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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, May 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. **APPROVAL OF MINUTES**
 - a. **April 2026**
3. **APPEARANCE OF INTERESTED PERSONS**
4. **DEBRIEF THE OFF-SITE MEETING: COMMUNITY ENGAGEMENT**
5. **MULTI-CULTURAL EVENT (FORMERLY KNOWN AS ALL NATIONS DAY) ~ PLANNING DISCUSSION**
 - a. **Multi-Cultural Event (Formerly known as All Nations Day) - Planning Discussion**
6. **COMMITTEE MEMBER REPORTS**
 - a.
 - **Robin Barney: West Keizer Neighborhood Association**
 - **Elaine Wilson: Greater Gubser Neighborhood Association**
 - **Fausto Ramos: Northwest Keizer Neighborhood Association**
 - **Chair Kunz: Greater Northeast Keizer Neighborhood Association**
 - **Chair Kunz: Southeast Keizer Neighborhood Association - working with Colleen Busch**
7. **OTHER BUSINESS/STAFF LIAISON REPORT**

- a. Keizer Engagement Framework (Staff Document)
 - b. Update the List of Community Organizations
 - c. Attendance Reminders
 - d. Guest Speakers at CDEC Meetings
8. **MEMBER REPORTING TO COUNCIL ON MAY 18TH AT 6PM: LARRY PORTER**
- a. Guidelines for Guest Speakers
 - b. Member Assignments for Proclamations (National Observances)
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.



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE

Thursday, April 2, 2026
KEIZER FIRE DISTRICT
Community Room
661 Chemawa Road NE
Keizer, Oregon

Call to Order

Chair Tammy Kunz called the meeting to order at 6:05 p.m. Attendance was noted as follows:

Present:

Tammy Kunz, Chair
Robin Barney
Larry Porter
Elaine Wilson
Faustos Ramos, Vice Chair
Council President Shaney Starr

Absent:

Guillermo Rodriguez
Open Position
Open Position - Youth Liaison

Staff:

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

Number of Persons in the Audience: two

Annual Volunteer Recognition

Daisy Hickman, member of the Volunteer Coordinating Committee, recognized the Community Diversity Engagement Committee (CDEC) volunteers with a speech celebrating the volunteers and thanking them for all their work. She read the Annual Volunteer Month Proclamation and presented Certificates of Appreciation and City of Keizer pens to each of the members.

Approval of Minutes

a. March 2026

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

Appearance of Interested Persons

There were no interested persons present.

Presentation by Keizer Public Arts Commissioner Becka Bonner

Becka Bonner, member of the Keizer Public Arts Commission, shared about the Keizer Public Arts Commission (KPAC), highlighting the Storm Drain Art Program and the Street Art Program, and invited interested persons to submit their artwork. She encouraged reaching out to the multicultural and to everyone in Keizer. Ms. Bonner shared that KPAC was responsible for selecting all of the public art and placement. She noted that artwork was

displayed six times a year for placement in the Keizer Event Center.

Ms. Bonner, Founder and Board President for Radness Ensues, a Community Center, shared that it was for Community Engagement, at no cost for folks to participate. They have no religious or political affiliation and are a 501(c)(3). They work to serve the community the best that they can by providing free art supplies, clothing, and food—and they serve over 500 community members a month. They do not tolerate persons who are in danger to themselves or disrespectful. They provide a safe space and promote the power of creativity and human connection.

Ms. Barney shared how wonderful Ms. Bonner's business was and how hardworking she was.

Review the March 30th Joint Work Session

Assistant City Manager Tim Wood summarized the City Council Work Session in which they talked through the 2025 and 2026 accomplishments, goals to move forward with a few changes and refinement of the goals. He shared that the Council wanted to revive the All Nations Day event, and an official vote would be needed to reopen it.

Chair Kunz reminded the members to let the Deputy City Recorder Dawn Wilson know if they couldn't attend the meetings. Mr. Wood asked that the members notify the Deputy City Recorder as soon as possible because if there wasn't a quorum, staff could publish a notice of the meeting being canceled.

Council President Starr commented that when the Council reviewed the action plans for goals, the Council requested that the CDEC be specific with each plan by explaining how the action item would be accomplished.

Other Committees Presenting at a CDEC Meeting

Chair Kunz encouraged the members to let her or the Deputy City Recorder know who they were lining up for speakers.

Mr. Ramos shared that the Council asked why the All Nations Day event was placed on pause.

Fausto Ramos motioned to put All Nations Day back on the table. Robin Barney Seconded.

Elaine Wilson commented that she felt that the idea was fabulous, but the CDEC had so many goals on their plate and that they weren't ready for the event, and that outreach was needed. She also had reservations about having the event on a Sunday when so many people go to church, and that it was an election year.

