



**MINUTES**  
**KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE**  
**Thursday, February 5, 2026**  
**Robert L. Simon Council Chambers**  
**930 Chemawa Road NE**  
**Keizer, Oregon**

**Call to Order** Chair Tammy Kunz called the meeting to order at 6:00 p.m. Attendance was noted as follows:

**Present:**

Tammy Kunz, Chair  
Robin Barney  
Larry Porter  
Elaine Wilson  
Guillermo Rodriguez  
Councilor Marlene Parsons

**Absent:**

Faustos Ramos, Vice Chair  
Open Position  
Open Position - Youth Liaison

**Staff:**

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

Chair Kunz read the Land Acknowledgment.

**Approval of Minutes**

- a. **January 2026** Robin Barney moved for approval of the January 2026 Minutes. Elaine Wilson seconded. Motion passed as follows: Barney, Porter, Wilson, Kunz, and Rodriguez in favor with Ramos absent and two open positions.

**Appearance of Interested Persons**

There were no interested persons present.

**Guest Speakers**

- a. **Ashley Russell with CBEL Salem**

- b. **Satya Chandragiri MD with Salem-Keizer School Bard Zone 4** Ashley Russell, Salem, and Eduardo Angulo, Salem, Community Business and Education Leaders (CBEL) Salem, shared Strengthening Families with Protective Factors, their Mission, their Theory of Change, CBEL Collaboratives every other month, Kennedy and Cummings Neighborhood Family Councils (NFC) Events, Kennedy and Cummings Infant, toddler, and Kindergarten Play Group, and Fun Fridays.

More specifically, they spoke about connection, belonging and community

well-being, the CBEL mission, and that the presentation was about Keizer. The NFC were school-based neighborhoods, promoted the resiliencies of the children and the community, and represented diversity. An example of CBEL's work in Keizer was the Fun Fridays at St. Edward Church for families from all walks of life from the Kennedy and Cummings schools. They brought in 48 community organizations, agencies, and non-profits being their resources for the families. Last year, there were over 500 participants for Winter Wonderland at the Kennedy school.

They shared that their Board and community leaders were diverse and of various ethnicity, so every child and parent felt represented in the Council.

One of the biggest issues was having high levels of stress and isolation. The Fun Fridays were intended for everyone to come together and provide social and psychological development. CBEL and the NFC show what was possible with persons listening to focus on living experiences and promote strengthening protective factors, creating resiliency and build a belonging for all. It was noted that equity was embedded in how CBEL operates.

It was noted that feedback from anonymous surveys showed that most needs included housing, security, mental and social health, and tangible support, which was the focus of the CBEL's and NFC's work.

Satya Chandragiri MD and Krissy Hudson, Salem, and the Salem-Keizer School Board Directors, shared how community members could deal with bullying, community engagement with budget challenges, and how the community can protect their families, as well as US Immigration and Customs Enforcement (ICE).

They shared that the schools report to the families and address aspirations and concerns. The Salem-Keizer School Board website was highlighted, which walked through who could report bullying and harassment. Mr. Chandragiri noted that the SafeOregon app was another way to anonymously report bullying and harassment. They spoke about the school district's policy and how they followed up with the incidents and checked if civil rights were violated.

The School District would be having close to a \$25 million dollar gap between revenues and operational costs. When enrollment declines, revenues decline and not all revenues could be used for salaries. Most of the salaries were paid for by the State funding. They could close the gap by adjusting the Cost of Living Adjustments (COLA's) or reduce expenses as much as possible.

Ms. Hudson shared her personal bullying experiences with her daughter, who suffered from concussions, and asked the school for help. Ms. Hudson was denied the ability to share long-term repercussions. The School

Resource Officer interviewed her daughter, then had a conversation with the bullying student—and the bullying stopped. Ms. Hudson would like to push harder on student expulsions and safety for all the children before her board membership ends.

