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To provide oral comments via electronic means, please contact the City Recorder's Office no later than 2:00 p.m. on the day of the meeting. Most regular City Council meetings are streamed live through www.KeizerTV.com and cable-cast on Comcast Channel 23 within the Keizer City limits.



KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
AGENDA

Thursday, November 6, 2025, 6:00 PM
Robert L. Simon Council Chambers
930 Chemawa Road NE
Keizer, Oregon

MISSION STATEMENT: 'Exists to foster justice, diversity, equity and inclusion and to strengthen our community through active listening in order to strengthen and encourage civic engagement, understanding and empowerment and to advise the City Council on issues that are critical to connecting our community.'

1. **CALL TO ORDER**
2. **APPROVAL OF MINUTES**
 - a. **October 2025**
3. **APPEARANCE OF INTERESTED PERSONS**
4. **KRISSY HUDSON FROM THE SALEM-KEIZER SCHOOL BOARD TO ADDRESS BULLING**
5. **GUEST SPEAKER TO TALK ABOUT THE AMERICANS WITH DISABILITIES ACT (ADA): COLLEEN LYNCH, ASL TEACHER AT WILLAMETTE VALLEY CHRISTIAN SCHOOL**
6. **BUDGET REQUEST DISCUSSION**
7. **COMMITTEE MEMBER REPORTS**
8. **NEIGHBORHOOD ASSOCIATION REPORTS-OUT FROM COMMITTEE MEMBERS**
9. **OTHER BUSINESS/STAFF LIAISON REPORT**
 - a. **Review & Approval of Post Cards**
 - b. **Action Plan ~ Create Bullet Point List (see draft Action Plan in packet)**
 - c. **Brainstorm Next Steps to Move Forward on One of the CDEC Goals**
 - d. **List Items for Year-end Report to Council**

10. **MEMBER REPORTING TO COUNCIL ON NOVEMBER 17TH AT 6PM**

11. **ADJOURN**

EQUITY AGREEMENTS: Stay Engaged | Listen to Understand | Speak Truth Responsibly | Expect and Accept Non-closure | Be Willing to do Things Differently and Experience Discomfort | Practice Confidentiality | Be Committed To Hold People In Positive Regard | Recognize Intent vs. Impact.

“Agenda Management Services are being supported, in whole or in part, by federal award number 21.019 awarded to City of Keizer by the U.S. Department of the Treasury.”



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, October 2, 2025
Robert L. Simon Council Chambers
930 Chemawa Road NE
Keizer, Oregon

Call to Order

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

Present:

Robin Barney, Chair
Sara Ngo
Larry Porter
Elaine Wilson
Faustos Ramos, Vice Chair
Tammy Kunz
Councilor Kyle Juran

Absent:

Guillermo Rodriguez
Open Position - Youth Liaison

Staff:

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

Chair Barney read the Land Acknowledgment.

Approval of Minutes

a. September 2025

Tammy Kunz moved for approval of the September 2025 Minutes. Larry Porter seconded. Motion passed as follows: Barney, Ngo, Porter, Wilson, Ramos, and Kunz in favor with Rodriguez absent and one open position.

Appearance of Interested Persons

Janet Johanson, Keizer, shared that she was a sixth generation of a deaf family. She thanked the City of Keizer for their good communication when Public Works replaced the water main. She shared that Public Works explained the work they were performing. Ms. Johanson shared that interpreters were not provided for various events, such as the KeizerFEST parade, Chamber of Commerce, and Fridays in the Parks movie nights. She felt that the City of Keizer was very accessible to the community.

Ms. Johanson shared about her deaf daughter in the town she grew up in and how distraught her daughter and she was as a result of their experience in South Columbia when there was a rebellion in 1996 that included the Military, US Immigration and Customs Enforcement agency, National Guard, and the government. Ms. Johanson would like recognition and assistance in our community to protect those who were deaf or of a different color.

Ms. Wilson expressed appreciation for Ms. Johanson attending the meeting

and sharing her story to give the Community Diversity Engagement Committee (CDEC) something to work with.

Sara Ngo expressed her appreciation for Ms. Johanson attending the meeting and asked why the interpreters were not available for community events. Assistant City Manager Tim Wood offered to reach out to the event organizers and ask why interpreters were not being provided. Ms. Ngo asked about security language with regards to Ms. Johanson's concern for providing protection for people of color. She asked about having this information be made available to the public.