Discussion ensued on the length of time to produce, edit, and receive approval by the Council for the rack cards. Ms. Barney felt that there wouldn't be much effort with the members sharing the work. She noted that

the Keizer Event Center campus had been reserved for October 10th from 11:00 am to 5:00 pm.

Mr. Wood shared that the committee would need to have a plan and budget ready by the next meeting.

Ms. Barney provided an All Nations Day overview of the venue, vendors, parking, food trucks, picnic tables, and a cooling station. She thought the expenses would be approximately \$3,600 and noted that she tries not to spend any City money, so she asked for sponsors and donations. It was noted that Ms. Barney would report to the Council on April 20th with the plan and budget.

Each member shared their opinion about moving forward with the event.

Barney, Porter, Ramos, and Kunz in favor with Wilson opposed, two open positions, and Rodriguez absent. The motion carried with four to one.

a. List of CDEC Members and their Assigned Committees

Chair Kunz asked members to review their assigned committees that were in the meeting packet on page 9.

Committee Member Reports

There were no committed member reports.

Neighborhood Association Reports-Out from CDEC Members

Chair Kunz asked that all members attend in-person meetings at the Keizer Event Center for engagement purposes. Some members agreed to attend meetings as follows:

- Robin Barney: West Keizer Neighborhood Association
- Elaine Wilson: Greater Gubser Neighborhood Association
- Fausto Ramos: Northwest Keizer Neighborhood Association
- Chair Kunz Greater Northeast Keizer Neighborhood Association
- Chair Kunz would ask President Colleen Busch of the Southeast Keizer Neighborhood Association to provide a summary of their meetings at upcoming CDEC meetings.

Other Business/Staff Liaison Report

The Volunteer Recruitment Video Script was briefly discussed. It was noted that the Script still needed to be reviewed by the City Attorney's Office.

a. 2026 Speaker List

This item was discussed out of order.

b. Letter to the School District ~ Draft

The draft letter to the School District on bullying was discussed.

Council President Starr suggested that the CDEC make a recommendation letter for the School District on bullying, which was written by staff, to the

City Council for consideration. Ms. Starr expressed concern about using staff time for something that hadn't come to fruition. It was suggested that the letter request go before the Council.

c. Review the 2026-2030 Strategic Plan for CDEC and Member Comments

Mr. Wood commented that the City hadn't received an update on the 2026-2030 Strategic Plan. He was still working internally to get a scorecard matrix to have a timeline of when the goals would be accomplished, and then the Strategic Plan would be brought back to the CDEC for feedback.

Discussion ensued on the timeframe for the video script.

Chair Kunz shared that the City Council asked to bring back the Keizer Engagement Framework to the CDEC, and she noted that it would be added to the May Agenda.

Mr. Wood shared the history of the framework document and asked the members to read and discuss if they thought it would be valuable—and then it could be refined and brought back to the City Council.

Member Reporting to Council on April 20th at 6pm: Chair Tammy Kunz

Chair Kunz would report to Council on April 20th.

Adjourn

Meeting adjourned at: 7:16 p.m.

Minutes approved: _____

Multi- Cultural Event

October 10, 2026

Keizer City Hall and Chalmers Jones Park

Multi-Cultural Event by CDEC – Member Assignments:

Venue and Date / Keizer Event Center: Saturday, October 10th from 11 am to 5 pm

Vendors / Event Center grounds – Robin completed (submitted applications for Chalmers Jones Park and Event Center Rental)

Music / Gazebo and inside

Food Trucks / Vendors / Heritage parking lot – Robin to invite (#1)

Sponsors – Robin is working on contacting sponsors

Entertainment / Speaker / Dignitaries – Robin to invite (#2) – Robin secured sound system and operator from Uptown Music
Still need to gather music and entertainment.
Robin identified 11 cultures in Keizer to invite.

Decorations

Media / Marketing by Keizertimes

Operations: – Fausto

- Decorations
- Tables & Chairs
- Trash & Recycling
- 2 Extra Canopies
- Cones
- Vendor Mapping
- Decoration Layout

Volunteers / 36: – Fausto to find & orchestrate volunteers and will ensure they're doing what needs to be done on the event day.

- Set up
- Trash / Recycling distribution
- Vendor setup
- Food Truck set up
- Entertainment hosts
- Decorations – Robin completed (working with Betsy at Rose City Balloons)

Table & Chair set up
Canopy set up
Cone placement
Hosts
Clean up
Robin emailed CDEC members about assignments and getting together for 30 minutes to discuss role.

– Elaine will help Robin & Fausto and will check her schedule.

PLEASE NOTE: The grounds will be very much like the grounds set up for Keizer's 40th Birthday Party. The only exception will be the use of the Keizer Cultural Center parking lot. Robin sent an email requesting the use of their parking lot on October 4th.

ALL NATIONS DAY

Potential Sponsors

The ask is \$200 each, if every business listed contributes \$200 will give back to the City \$3,600.

