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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

Wednesday, January 7, 2026, 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. ELECTION OF CHAIR & VICE CHAIR**
- 3. APPROVAL OF MINUTES**
 - a. December 4, 2025
- 4. APPEARANCE OF INTERESTED PERSONS**
- 5. GUEST SPEAKERS**
- 6. ALL NATIONS DAY**
- 7. MEMBER SELECTION OF THE 2026 OBSERVANCES & PRESENTATION ASSIGNMENTS**
 - a. Make CDEC Assignment Selections, Pending Council's Approval of 2026 Observances
- 8. MEMBER ASSIGNED TO ARRANGE FOR CITY COMMITTEE TO PRESENT AT CDEC MEETINGS**
 - a. 2026 List
- 9. JOINT CITY COUNCIL - CDEC MEETING - MARCH 30, 2026 (MONDAY)**
- 10. COMMITTEE MEMBER REPORTS**

11. **NEIGHBORHOOD ASSOCIATION REPORTS-OUT FROM COMMITTEE MEMBERS**
12. **OTHER BUSINESS/STAFF LIAISON REPORT**
13. **MEMBER REPORTING TO COUNCIL ON JANUARY 20TH (TUESDAY) - 6PM**
14. **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, December 4, 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
Larry Porter (6:01)
Faustos Ramos, Vice Chair
Guillermo Rodriguez
Tammy Kunz
Councilor Marlene Parsons

Absent:

Elaine Wilson
Open Position
Open Position - Youth Liaison

Staff:

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

Approval of Minutes

a. November 2025

Tammy Kunz moved for approval of the November 2025 Minutes. Fausto Ramos seconded. Motion passed as follows: Barney, Ramos, Kunz, and Rodriguez in favor with two open positions and Wilson and Porter absent.

Appearance of Interested Persons

Kris Adams, Keizer, shared the various committees in which she volunteers and described the library as an open, all-volunteer organization (except for the manager and one other position) that welcomes all community members. She reported that patron numbers have significantly increased, with particularly popular children's programs. The library offers free library cards, computer access, and various events including reading programs and special guests like the "Reptile Man" and Disney princesses.

Ms. Adams mentioned that they are establishing a Friends of the Library group to handle grants and funding, with a goal of eventually becoming a public library. Ms. Adams explained that the West Keizer Neighborhood Association serves residents within specific boundaries in West Keizer. She noted their mission was to promote programs and activities to encourage neighborhood connections. Their general meetings have grown from 10 to approximately 25 attendees. The association maintains food barrels at community locations that benefit the Keizer Food Bank, sometimes

collecting up to 495 pounds of food and receiving monetary donations.

Ms. Adams explained that Cummings Neighborhood Family Council that this newer organization was formed in February of the previous year. That council receives funding to help build community resilience and support families in need. They have hosted resource fairs, with their most recent event attracting about 115-120 families with over 500 participants total.

Ms. Adams emphasized that all three organizations would support the committee and encouraged partnership opportunities.

Chair Barney suggested that Ms. Adams reach out to the Network of Women.

Jacquiline Green, Keizer and member of the Greater Northeast Keizer Neighborhood Association, shared an update on items they have been working on, such as creating an action plan for lighting, pothole and fence repairs, and family safety. They have exceeded their goal by reaching 300 families and were working on growing their Neighborhood Watch Program and partnering with other neighborhood associations.

Guest Speakers There were no guest speakers present at the meeting.

- a. **Director for Boys and Girls Club**
- b. **Keizer Branch Director**
- c. **Krissy Hudson from the Salem-Keizer School Board to Address Bullying**

Committee Member Reports There were no committee reports.

Neighborhood Association Reports-Out from Committee Members There were no additional neighborhood reports were presented.

Other Business/Staff Liaison Report

- a. **Complete a Budget Request List** The committee discussed the timeline for preparing their budget request, noting it would be due in March. It was clarified that the main budgetary items would be for the community barbecue event and the "All Nations or All Flags Day" event. Larry Porter agreed to lead the budget preparation for the barbecue, with committee members suggesting he coordinate with the Police Department to follow their established model from the previous year.
- b. **Vote on Informational Post Cards** The committee members reviewed the Community Diversity Engagement Committee (CDEC) post card. Two versions were discussed: one for the CDEC and one for the City.

