

**Accessibility and Accommodation Requests**

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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](http://www.KeizerTV.com) and cable-cast on Comcast Channel 23 within the Keizer City limits.



**KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE**  
**AGENDA**

**Thursday, December 4, 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. **November 2025**
3. **APPEARANCE OF INTERESTED PERSONS**
4. **GUEST SPEAKERS**
  - a. **Director for Boys and Girls Club**
  - b. **Keizer Branch Director**
  - c. **Krissy Hudson from the Salem-Keizer School Board to Address Bulling**
5. **COMMITTEE MEMBER REPORTS**
6. **NEIGHBORHOOD ASSOCIATION REPORTS-OUT FROM COMMITTEE MEMBERS**
7. **OTHER BUSINESS/STAFF LIAISON REPORT**
  - a. **Complete a Budget Request List**
  - b. **Vote on Informational Post Cards**
  - c. **"All Nations Day" Proposal**
  - d. **Invite to a City Department**

e. **Off-site Meeting**

f. **Pedestrian Road Crossing Locations ~ Review the List & Suggest Additional Locations**

8. **MEMBER REPORTING TO COUNCIL ON DECEMBER 15TH AT 6PM**

9. **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, November 6, 2025**  
**Robert L. Simon Council Chambers**  
**930 Chemawa Road NE**  
**Keizer, Oregon**

**Call to Order**

Chair Barney called the meeting to order at 6:01 p.m. Attendance was noted as follows:

**Present:**

Robin Barney, Chair  
Larry Porter  
Elaine Wilson  
Faustos Ramos, Vice Chair  
Guillermo Rodriguez  
Tammy Kunz  
Mayor Cathy Clark

**Absent:**

Sara Ngo  
Open Position - Youth Liaison

**Staff:**

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

**Approval of Minutes**

**a. October 2025**

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

Elaine Wilson joined the meeting.

**Appearance of Interested Persons**

Lore Christopher, Keizer, shared that at the Keizer Cultural Center, there was a Day of the Dead (Dia de los Muertos) Alter and the entire community was invited and could add a picture or artifacts from loved ones. Food and candles (fire items) were not allowed in the historical building. She also mentioned that the Native American Heritage Month banner would stay on the front of the cultural center for the entire month.

**Krissy Hudson from the Salem-Keizer School Board to Address Bulling**

Krissy Hudson was not present at the meeting. Chair Barney confirmed that Ms. Hudson would be attending next month's meeting to discuss the school board's policies on bullying and how those issues were handled within the school system.

Larry Porter was asked to invite the family that had approached him about bullying issues to attend next month's meeting when the school board representative would be present.

**Guest Speaker to Talk about The Americans with Disabilities Act (ADA): Colleen Lynch, ASL Teacher at Willamette Valley Christian School**

The guest speaker was unable to attend the meeting.

**Budget Request Discussion**

Chair Barney initiated a discussion about the Community Diversity Engagement Committee's (CDEC's) budget needs. She had contacted Deputy City Recorder Dawn Wilson and learned that the CDEC doesn't have a dedicated budget, yet they were planning activities that would require funding, such as off-site meetings, postcards (shared expense with the City), and a summer event.

Assistant City Manager Tim Wood explained that there was currently no specific line item for the CDEC in the City budget. He indicated that the CDEC would need to identify their expenditure needs and develop a proposal to incorporate into the budget. He noted that for the 2026-2027 fiscal year, they could address this through the normal budget process with proposals needed by February or March.

Chair Barney volunteered to work on the budget items with Tammy Kunz. The Chair requested that CDEC members provide any budget needs for planned events, particularly for the summer barbecue. Larry Porter was asked to develop a budget for the barbecue, taking into consideration that the City spent approximately \$3,000 on a similar event last year.

The Chair emphasized the importance of not spending tax dollars unnecessarily and suggested identifying potential sponsors for events. Mr. Wood mentioned that donations to the City are tax-deductible, although they were under a different code section than 501(c)(3). The CDEC discussed ensuring proper recognition for sponsors through signage, newspaper mentions, and other promotional materials.