Uptown Music / Gazebo and sound system

Keizertimes / All things marketing

Loren's Sanitation / Trash

Valley Recycle / Recycling

Dollar amount asks:

Bi-Mart

R Bauer Insurance

Boucher Jewelers

SMI

KBZY

AJ's

US Bank

WAFD

Keizer Chamber

Cascade Farms

The Rec

State Farm

OnPoint Credit Union

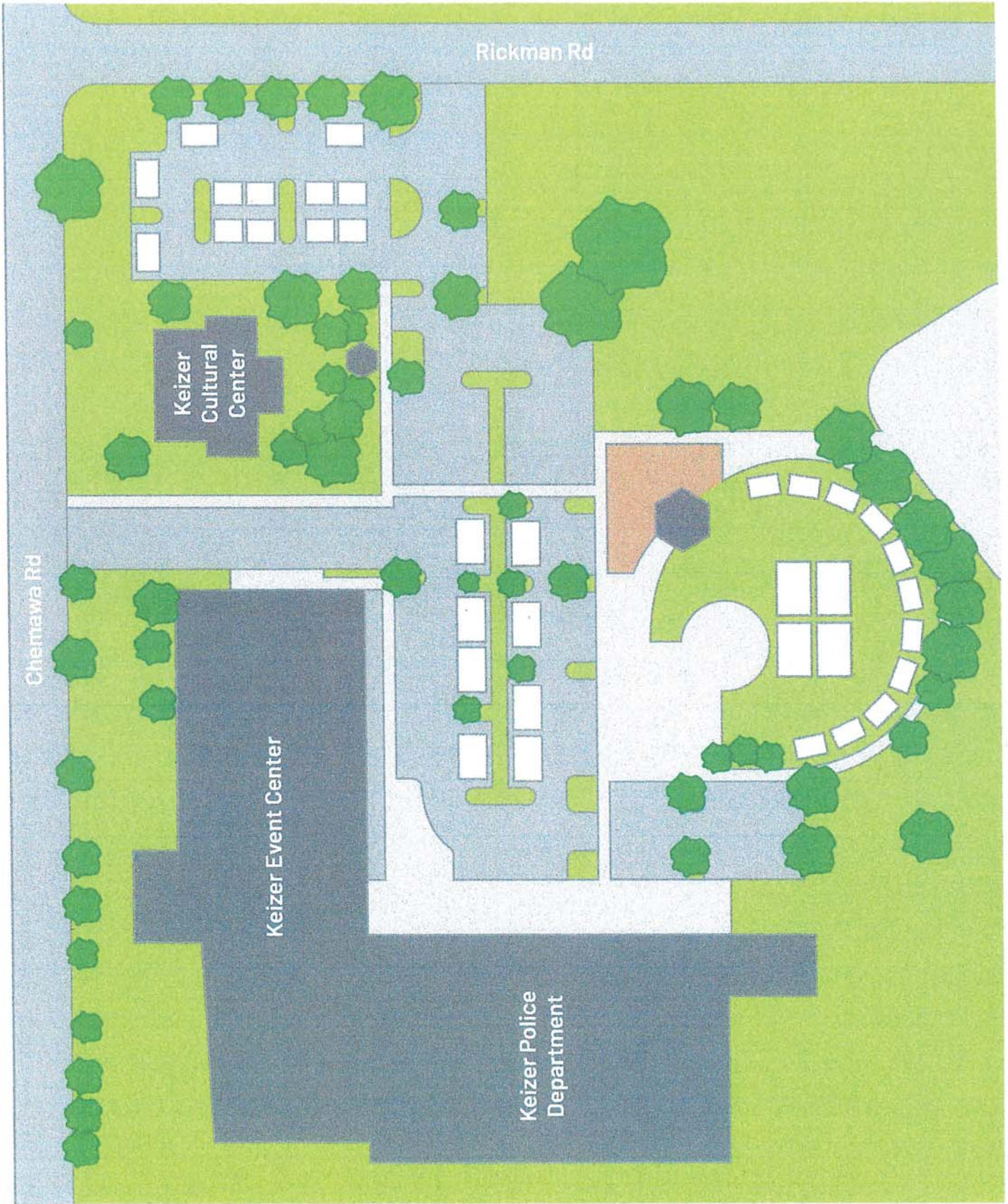
Oregon State Credit Union

Keizer Homegrown Theatre

Keizer Funeral Chapel

Walsh & Associates

La Hacienda



Keizer Engagement Framework - DRAFT

Tool	Keizer Specific	General Description	Level of Participation Inform-Consult- Involve- Collaborate- Empower	Benefits	Considerations
Print Materials	Direct mailings, brochure rack at City Hall, bulletin board, billing statements and direct mailings.	Brochures, newsletters, fact sheets, articles in newsletters, or rates notices	Inform	<ul style="list-style-type: none"> • Can create awareness and interest within the community. • Can be tailored to specific groups and interests. 	<ul style="list-style-type: none"> • Expensive to produce. • Hard to target or monitor effectiveness. • Can miss minority groups. • Timing can be a constraint.
Advertisements	<p>Public service announcements, legal notices and public hearing notices through Keizertimes and Daily Journal of Commerce.</p> <p>Reader Board</p> <p>K23 Public Cable broadcasting</p> <p>Recruitment announcements on Website, Facebook, LOC, ELGL, Indeed, iMatchSkills/Keizer Chamber, Lindedin</p>	Print, TV, radio, digital, media releases.	Inform	<ul style="list-style-type: none"> • Fast, efficient, and wide reaching. • Opportunity to position projects positively with key messages. 	<ul style="list-style-type: none"> • Expensive. • Hard to target or monitor effectiveness. • Can miss minority groups.
Websites	<p>www.keizer.org and www.keizertv.com</p> <p>CivicClerk meeting agenda notification system.</p>	Provide accessible, clear, and appropriate information cost effectively. Can also be used for two-way information exchange.	Inform – Consult – Involve	<ul style="list-style-type: none"> • Can provide targeted information about projects cost effectively. • Can allow community members to ask questions and receive answers 	<ul style="list-style-type: none"> • Expensive. • Hard to target or monitor effectiveness. • Can miss minority groups.

				<p>that are accessible to all.</p> <ul style="list-style-type: none"> • Can provide links to online surveys. 	
Email feedback	City email system, Interested Citizens email distribution list	A cost-effective and easy way to obtain ideas on an issue or a range of issues.	Inform – Consult	<ul style="list-style-type: none"> • A quicker form of participation and may be attractive to those with little time. • Can ask specific questions and, potentially, have them answered. 	<ul style="list-style-type: none"> • Emails received must be tracked carefully to make sure that they are acknowledged and, where this commitment has been given, responded to. • A Community member may believe the emails is a properly made submission, when it may not be.