It was requested to have the dark blue lightened on the bottom of the card.

Tammy Kunz moved that when the website on the CDEC post card changes to light blue, it is approved by this committee. Larry Porter seconded. Motion passed as follows: Barney, Porter, Ramos, Kunz, and Rodriguez in favor with two open positions and Wilson absent.

c. "All Nations Day" Proposal

Chair Barney read a proposal that was handed out at the meeting, for an "All Nations or All Flags Day" summer event to present to the City Council at their next regular meeting.

The event would utilize the Keizer Event Center grounds and building to host cultural vendors, entertainment, food, and education. The proposal outlined that the gazebo and stage would be used for entertainment, the outside grounds (Chalmers Jones Park) would host cultural vendors, and food trucks would be placed in the Keizer Cultural Center parking lot. The committee emphasized their intention to minimize costs to the City by seeking sponsors and donations for necessary infrastructure like porta-potties and handwashing stations. The proposal included selling bottled water to generate funds to pay back the City. The committee discussed a minor change to the proposed language by changing "I do not believe" to "we do not believe" in spending hard-earned tax dollars.

Fausto Ramos motioned to move this [forward to the City Council] after we change the "i" to "we." Larry Porter seconded. Motion passed as follows: Barney, Porter, Ramos, Kunz, and Rodriguez in favor with two open positions and Wilson absent.

(Clerk restated the motion for clarity; the original motion did not include bracketed words.)

d. Invite to a City Department

The committee reviewed a list of City Committees with the goal of inviting each to present at future CDEC meetings as to what they do and how the CDEC may be able to help them. Members assigned themselves to coordinate with specific committees:

- Keizer Public Arts Commission - Chair Barney
- Budget Committee and Long Range Planning Task Force - Fausto Ramos
- Audit Committee - Fausto Ramos
- Emergency Planning Committee - Chair Barney
- Parks and Recreation Advisory Board - Tammy Kunz
- Planning Commission - Elaine Wilson
- Multi-Modal Safety Committee - Larry Porter
- Volunteer Coordinating Committee - Guillermo Rodriguez

It was noted that some committees share members and could potentially be combined for presentations. The committee agreed to coordinate the

scheduling and ensure all City Committees would be invited over the coming months.

e. Off-site Meeting

The January off-site meeting was discussed. It was noted that the meeting was on pause because the new pastor wanted to meet the committee to discuss details about using the Southeast Keizer Community Center. An alternative location at The REC was briefly considered but presented accessibility challenges.

Assistant City Manager Tim Wood would reach out to the Southeast Keizer Community Center and provide the details they need in order for the CDEC to meet there.

Discussion ensued about the room format for tables and seating, and it was noted that Wi-Fi would be needed.

The **Monthly Observances List** was reviewed, and the members were asked to review the list to decide which observances they wanted and to bring suggested observance changes to an upcoming meeting for 2026. The committee agreed that each CDEC member was responsible for arranging a speaker for their designated observance and for attending the City Council meeting to introduce that speaker.

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

The committee reviewed pedestrian road crossing safety issues in Keizer. One member identified the following locations as potentially needing improvements:

- Lockhaven intersection (a four-way stop that lacks crosswalk lines)
- Dearborn and Rickman
- River Road at Claggett Creek

There was a brief discussion on other various safety measures, such as adding crosswalks, and it was noted the cost and budget needed to be reviewed.

The committee discussed the Pilot Pedestrian Flag Program being piloted at certain crossings in the city, where pedestrians can take a bright flag from a bucket to increase their visibility while crossing. Members noted they had seen this system working well in other communities and at the pilot locations in Keizer. It was mentioned that the pilot program had a budget of approximately \$300 and was being evaluated for potential expansion.