Ms. Johanson commented that deaf people cannot hear others around them, which places them in an unsafe situation.

Ms. Ngo shared that her family in Texas had to rely on advocates to keep the community informed. She asked about the CDEC having a conversation with the community to find someone to talk about this issue. Ms. Kunz and Ms. Ngo would work together to bring back information at the next meeting.

Ms. Wilson suggested talking with the neighborhood associations to see if there was a need for interpreters.

Ms. Johanson shared a frightening time when they were staying at her mother's home in Arizona. Security officials told her that there were unauthorized immigrants in that home when she was just visiting her mother.

Discussion ensued about finding volunteer interpreters.

Committee Member Reports

Tammy Kunz shared a list of dates that the Southeast Keizer Community Center has available. She shared that Wi-Fi was available, and she received Waiver of Liability to rent the community center.

Chair Barney suggested scheduling the meeting right away as long as it meets the City's requirements.

Elaine Wilson preferred to stay with the plan to have the off-site meeting in March of 2026 to allow time to prepare for engagement.

The CDEC decided to meet off-site with a town-hall meeting on January 22, 2026. This meeting would replace their regular January meeting.

Chair Barney shared that she and Vice Chair Ramos would be having a discussion with the Volunteer Coordinating Committee on creating some teaching videos for them on how to volunteer and which positions were available.

Neighborhood Association Reports-

Tammy Kunz reported on the Greater Northeast Keizer Neighborhood Association and that she attended a meeting with Cherriots, and Cherriots

Out from Committee Members

was looking for feedback to make some changes in their routes.

Other Business/Staff Liaison Report

a. Outcome of Council's Discussion on the Postcards ~ by Assistant City Manager Tim Wood

Mr. Wood shared that because of travel season, the City was wanting to wait for all the City Councilors to be at a meeting to consider the postcards.

Chair Barney asked for 5,000 post cards printed upon approval by the City Council. She suggested handing out cards when the members were running errands and attending meetings.

Mr. Wood agreed to have the QR Code to the CDEC's off-site meeting on January 22, 2026, added to the postcard. Mr. Wood agreed that a Facebook Event page could be created on the City's Facebook.

b. CDEC Implementation Action Plan submitted by Former Chair Titchenal

Mr. Wood shared that the CDEC Implementation Action Plan was not ready to go to the Council and that this Committee could make changes or develop a new plan.

Mr. Wood shared that the Citizen Survey was almost done and would be before them for feedback and questions via email in the next week or two. He shared that the City was using a National Company so some of the questions couldn't be changed as the comparables with other Cities would be lost.

c. Selection of New Meeting Date for January of 2026 because January 1, 2026 is New Year's Day Holiday: 01/06 (Tues), 01/07 (Wed), 01/22 (Thur), or 01/29 (Thur)

This item was discussed out of order.

The members chose to meet on January 22, 2026.

Member Reporting to Council on October 20th at 6pm

Fausto Ramos would be reporting to Council on October 20th.

Chair Barney shared that on October 6th at the City Council meeting, Gerald Ben, Member of the Confederated Tribes of Siletz Indians and Board of Directors at Chemawa Indian School, would recognize Indigenous People's Day.

Larry Porter was lining up Kevin Dial to speak at the November 3rd meeting.

Mr. Porter shared that a family spoke with him about a mentoring program

who were heartbroken and asked about the CDEC helping them. Their seventh-grade son was bullied at school, and the school doesn't seem to be willing to help. The family felt a sense that they were being pushed off because of the boy's color of skin. Discussion ensued about what could be done to obtain help.

Chair Barney would like to have an all Nation's Day in June in a park as a learning opportunity.

Adjourn

Meeting adjourned: 6:59 p.m.

Minutes approved: _____

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C.D.E.C.

Community Diversity Engagement Committee

MAKING KEIZER A GREAT PLACE FOR

EVERY ONE



OUR PURPOSE

'Exists to foster justice, diversity, equity, and inclusion and to strengthen our community through active listening in order to strengthen and encourage civic engagement, understanding and empowerment and to advise the City Council on issues that are critical to connecting our community.'

