



MINUTES
JOINT MEETING OF KEIZER CITY COUNCIL
AND COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE

Monday, March 11, 2024
Robert L. Simon Council Chambers
930 Chemawa Road NE
Keizer, Oregon

CALL TO ORDER

Mayor Clark called the meeting to order at 6:01 p.m.

ROLL CALL

Roll call was taken as follows:

Present:

Cathy Clark, Mayor
Shaney Starr, Council President and
Community Diversity Engagement
Committee (CEDC)
Robert Husseman, Councilor
Kyle Juran, Councilor
Daniel Kohler, Councilor
Laura Reid, Councilor and CEDC
Thais Rodick, Chair, CDEC
Benita Picazo, Vice Chair, CDEC
Tammy Kunz, CDEC
Carrie Brown, CDEC
Stephanie Cross, CDEC
Nevaeh Music, CDEC
Jill Gust, CEDC

Absent:

Soraida Cross, Councilor

Staff:

Adam Brown, City Manager
Tim Wood, Assistant City Manager
Joseph Lindsay, City Attorney
Melissa Bisset, City Recorder

DISCUSSION

a. Facilitation Slides Community Diversity Engagement Committee (CDEC) Chair Thais Rodick reviewed the accomplishments of the CDEC, which included:

- Keizer's 40th Birthday Party
- Input on the Strategic Plan
- Input on the Neighborhood Traffic Management Plan
- Climate-Friendly Equitable Communities Legislation
- Collaboration with the Neighborhood Associations
- The Resource Fair
- The monthly, National Observances and Contributions by the CDEC

Members

- Education of Community Members

CDEC Member Music shared that one of her favorite accomplishments was the participation and involvement of the CDEC with Keizer's 40th Birthday Party and the CDEC's collaboration with the neighborhood associations mostly through Tammy Kunz. She felt that, in the beginning, the CDEC floundered, but it had made great strides in becoming a working part of the City.

CDEC Member Kunz shared about attending many neighborhood association meetings. She found that the neighborhood associations would like the CDEC to have more engagement with them and action by taking part in the various neighborhoods.

CDEC Member Reid had been impressed with the CDEC with its progress. The list of accomplishments is a step in the right direction. She was encouraged by the CDEC getting some footing, and they have a clearer idea of the things they can do. They acknowledged that there could never be too much community engagement, so they were always striving to do better.

Mayor Clark stated that the CDEC would have a role as a conduit for the community with the Neighborhood Traffic Management Program (NTMP). She commended the CDEC for their tremendous help with the NTMP.

CDEC Member Brown shared that the monthly, National Observances and the CDEC's contributions were powerful. She had heard positive feedback from the information that was shared.

Mayor Clark thanked the CDEC for attending the Proclamation readings and bringing stories to tell about living and the community, which had been impactful and powerful for the viewers.

Council President Starr encouraged the City Council to be willing to think outside the box in how to engage the CDEC.

CDEC Vice Chair Picazo felt that the biggest accomplishment was continuing to build a CDEC team that showed up every month to collaborate as to how they could contribute.

CDEC Chair Rodick shared that they had really good discussions and often ask what the CDEC was there to do. The CDEC was ready to tackle the Strategic Plan and to do more overall. She added that their goal was to be a City that had already thought of the people before they moved to the City.

Councilor Husseman shared that there were several universities removing their Diversity Equity Inclusion (DEI) and Belonging policies and programs.

He felt a sense of urgency as more of the anti-DEI laws came into focus. The National Collegiate Athletic Association (NCAA) had called on black student-athletes to boycott universities in Florida. He asked the CDEC to share the struggle behind the Proclamations with the Council and let them know how they can help.

CDEC Member Brown noted that there had been recent discussions at the CDEC about eliminating DEI policies and that the CDEC could not let that happen in Keizer. She asked that the Council believe in the CDEC's philosophy and accept their thoughts and priorities.

Mayor Clark displayed the purpose of the Community Diversity Engagement Committee.

Councilor Juran was encouraged that the Committee had made some strides in the last several months. He hoped that the scope could be worked on during the Work Session.

CDEC Member Gust was a new member who hoped to learn more about the scope and purpose of the CDEC.