Hotlines	Project specific call in numbers (tip line)	Information provided through a 1-800 numbers.	Inform	<ul style="list-style-type: none"> • Creates a single point of contact for enquiries and requests for information. • Allows community members to speak directly about their concerns and questions. 	<ul style="list-style-type: none"> • Activation required to generate interest.
Public Meetings	City Council, Board, Commission and Committee Meetings and Work Sessions.	Opportunity for stakeholders to voice their point of view on important issues. Require a strong moderator to	Inform – Consult	<ul style="list-style-type: none"> • Offers community opportunity to attend and have opinion heard. • Allows for most important issues to be raised and gives 	<ul style="list-style-type: none"> • Difficult to get a nuanced understanding from a single meeting. • Challenging for quieter

		ensure meeting flow properly.		<p>people for whom these issues are most relevant opportunity to discuss.</p> <ul style="list-style-type: none"> • Can enable community members to share issues and to move on. 	<p>community members.</p> <ul style="list-style-type: none"> • Tendency to focus on who are confident enough to speak in front of a large group. • Potential for a mob mentality to form.
Surveys/Polls	Survey Monkey	Structured and quantitative responses on specific issues.	Inform – Consult – Involve	<ul style="list-style-type: none"> • Good way to quickly assess current awareness of, and attitude towards, particular issues. • A simple vote on a topic will give an indication of the level of local awareness and support. • Opportunity to capture views of community members who may not actively engage in a planning process or attend public displays or meetings. • Provides input from a cross-section of the community, which can be randomly selected and provide a statistically valid sample. 	<ul style="list-style-type: none"> • More expensive to deliver and more labor intensive than mailed surveys • Anonymity and lack of control present a challenge. • Requires participants to have an account. • Monitoring can be labor intensive. • No complexity of data. • No opportunity to interrogate data in more detail.

				<ul style="list-style-type: none"> • Higher response rate than mailed surveys, as participants are recruited and researchers • More direct format to submit ideas and provide feedback. • High usage levels. • Good for overcoming geographic constraints. • Relatively easy to create and share content • Good for fast data and community sentiment in relation to emergent issues. • Quantitative data. • Relatively cost effective. 	
Interviews	Public facing employees	A standard set of questions posed to individuals. Data gathered must be carefully analyzed to provide an accurate representation of public opinion.	Inform – Consult – Involve	<ul style="list-style-type: none"> • Provides important qualitative information about community perceptions • Good way of raising community understanding about planning concepts. • Good way of finding and recruiting other community members who may 	<ul style="list-style-type: none"> • Expensive and more labor intensive, depending on the number of community members being interviewed.