"WE ARE HERE TO LISTEN. PLEASE COME & SHARE"

We are listening to what you have to say. We are not a political body but a fact finding and action driven committee. Our work depends on lived experience and examples that we want to get from Keizerites.

**We meet the FIRST THURSDAY of each month
from 6 p.m. to 7:30 p.m.**

Visit the website below for the meeting location

Agenda, meeting documents and community survey can be found at:
<https://www.keizeror.gov/173/Community-Diversity-Engagement-Committee>
or scan the QR Code »



**CAN YOU SPARE
2 HOURS A MONTH TO
SERVE YOUR COMMUNITY?**

IF SO...

**YOUR CITY
NEEDS YOU!**

keizeror.gov/166/Volunteer-Coordinating-Committee



WE INVITE YOU TO VOLUNTEER

Keizer residents are invited to volunteer for appointment to a variety of city boards and commissions addressing these areas:

- Annual City Budget + Audit Committee
- Keizer Parks & Recreation Advisory Board
- Multi-Modal Safety Committee
- Community Diversity Engagement Committee
- Volunteer Coordinating Committee
- Keizer Public Arts Commission
- Planning Commission

Visit keizeror.gov/162/Volunteer-Information to see the exciting opportunities awaiting residents who want to help plan the city's operations.



APPLY USING THE QR CODE



CDEC IMPLEMENTATION ACTION PLAN

CDEC Engagement with the City of Keizer

Purpose:

To build an effective advisory relationship with City Council, departments, and staff through consistent communication, feedback, and collaboration.

Engagement Strategies:

1. **Print out CDEC feedback form at meetings - update current survey on city website**
 - a. **Included in meeting notes**

2. **Designated City Liaison Coordination**

- Meet monthly with the city-designated staff liaison to review **updates, questions, and collaboration opportunities (need specifics)**
 - i. This is done through the city council liaison who attends the CDEC monthly meetings (who is the current liaison). Expect them to bring specific challenges, community concerns, events and city updates pertinent to the CDEC goals.
- Use this connection to ensure recommendations are timely and informed by city priorities.

2. **Biannual Presentation to City Council**

- Present updates on CDEC activities, community feedback, and policy recommendations twice a year at Keizer city council meetings or work sessions as requested by city council or the CDEC committee.
 - i. to request feedback and align future goals with Council priorities.

3. **Policy & Project Feedback Loop**

- Offer input when requested by council or community members or if the CDEC recognizes an opportunity to provide valuable feedback on city policies, programs, or events with equity or inclusion impacts.

- Prioritize quick, structured responses using simple tools like one-page summaries or recommendation memos.

4. City Department Check-Ins

- Aim to meet with one city department per quarter (e.g., Planning, Parks, Police) to learn about their work and identify inclusion opportunities.
 - i. Invite city departments to CDEC monthly meeting
 - ii. Invite neighborhood associates to offer feedback, request/share engagement and event information and share how they are improving diverse representation
 - iii. Bring this feedback to the next city council meeting to advise on information gathered

5. Collaboration on Public Events

- Support or co-sponsor at least one city-hosted community event to increase visibility and gather resident feedback.
 - i. Civic Center clean up (date needed)
 - ii. Soggy day in the park (date needed)
 - iii. Public Works (date needed)
 1. Table at KeizerFest (May 15th-18th)
- Help ensure diverse participation and representation in public-facing initiatives through paper and online survey.
 - i. Seeking out minority voices willing to share their experience on relevant topics
 - ii. Recognizing the proclamation that was shared at the Council to make sure the community knows how to support the ongoing efforts to shine light on that individual and/or group at the CDEC meetings; short recap

Metrics for Engagement Success:

- 2 formal presentations to Council per year at Keizer city council meetings or work sessions
 - 1-2 page summary noting the work the CDEC has completed, is currently working on and general updates/feedback
 - Need timeline
 - CDEC member to volunteer
- 4 check-ins with city departments, project leads, neighborhood associations
 - Need timeline
 - Who is in charge of connecting with city departments?

- What information are we looking to receive?
- 1 co-sponsored city event completed
 - Need timeline
 - Does this look like attending the 3 city sponsored events?
 - Would tabling at a non city sponsored event be sufficient?
 - Goal is to connect and get community data through surveys