It was noted that the School District stopped reporting data, and the school board acknowledges that bullying and suicides were still issues. Ms. Hudson and Mr. Chandragiri felt that all stakeholders needed to put pressure on the School Board. It was suggested that the head of the school safety team talk about this topic.

Chair Kunz moved for City Council to help us advocate on this and maybe write a letter to the School Board. Elaine Wilson seconded. Motion passed as follows: Barney, Porter, Wilson, Kunz, and Rodriguez in favor with Ramos absent and two open positions.

## **2026 Keizer Community Survey**

- a. **Anything missing on the Survey?** Assistant City Manager Tim Wood shared that questions 1 through 10 are standardized, and that the members could provide input on questions 11 through 15.

The members discussed the 2026 Keizer Community Survey. Mr. Rodriguez felt that the survey was long. Ms. Barney felt it was long, but it only took her 10 minutes to complete. Mr. Porter commented that some folks who have literacy issues would have a difficult time completing it. It was suggested that once the survey was published that it include resources, so people could receive help completing the survey. Ms. Wilson felt the survey was lengthy but provided the information the City was seeking.

Mr. Wood noted that the survey would be produced in approximately 20 languages and that there would be an option to complete the survey over the phone.

## **Review Strategic Plan Goals for the CDEC**

- a. **DRAFT 2026-2030 Strategic Plan** There was a consensus to postpone this item to the next meeting.

Assistant City Manager Tim Wood requested that the members review the Strategic Plan and identify areas that would have CDEC involvement.

## **All Nations Day**

- a. **Event Plan & Member Assignments** Ms. Wilson reminded the Committee Diversity Engagement Committee (CDEC) about needing to complete the CDEC cards, the training video, participating with the City on Blast Camp, having an off-site meeting, and a barbecue. Ms. Wilson had a reservation adding to the CDEC list when they

hadn't completed previous tasks.

Mr. Wood shared that the purpose statement on the CDEC postcards needed to be on the cards and would go to the Council on February 17th for approval and then could be printed right away.

Mr. Porter agreed that this event should be placed on hold until the other projects were completed.

Ms. Barney shared that she was very confident that the event could come to fruition by October.

Mr. Wood would set up a time to meet off-site at the Fire District on April 2nd.

Elaine Wilson moved to halt the All Nations idea for now until further notice, until we can get some of those other items that we talked about done. Mr. Rodriguez seconded. Motion passed as follows: Porter, Wilson, Kunz, and Rodriguez in favor with Barney opposed, Ramos absent and two open positions.

The video would be produced May 11th and made available online, so the cards would be checked off the list.

Ms. Barney shared an update on the video production project that would use students and City staff and how the video would have sidebars defining questions.

There was a request to have a list of all the CDEC tasks at the next meeting.

**Committee Member Reports**

Ms. Barney shared that Rhonda Rich with the Emergency Planning Committee, would be reporting in April and Becka Bonner with the Keizer Public Arts Commission would be reporting in May. Ms. Barney also arranged for guest speakers for the Indigenous People's Day and Child Abuse Prevention month observations.

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

There were no neighborhood association report-outs.

**Other Business/Staff Liaison Report**

Assistant City Manager Tim Wood shared that the Police Department would be returning to their prior format and not have a barbecue. The Blast Camp would be from June 29th thru July 1st. The location had not been confirmed, and the cost was around \$4,500. The City usually contributes \$2,500, and the Police Department would be doing some fundraising for the remaining \$2,000.

Mr. Wood shared the following upcoming events that the CDEC could partnership with:

- March 14th would be the annual City Hall clean-up.
- Soggy Day in the Park by the Claggett Watershed Council at the end of May.
- Public Works Day was in the middle of June.

**Member Reporting to Council ~ TUESDAY, February 17th - 6pm** Tammy Kunz and Elaine Wilson would report to City Council on Tuesday, February 17th.

**Adjourn** Meeting adjourned at: 8:15 p.m.

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