The committee agreed to wait for feedback from the Multi-Modal Safety Committee on the success of the pilot program before making specific recommendations. It was suggested to also reach out to the neighborhood

associations.

Assistant City Manager Tim Wood shared a flyer that was distributed by the Keizer Police Department regarding immigration enforcement practices in Oregon. Police Chief Copeland had asked that officers actively hand out this flyer when engaging with community members. This flyer clarifies what the Keizer Police Department can or cannot do.

Committee members emphasized the importance of ensuring the public receives accurate information, noting that misunderstandings often lead residents to believe the City Council or local police have more authority over immigration enforcement than they actually do. It was reiterated that:

- The police **do not** and **would not** stop or detain individuals based on immigration status.
- The department operates strictly within Oregon law and the guidelines provided in the flyer.
- Local authorities **cannot prevent** federal immigration agencies from taking action if they enter the community.

There was interest in sharing this information more broadly. Chair Barney offered to check on having the flyer published in Keizertimes to help educate the community. Mr. Wood noted that this would likely be beneficial.

Follow-up questions by Keizertimes could go to Police Chief Copeland.

Member Reporting to Council on December 15th at 6pm Following adjournment, Chair Barney offered to report to Council on December 15th.

Adjourn Meeting adjourned at: 7:57 p.m.

Minutes approved: _____

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**COMMUNITY DIVERSITY ENGAGEMENT
COMMITTEE PRESENTATION ASSIGNMENTS**

Pursuant to Resolution R2025-3567
Updated December 31, 2025

Month/Council Meeting Date	Observance	CDE Committee Member
2026		
February 2 nd	Black History Month	Larry Potter
March 2 nd	National Disability Employment Awareness Month & National Development Disability Awareness Month	Fausto Ramos
March 16 th	Women’s History Month	
April 6 th	Child Abuse Prevention Month	Robin Barney * Liberty House Children’s Advocacy Center
April 20 th	Volunteer Recognition Month	Elaine Wilson Volunteer Coordinating Committee Chair
May 4 th	Asian American Native Hawaiian Pacific Islander Heritage Month	President Maribel Ramillosa & Marissa Scharer Greater Salem Filipino American Association (???)
May 18 th	Jewish American Heritage Month	*Rabbi Perlstein – by Mayor Clark (?)
June 1 st	Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month	
June 15 th	Juneteenth Proclamation	
Sept 8 th (Tues)	National Suicide Prevention Month	
Sept 21 st	National Hispanic Heritage Month	
October 5 th	Indigenous People’s Day	
October 19 th	Domestic Violence Awareness Month	*Center for Hope & Safety & DA – Ashley Carson & Paige Clarkson – by Mayor Clark (?)

November 2 nd	Native American Heritage Month	*Tribal Council Confederated Tribes of Siletz Indians - Chair Delores Pigsley – by Mayor Clark (?)
November 2 nd	National Veterans and Military Families Month	
December 7 th	Human Rights Day	

* Members will present or invite an organization to present on their behalf—and to be sure and check with Mayor Clark to see who she may have already invited to be present.

	A	B	C	D
1	CDEC Members Assigned to Arrange for a City Committee Member to Present at a CDEC Meeting - 2026			
2				
3	CITY COMMITTEE	Members attending CDEC Mtg	CDEC Mtg DATE	ASSIGNED
4				
5	Budget Committee AND General Fund Long Range Planning Task Force AND Audit Committee (<i>they all have same members</i>)		February 5th and/or March 5th	Fausto Ramos
6				
7	Emergency Planning Committee	Rhonda Rich: rhondarich9@aol.com	April 2nd	Chair Barney
8				
9	Keizer Public Arts Commission		May 7th	Chair Barney
10				
11	Parks and Recreation Advisory Board		June 4th	Tammy Kunz
12				
13	Planning Commission	Larry Scruggs	July 2nd	Elaine Wilson
14				
15	Multi-Modal Safety Committee	Chair Mike DeBlasi	August 6th	Larry Porter
16				
17	Volunteer Coordinating Committee		September 3rd	Guillermo Rodriguez