				<p>be able to help with other engagement techniques.</p> <ul style="list-style-type: none"> • Opportunity for in-depth information. 	
<p>Public displays, Community Events</p>	<p>Keizerfest</p>	<p>Present at a local venue to gain informal input from a broad cross-section of stakeholders.</p>	<p>Inform – Consult</p>	<ul style="list-style-type: none"> • Allows community members to discuss concerns about projects with local government. • Allows community members to gather information about projects and processes, and share their views. • A wider cross-section of community members is able to attend • Opportunity to share accurate information about projects and process. 	<ul style="list-style-type: none"> • Potential for lack of clarity in purpose. • Requires intensive staff resources.
<p>Open houses, Small Group Meetings, Workshops, Steering Groups, Community Reference Groups, Resident Panels</p>	<p>Work sessions, task forces, work groups, town halls.</p>	<p>Generate discussion and insight on aspects for a project from a known group of stakeholders.</p>	<p>Inform – Consult – Involve - Collaborate</p>	<ul style="list-style-type: none"> • Open invitation, so all interested community members can attend. • Selection of engagement techniques depends on the nature of the topic and the purpose of the engagement process 	<ul style="list-style-type: none"> • Robust information-capture processes need to be in place.

				<ul style="list-style-type: none"> • Opportunity to have a more detailed conversation about projects and process with interested community members. • Opportunity to meet with diverse or underrepresented community groups. 	
Social Media	Facebook, Instagram, YouTube, LinkedIn, Next Door and X	Online social engagement platforms that allow for broad based comments and feedback.	Inform – Consult	<ul style="list-style-type: none"> • More direct format to submit ideas and provided feedback. • High usage levels. • Good for overcoming geographic constraints. • Relatively easy to create and share content. 	<ul style="list-style-type: none"> • Anonymity and lack of control present a challenge. • Requires participants to have an account. • Monitoring can be labor intensive.
Emergency Contact Systems	Everbridge, Flash Alert	Immediate engagement tools in the event of a public emergency.	Inform	<ul style="list-style-type: none"> • Quick response 	<ul style="list-style-type: none"> • Only for emergency use

Organizations/Groups Operating in Keizer - updated: April 29, 2026

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
1	City of Keizer			
a.	City Council		1 st & 3 rd Monday – 6:00 pm Regular Session 2 nd Monday – 6:00 p.m. Work Session	Chair Tammy Kunz
b.	Audit Committee		As needed	
c.	Budget Committee		April & May 6:00 pm	
d.	Community Diversity Engagement Committee		1 st Thursday – 6:00 pm	
e.	Emergency Planning Committee		TBD	
f.	Long Range Planning Task Force		Semi-Annually	
g.	Parks Advisory Board		2 nd Tuesday – 6:00 pm	
h.	Planning Commission		2 nd Wednesday – 6:00 pm	
i.	Public Art Commission		3 rd Tuesday, Odd-numbered months – 6:00 pm	
j.	Multi-Modal Safety Committee		3 rd Thursday – 6:00 pm	Chair Tammy Kunz
k.	Volunteer Coordinating Committee		2 nd Thursday – 6:00 pm	
l.	Keizer Peer Court		Thursdays 4:15 - 5:15 pm	
2	Government			
a.	Marion County	Marion County Oregon - Home		
b.	Cherriots Bus Service	www.cherriots.org		Chair Tammy Kunz
c.	Keizer Fire District	Home - Keizer Fire District Keizer Fire District		
d.	Marion County Fire District	Marion County Fire District No. 1 – Salem Oregon Marion County Fire District No. 1 (mcf1.com)		

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
e.	Confederated Tribes of Siletz Indians	Confederated Tribes of Siletz Indians Siletz Tribe located in Oregon (ctsi.nsn.us)		
f.	Claggett Creek Watershed Council	Untitled Document (watershedcouncils.net)		Chair Tammy Kunz
3	Salem Keizer School District	https://salkeiz.k12.or.us/about/calendar		
a.	McNary High School	https://mcnary.salkeiz.k12.or.us/about-2/bell-schedule		
b.	Claggett Creek Middle School	https://claggettcreek.salkeiz.k12.or.us/about/calendar		
c.	Whiteaker Middle School	https://whiteaker.salkeiz.k12.or.us/about/calendar		
d.	Forest Ridge Elementary	https://forestridge.salkeiz.k12.or.us/about/calendar		
e.	Clear Lake Elementary	https://clearlake.salkeiz.k12.or.us/about/calendar		
f.	Gubser Elementary	https://gubser.salkeiz.k12.or.us/about/calendar		
g.	Keizer Elementary	https://keizer.salkeiz.k12.or.us/about/calendar		
h.	Kennedy Elementary	https://kennedy.salkeiz.k12.or.us/about/calendar		Chair Tammy Kunz
i.	Cummings Elementary	https://cummingss.salkeiz.k12.or.us/about/calendar		
j.	Weddle Elementary	https://weddle.salkeiz.k12.or.us/about/calendar		