Councilor Kohler shared that Committee Member Gust was the fourth person that he had appointed to the Committee. He had received feedback from former members who felt like they weren't doing anything. He stated that he enjoyed working with the CDEC on Keizer's 40th Birthday Celebration.

Former Councilor Roland Herrera wanted the City of Keizer to maintain its commitment to DEI work. He was concerned about the movement to remove DEI. He noted that DEI work helped with retention, collaboration, engagement, and giving people a voice.

Mayor Clark reviewed the scope of the CDEC. She asked if it was relevant, current, and if any changes should be made.

CDEC Member Kunz was hoping that a representative from the CDEC would attend each of the various Boards, Commissions and Committee to build a stronger collaboration so information could be shared and problems could be solved together.

Council President Starr wanted a standardized approach where an equity lens could be used. She wanted an agreed upon framework to evaluate things through to provide feedback.

CDEC Chair Rodick shared some examples of questions that could be asked. She noted that DEI work can look different in each community and that the committee could look at what would be best for the City of Keizer.

CDEC Member Music suggested looking to some other larger cities for their frameworks.

Councilor Reid stated that there should be some flexibility built into a rubric as an equity lens.

Mayor Clark asked the CDEC what questions they asked when they reviewed the Neighborhood Traffic Management Program, Strategic Plan, and the Climate-Friendly Equitable Community. Those types of questions could be used to review the Scenario Planning.

Ken Gierloff, Chair of the Southeast Keizer Neighborhood Association (SEKNA), asked the CDEC for more advocacy rather than reaction. Mr. Gierloff noted that there was a lack of engagement with diverse populations in their neighborhood, and they were looking for suggestions on how they might be able to engage residents in their neighborhoods.

CDEC Member Picazo suggested that time was very limited for families and caused a lack of participation so finding other ways to engage through the use of technology could be helpful.

Councilor Kohler commended Mr. Ken Gierloff for his work on SENKA.

Mr. Gierloff, SEKNA, noted that he was able to have an impact in his local community. They want Council advocacy and to be told what they can do.

Tammy Saldivar, Northeast Keizer Neighborhood Association, stated that they were struggling with how to do the outreach, attendance, and wanted to receive resources from the City as to how outreach can happen.

CDEC Music suggested using Instagram Live, as it was well received by younger generations and shorter videos of two-three minutes. She felt that there were youth that would be interested in being involved.

Chair Rodick suggested adding content and sharing content on the City's Instagram page.

CDEC Chair Picazo suggested reaching out to Advancement Via Individual Determination (AVID) and Leadership Students. There was a suggestion for the youth councilor and youth liaisons to share snippets from City meetings with the youth to help get the word out.

Mayor Clark asked for the CDEC to complete the follow tasks and bring back recommendations to the City Council:

1. Review the scope of the CDEC for possible changes.
2. Consider what it meant or looked like to engage with other boards,

commissions, committees, and neighborhood associations.

3. Schedule a consultation with the neighborhood associations based on the feedback they had received.

4. Discuss what an equity lens would look like.

Discussion ensued regarding the status of the Strategic Plan and how the CDEC would like to include it in their work plan

Mr. Brown expressed his appreciation for Chair Rodick stating in a prior CDEC meeting that it was better to progress with a mistake of translations rather than not translating at all. Chair Rodick stated that grace should be expected. She added that it was better to show that you tried to translate rather than not having the translations.

Council President Starr suggested that the CDEC discuss if it was time to have the Volunteer Coordinating Committee appoint the members of the CDEC and then bring back a recommendation to the City Council. She noted that the CDEC was created to be an advisory Committee to the Council. She asked that the Council listen to the Committee's request.

CDEC Committee Member Brown asked that if there were frustrations with the CDEC, that it would be helpful to hear, and invited suggestions. She provided an example of inclusion, stating it meant being active and reaching out and making a personal invitation.

Former Mayor Lore Christopher, stated there were four non-profits within the Keizer Heritage Museum, and that there was an event on April 5th, celebrating Chinese American History with Dr. Russell Low signing books. All of the information was on the Keizer Cultural Center Facebook Page.

ADJOURNMENT

Mayor Clark adjourned the meeting at 7:39 p.m.

MAYOR:

APPROVED:

Cathy Clark

Dawn Wilson, Deputy City Recorder

Minutes approved: _____

"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."