When asked about the Police Department's barbecue costs, Mr. Wood said he would need to check with the Police Department to get firm figures. The CDEC discussed the possibility of partnering with the Police Department for their event rather than hosting a separate barbecue.

Councilor Lore Christopher shared that the Keizer Cultural Center spent about \$600 for 5,000 rack cards, which included design time. They worked with No Dinx printer in Albany because they had already done almost all the design work for the Albany Regional Museum, and they chose them because they had already worked with a museum and found that their pricing was pretty good. She shared that they also had rack cards made for

the Keizer Museum and had pull-up signs for community outreach, and everything was around \$2,000 for all the companion pieces.

**Committee Member Reports** Tammy Kunz reported on attend a CBEL Collaborative Gathering with many community and business leaders from Keizer and Salem and shared information materials from this meeting.

**Neighborhood Association Reports- Out from Committee Members**

Tammy Kunz reported that the Greater Northeast Keizer Neighborhood Association continues to meet via Zoom and in-person. The Neighborhood Watch was also meeting through Zoom with 40 members and 17 block captains. Ms. Kunz mentioned various community activities, including street cleanups, trash cleanups on the parkway, and neighborhood walks occurring almost nightly.

Chair Barney noted that Chair Jane Herb from the Volunteer Coordinating Committee had been contacted about having two committee members work with her and Faustos Ramos to develop an online volunteer committee video. Their meeting had been canceled, but they hoped to identify who would be working with them by December and start the video project after the first of the year.

It was reported that the Tammy Kunz and Jacqueline Green had spoken with several students at McNary High School and found two students willing to help create the volunteer video, pending parental consent. They also had backup volunteers if needed. Mr. Wood confirmed that consent forms would be required for anyone appearing in videos or pictures.

**Other Business/Staff Liaison Report**

**a. Review & Approval of Post Cards**

The Chair explained that the City Council had provided recommendations for revisions to the CDEC's postcards, which were included in the meeting packet. Mayor Clark provided detailed feedback on the changes that were still needed:

1. The center section text should be center-justified rather than left-justified
2. The purpose statement should use the language from Appendix A of the CDEC Resolution that was adopted by the City Council
3. The statement "We are not a political body" should be reworded in the affirmative to explain the CDEC's advisory role to the City Council and staff
4. The meeting location information should note that people should visit the website for current location details
5. Font sizes should be larger for better readability, especially for folks with deteriorating eyesight.

6. Color contrast should be improved for accessibility
7. City brand colors should be used per the style guide.
8. Three committees should be removed from the listed committees (Audit Committee, CDEC, and Volunteer Coordinator Committee) because they were Council-appointed positions.
9. A mention of youth liaisons should be added to the committee information.

The CDEC agreed to make these changes and send the revised postcards back to the Council for approval, with the goal of having them go before the Council on December 15th. The Chair mentioned they planned to print 5,000 postcards for CDEC members to distribute in the community.

The CDEC also discussed changing "Everyone" to "YOU" in the headline to be more inclusive and personal, and potentially incorporating the City's statement of values: "all people shall be treated with dignity and respect."

Mayor Clark commented that she was hearing the CDEC members say that the commemorative heritage displays should be permanent, so everyone felt welcome and comfortable in City Hall. The Chair invited everyone to attend the meeting on January 22nd that would be held at the off-site location (Southeast Keizer Community Center), so they could express their concerns. Ms. Kunz added that the CDEC needed to know what changes the attendees would like to see, so the CDEC could seek such changes.