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
k.	Optimum Learning Environment	https://ole.salkeiz.k12.or.us/about/calendar		
l.	Salem-Keizer Area Transportation Study (SKATS)	https://www.mwvcog.org/transportation/page/committees	SKATS Policy Committee: 4 th Tuesday, 12 – 2pm SKATS Technical Advisory Committee: 2 nd Tuesday, 1:30 – 3:30pm	Chair Tammy Kunz
m.	Chemawa Indian School	https://chemawa.bie.edu/		
4	Business/Non-Profits			
a.	Community Dinners	https://www.sainteds.com/Community-Outreach 503-393-5323	4 th Wednesday 4:30-6:30 pm (Except in Nov, times are 3:30-6:00 pm) St. Edward Catholic Church – St. Edward Parish Hall	
b.	Keizer Chamber of Commerce	Welcome to the Keizer Chamber of Commerce		
c.	Keizer Network of Women			
d.	Keizer Men of Action			
e.	Keizer Business Alliance	Keizer Business Alliance – Diversity Builds Innovation		
f.	Latino Business Alliance	https://latinobusinessalliance.org		
g.	Keizer United			Chair Tammy Kunz
h.	CASA of Marion County	HOME marion-county-casa (casamarion.org)		
i.	Latino Action Committee	Roland Herrera		
j.	Hispanic Business Community	RJ Navarro		
k.	Paradise of Samoa	Tasi Keener		

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
l.	Black Joy Oregon & Black Joy Farms	Juli Ray Joy		
m.	Radness Ensues	Becka Brisbin		
n.	Salem-Keizer NAACP	Ashley Dunn		
o.	Brothers of Valor, Inc. – The REC	Bowling, Mentoring, Studios & Video Games in Keizer The REC (welcometotherec.com)		
p.	Boys & Girls Club Keizer Branch	Boys & Girls Club of Salem, Marion and Polk Counties Salem Oregon (bgc-salem.org)		
q.	Mano a Mano	Levi Herrera		
r.	Mid-Willamette Valley Community Action Agency	Mid-Willamette Valley Community Action Salem, OR (mwvcaa.org)		
s.	Simonka House			
t.	Keizer Community Foundation – Keizer Klosets			
u.	Keizer Cultural Center Board	Keizer Heritage Foundation		
v.	Keizer Community Library	Keizer Community Library – Imagination and Discovery (keizerlibrary.org)		
w.	Keizer Homegrown Theater	Home - Keizer Homegrown Theatre		
x.	Keizer Art Association	Keizer Art Association (keizerarts.com)		
y.	Keizer Heritage Museum	Discover Keizer History - (keizerheritagemuseum.org)		
z.	Keizer Community Food Bank	Keizer Food Bank - Home (keizercommunityfoodbank.org)		
11	Neighborhood Associations			

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
a.	Greater Gubser Neighborhood Association (“GGNA”)		2 nd Tuesday (no meetings in June/July/Aug/Dec) 6:30 pm	
b.	Northwest Keizer Neighborhood Association (“NWKNA”)		3 rd Wednesday 7 pm	
c.	Greater Northeast Keizer Neighborhood Association (“GNEKNA”)		1 st Tuesday 6 pm	
d.	Southeast Keizer Neighborhood Association (“SEKNA”)		1 st Thursday (no meetings in June/July/Aug/Dec) 6:30 pm	
e.	West Keizer Neighborhood Association (“WKNA”)		2 nd Thursday (no meetings in June/July/Aug/Dec) 7 pm	Chair Tammy Kunz
f.	Kennedy Neighborhood Family Council	Maribel Martinez		
g.	Southeast Keizer Community Center	Korina Navarro		
12	Churches			
a.	Chabad Center for Jewish Life	https://www.jewishsaalem.com/templates/events.htm		
b.	Church on the Hill	HOME Church on the Hill (cothcommunity.com)		Chair Tammy Kunz
c.	Countryside Christian Church	Countryside Christian Church Home		
d.	Dayspring Fellowship	Dayspring Fellowship Church Loving God, Loving People, Changing Lives		
e.	Faith Lutheran Church ELCA	Faith Lutheran Church (flickeizer.org)		
f.	John Knox Presbyterian Church	John Knox Presbyterian Church Keizer, OR (johnknoxpreskeizer.org)		

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
g.	Keizer Christian Church	Keizer Christian Church Proclaiming Christ's Love, Building Community, Meeting Human Need		
h.	Keizer Church of Christ	https://keizercoc.org		
i.	Keizer Clear Lake United Methodist Church	KEIZER CLEAR LAKE UNITED METHODIST CHURCH - Home (kclumc.org)		
j.	Keizer Community Church	Keizer Community Church – KCC Home		
k.	La Luz Del Valle	Pastor Dominguez		
l.	Saint Edward Catholic Church	Saint Edward Catholic Church (sainteds.com)		
m.	Salem Mennonite Church			
n.	The Church of Jesus Christ of Latter-day Saints	Christian Church in Keizer, OR 1375 Lockhaven Drive Northeast Church of Jesus Christ		
13	Fraternal Organizations			
a.	Keizer Elks Lodge			
b.	Keizer Rotary			
c.	American Legion Post 17			
d.	Lions Club			
e.	Fraternal Order of Eagles			
14	Sports Related			
a.	Mid Valley Soccer Club			
b.	McNary Youth Baseball			
c.	Keizer Baseball and Softball			
d.	Keizer Community Fields			

