shared that the Strategic Plan and survey were translated to Spanish. The next consideration would be to translate it into Russian. The cost was \$2,500 for the translation into Spanish. He thinks that the Russian translation would be more expensive.

Chair Rodick reminded everyone that we could use the Google Translate,

and it would be okay to have some errors with certain documents. It would be nice to also have closed captioning, and it was suggested to record meetings using Zoom or Youtube for the closed captioning.

New Business

Mr. Wood updated the Committee on the Strategic Plan. Laura Reid indicated that the City is taking the Strategic Plan bit by bit. Chair Rodick clarified that each action would have a lead for the City, and it's their Scope of Work to update the Council and community.

Mr. Wood stated that the City is not at the prioritization stage and is actually slowing down to receive additional feedback and discussion. If there are remaining action items, then they would go back to the committees for feedback and to see if there's anything missing. Benita Picazo requested the word inclusion be prominent in the Mission, Vision, and Values. We need to be inclusive, meaning all folks no matter what you prefer, and all backgrounds would be inclusive.

Chair Rodick noted that when the word engage or engagement comes up, this Committee should be involved.

Other Business/ Staff Liaison Report

Assistant City Manager Tim Wood said that his only two items to report have already been reported, which were the Inclusive Language document and March 11th Joint meeting.

Adjourn

Meeting adjourned: 6:38 p.m.

Minutes approved: 03/07/2024

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