**b. Action Plan ~  
Create Bullet  
Point List (see  
draft Action Plan  
in packet)**

The CDEC Members reviewed their action plan and discussed the following items:

1. Biannual presentations to the City Council: The CDEC decided to schedule joint work sessions with the Council in February (following their January off-site meeting) and September 2026.
2. City department check-ins: The Chair agreed to create a schedule for inviting representatives from different City departments to attend monthly CDEC meetings throughout 2026. This would allow departments to share information about their activities, challenges, and how the CDEC could help.
3. Collaboration on public events: The CDEC discussed participating in various community events, including:
  - Civic Center cleanup (March)
  - Soggy Day in the Park
  - Public Works Day

- KeizerFEST (May)

The Chair suggested reaching out three months before each event to request booth space and coordinate participation. The CDEC also discussed collaborating with neighborhood associations to share booth space and resources, as well as reaching out to cultural non-profits, churches, and the library to participate in their events.

**c. Brainstorm Next Steps to Move Forward on One of the CDEC Goals**

The CDEC members extensively discussed hosting an "All Nations Day" cultural event similar to World Beat in Salem. The Chair envisioned combining this with Larry Porter's barbecue idea to create a major cultural celebration featuring food trucks, booths representing different cultures, and entertainment in the gazebo. The event would showcase diverse cultures in Keizer and help people feel welcome and included.

After considerable discussion, Mayor Clark suggested that rather than deciding immediately, the CDEC should develop a proposal for this event to present during their February joint work session with the Council. This would allow the Council to determine whether to dedicate City resources to such an event. The CDEC agreed to work on this proposal between December and January.

The CDEC also briefly discussed the high cost of American Sign Language (ASL) interpreters (\$1,943.50 for two meetings) and the potential to explore more cost-effective options for accessibility, including AI-based solutions and closed captioning technology. Mayor Clark encouraged exploring budget-friendly technology options that could provide diverse language support.

**d. List Items for Year-end Report to Council**

There was no discussion on this item.

**Member Reporting to Council on November 17th at 6pm**

This item was not addressed during the meeting.

**Adjourn**

Meeting adjourned at: 7:52 p.m.

Minutes approved: \_\_\_\_\_

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# C.D.E.C.

Community Diversity Engagement Committee

MAKING KEIZER A GREAT PLACE FOR

# YOU

ALL PEOPLE TREATED WITH RESPECT



## 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 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 »



November 20, 2025

*Dear Community Diversity Engagement Committee  
(CDEC) Members,*

Subject: Pedestrian Road Crossings

Keizer's Multi-Modal Safety Committee is working to identify street crossings that could be made safer. The solution will vary and be based on need, engineering constraints, and cost—and may range from a painted crosswalk to a flashing sign and pedestrian refuge island.

The committee has started a list of possible locations that's attached, and is seeking input from the CDEC Members for additional locations.

Please review the list and suggest any additions during the meeting or via email to Dawn Wilson ([wilsond@keizeror.gov](mailto:wilsond@keizeror.gov)), so she can pass them on to the committee.

Thank you for your help with making Keizer's streets safer for all!

*~ Members of the Multi-Modal Safety Committee*

# **Pedestrian Road Crossings**

## **Multi-Modal Safety Committee**

Meeting on 11/20/2025

River Road @ Plymouth

River Road @ Hollyhock

River Rd @ Juedes

River Rd @ Promenade Way

River Rd @ Hidden Creek Dr

River Rd @ Country Glen Ave

River Rd @ Nottingham Dr

Alder @ Brooks

Alder @ Pleasant View

Cherry Ave @ Plymouth

Cherry Ave @ Shady/Bever

Chemawa @ 15<sup>th</sup> St

Chemawa @ Chelan

Chemawa @ 7<sup>th</sup> Ave

Chemawa @ 10<sup>th</sup> Ave

Chemawa @ Kinglet Way/Springtime

Chemawa @ Modoc Dr NE

Chemawa @Arcade

Lockhaven @ Verda

Lockhaven @ Trail

Lockhaven @ Celtic Way

Lockhaven @ Windsor Island

Verda @ Alder

Verda @ Chelan

Verda @ May

Keizer Rd @ Allendale/Gobert