	GROUP	CONTACT INFO	MEETS	NOTES & MEMBERS ATTENDING
e.	Women's Football League			
f.	Rugby Lacrosse			
g.	For Love of the Game			
16	Social Media/Media			
a.	Keizer Community Bulletin Board			
b.	Keizer, OR			
c.	Keizertimes			
d.	Salem Reporter			
e.	Statesmen Journal			

Keizer Community Diversity Engagement Committee

Chair Tammy Kunz

Action Plan: reminder

Attendance; if you are not available to make it to a meeting here is what I need.

1. **Absence Notification:** Pick up the phone call me or text me and let me know you are not available to attend a meeting. (971-701-3008 or 503-991-1671 tammykunz72@gmail.com)
2. email or call Dawn to let her know you aren't available.
3. **Liaison Reports:** If you cannot attend your assigned City Liaison meeting, please attempt to listen to the recording or designate an alternate to ensure our "timely recommendations" goal is met.

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CITY COUNCIL, CITY OF KEIZER, STATE OF OREGON

Resolution R2025- 3558

AMENDING COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE; **AMENDING RESOLUTION R2021-3225**

WHEREAS, the City Council adopted Resolution R2020-3135 (Adopting Keizer Statement of Values-Justice, Equity, Diversity and Inclusion) on December 7, 2020;

WHEREAS, the Community Diversity Engagement Work Group was formed by the City Council in April 2021 as part of the Goals and Work Plan;

WHEREAS, the Community Diversity Engagement Work Group made a recommendation to the City Council to form a Community Diversity Engagement Committee;

WHEREAS, the Keizer City Council formed the Community Diversity Engagement Committee by Resolution R2021-3225 on November 1, 2021;

WHEREAS, the Council wishes to amend the purpose section, membership section and term of office section to change the appointment process for the members;

NOW, THEREFORE,

BE IT RESOLVED by the City Council of the City of Keizer that Resolution R2021-3225 (Establishing Community Diversity Engagement Committee) is hereby amended by replacing Appendix “A” with the attached Appendix “A”, and by this reference made a part hereof.

BE IT FURTHER RESOLVED, upon passage of this Resolution, all current appointed voting member positions shall be vacated and new appointments shall be made to conform with these new terms of office and membership.

1 BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon
2 the date of its passage.

3 PASSED this 17th day of March, 2025.

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5 SIGNED this 17th day of March, 2025.

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Cathy Clark
Mayor

Melissa Bisset
City Recorder

Appendix “A” City Council Committee

Name: Community Diversity Engagement Committee

Purpose: To act in an advisory capacity to the Keizer City Council and to advise on action for community engagement by:

1. Listening to understand. Keizer wants to let everyone know we are all included when we talk about the Keizer community and are important for our community to thrive holistically.
2. Using what is heard to create recommendations for action plan(s) for increasing community engagement and communication on progress in civic processes.
3. Acting on the values included in the Resolution R2020-3135 for Justice, Equity, Diversity and Inclusion.
4. To assist in developing action plans to be recommended for Council approval for community engagement in civic processes in the following areas:
 - a) Collaboration with Council, other city committees, commissions and neighborhood associations to increase active participation and recommend culturally responsive actions.
 - b) Collaboration with other organizations (historical/cultural/arts, business organizations, faith community, community based organizations, education, and additional sectors not usually included).
 - c) Collaborating in community opportunities to have conversation, celebration, relationship building, and community events.
 - d) Recommending additions or subtractions of national observances/commemorative/heritage months.
 - e) Help develop metrics and yearly report on tasks identified and the data needed to better understand culturally responsive provision of services and public participation.
 - f) Assist in identifying leaders and build leadership capacity of underrepresented and underserved communities.
 - g) Create a youth engagement plan for Council consideration.
5. Develop promotional content specific to outreach and engagement for Council consideration and approval.

Membership: The Committee shall consist of seven voting members. Each member shall be appointed by a member of the City Council. The member shall be appointed to a position corresponding with the position of the Council member responsible for their appointment. The Council will appoint a non-voting Council liaison to the Committee. The Council may appoint a voting Youth liaison to the Committee pursuant to the Council Rules of Procedure. The Committee will be staffed by a non-voting staff liaison to be appointed by the City Manager.

Term of Office: Each member of the Committee shall be appointed for a two-year term. The appointments will be announced and the term will begin at the first Council meeting in January of each odd numbered year, following the general election. If an appointed member is unable to serve the term for which the member is appointed or an appointed member resigns prior to the completion of the term, the Council member responsible for this position shall appoint another individual to finish the term. If a Council office is vacant for any reason, the replacement Council member may, at their option, replace the appointed member. There will be no term limits for members of the Committee.

Chair and Vice-Chair: The Committee will elect the Chair and Vice-Chair at the first meeting of each calendar year.

Meetings: Members of the Committee shall establish a regular meeting date and shall meet as deemed necessary by the Chair. All meetings of the Committee shall follow Robert Rules of Order Newly Revised and the Oregon Public Meeting Laws.

There shall be an annual joint work session with Council.

Attendance: It is the duty of each member to attend at least 75% of the meetings each calendar year. When a member is unable to attend a meeting, the member shall notify the Chair. Members of the Committee may be removed by a two-thirds majority vote of the City Council.

CDEC ~ Guest Speaker List (2026)

Month	Topic	Organization	Contact	CDEC Member
March	Current work	Boys and Girls Club	Hazel Lemon	Chair Kunz
April	Radness Ensues		Becka	
May		School Board		
June		Salem Leadership Foundation	Jen	
July				
August		Early Learning Hub		
September		The Rec – Valor Mentoring		
October		Liberty House	Kyle	
November				
December				



Community Diversity Engagement Committee

Proclamations and National Observances, Commemorative and Heritage Month Guest Speaker Guidance¹

We are excited to hear from and celebrate you and all that you are representing!

Presenter directions:

- Presenters are to notify the City Recorder's Office at least 24 hours prior to the presentation if they need any audio or video equipment--and to provide the City with their presentation materials in effort to ensure everything would work smoothly during the Council meeting.
- Presentation limited to 1 person
- You will have 5 minutes to present
- Please have all materials ready before presenting
- After all speakers are done presenting, there will be a quick photo-op with the mayor

Thank you so much for your time, energy and expertise presenting this month's proclamation.

The purpose of City proclamations and observances is to educate and engage the Keizer community by highlighting individuals, organizations, or causes that hold relevance to our city. These proclamations aim to raise awareness about important issues, share historical or cultural significance, and celebrate milestones that shape our community. Speakers are encouraged to connect the topic directly to Keizer, offer meaningful ways for residents to get involved, and spotlight local efforts working to create positive change. The overall intent is to inform, inspire, and foster a greater sense of connection and civic engagement among Keizer residents.

¹ Approved by the City Council on 10/06/2025.



Proclamaciones y celebraciones nacionales, guía para oradores invitados del Mes Conmemorativo y del Patrimonio²

¡Estamos emocionados de escucharte y celebrar todo lo que representas!

Instrucciones para el presentador:

- Los presentadores deben notificar a la Oficina del Registrador de la Ciudad al menos 24 horas antes de la presentación si necesitan algún equipo de audio o video, y proporcionar a la Ciudad sus materiales de presentación en un esfuerzo por garantizar que todo funcione sin problemas durante la reunión del Consejo.
- Presentación limitada a una persona.
- Dispondrá de 5 minutos para su presentación.
- Por favor, tenga todos los materiales listos antes de la presentación.
- Después de que todos los presentadores terminen de presentar, habrá una breve sesión de fotos con el alcalde.

Muchas gracias por su tiempo, energía y experiencia en la presentación de la proclamación de este mes.

El propósito de las proclamaciones y celebraciones de la ciudad es educar e involucrar a la comunidad de Keizer destacando a personas, organizaciones o causas relevantes para nuestra ciudad. Estas proclamaciones buscan crear conciencia sobre temas importantes, compartir la importancia histórica o cultural y celebrar los hitos que definen a nuestra comunidad. Se anima a los presentadores a conectar el tema directamente con Keizer, ofrecer maneras significativas para que los residentes participen y destacar los esfuerzos locales que trabajan para generar un cambio positivo. La intención general es informar, inspirar y fomentar un mayor sentido de conexión y compromiso cívico entre los residentes de Keizer.

² Aprobado por el Ayuntamiento el 10/06/2025.



**COMMUNITY DIVERSITY ENGAGEMENT
COMMITTEE PRESENTATION ASSIGNMENTS**
Pursuant to Resolution R2025-3567
Updated February 6, 2026

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	Robin Barney
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 – by Councilor Cross
May 18 th	Jewish American Heritage Month	* Rabbi Perlstein – by Mayor Clark
June 1 st	Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month	Elaine Wilson
June 15 th	Juneteenth Proclamation	Larry Porter
Sept 8 th (Tues)	National Suicide Prevention Month	Elaine Wilson
Sept 21 st	National Hispanic Heritage Month	Guillermo Rodriguez
October 5 th	Indigenous People’s Day	Robin Barney
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 16 th	National Veterans and Military Families Month	Tammy Kunz (working w/Councilor Parsons)
December 7 th	Human Rights Day	Tammy Kunz

* 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.