



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, March 7, 2024
Robert L. Simon Council Chambers

Call to Order

Chair Thais Rodick called the meeting to order at 6:00 p.m. Attendance was noted as follows:

Present:

Thais Rodick, Chair
Benita Picazo, Vice Chair
Laura Reid
Tammy Kunz
Carrie Brown (6:02)
Stephanie Cross
Shaney Starr

Absent:

Jill Gust
Nevaeh Music

Staff:

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

Approval of Minutes

a. February 2024

Tammy Kunz moved for approval of the February 2024 Minutes. Laura Reid seconded. Motion passed as follows: Picazo, Kunz, Starr, Rodick, Reid, Cross, and Brown in favor and Music and Gust absent.

**Appearance of
Interested Citizens**

None.

**Committee Member
Reports**

Chair Rodick spoke to the Joint City Council and Community Diversity Engagement Committee (CDEC) meeting on Monday, March 11th, and Members should have received the Agenda Packet with some slides. There would be a discussion on the goals and purpose of this Committee.

Tammy Kunz would like to know what kind of engagement the Council wants for the CDEC. She would also like to see more engagement with all of the neighborhood associations to learn their needs and different ways that the CDEC can guide the engagement process.

Benita Picazo commented on the CDEC purpose and asked how to execute the participation with other Committees to learn what other Committees are doing. One person would attend another meeting and then report back to the CDEC. Councilor Reid clarified that the CDEC needs to look at what other

Committees are doing through the diversity lens of the CDEC and provide a perspective on community engagement.

Council President Starr commented that Americans with Disability Act (ADA) adaptive components were being considered for the parks, and she thought that this should have been brought to the CDEC for input and to see if all the bases were being covered. A good question would be, "How do we make our parks more accessible" in order for the CDEC to have a discussion.

Councilor Reid said that the CDEC should ask the Council to work with them on the process that Council President Starr suggested.

Chair Rodick suggested that CDEC Members attend each of the Committees and ask for them to bring stuff to this Committee to help think through the situations with the diversity lens.

Prepare a List of Accomplishments for the March 11th Joint Meeting with City Council

The Members listed the following accomplishments:

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 National Observances and monthly Contributions by the CDEC Members
Education of Community Members

Chair Rodick gave the Members homework to make a list of what they would like to ask the Council, such as clear goals, scope of work, and logistics. Chair Rodick said that a blueprint would be to use the plan and goals and consider how they hit diversity and justice in all aspects.

Benita Picazo said that the CDEC needs to be cautious of what they can take on within the goals and to have a vision as a starting point.

Council President Starr requested that the Members consider what was originally set forth in the goals, not be afraid to voice any concerns, and suggest some modifications to the original goals based upon the Members experiences.

Carrie Brown thinks the CDEC could work with the City Council to see if there would be any groups that the CDEC isn't paying attention to or making enough effort to reach them. She suggested that when the CDEC reports on the monthly observances. Members should invite people they know to attend meetings.

Chair Rodick suggested inviting folks related to the various observance

months to attend City meetings.

Council Report/Observance Recognition Assignments

a. See Chart in Packet

The Members designated City Council meeting dates to report to Council on the National Observances.

Spotlight on Practical Applications of Diversity, Engagement, and Inclusion (DEI)

Chair Rodick opened the meeting for discussion on what they liked about the inclusive language handouts.

Tammy Kunz liked the Buffalo Cloud Consulting because they have worked for the City.

Stephanie Cross liked the shorter and more concise handout that ODOT uses.

Chair Rodick liked the OHSU handout because they are healthcare providers and need to know how to obtain the trust of their patients. They believe in people first rather than things first. There are a variety of terms to use so any offenses would be unintentional.

Councilor Reid stated that this is not about being politically correct; it's about thinking before you speak.

Benita Picazo said that the pay is the reward of not being offensive and thus being more diverse. The CDEC isn't going to be the police but to share more knowledge about how we should speak and how people are showing up.

The CDEC would like to recommend a City-wide inclusive language guide. Council President Starr encourages the CDEC to request conversation with Council about this discussion because it impacts people daily and the community people.

Councilor Reid suggested distilling the inclusive language handouts so that they would know how to present this information and the CDEC's purpose to the Council. She confirmed with Assistant City Manager Tim Wood that a staff discussion could start in a Department Head meeting after the discussion with Council if they are open to having a City language guide.

a. Inclusive

Language Guide
from OHSU
(submitted by
Chair Rodick)

b. Definitions by
Buffalo Cloud
Consulting, LLC
(submitted by
Tammy Kunz)

c. Inclusive
Language Flyer
from ODOT
(submitted by
Stephanie Cross)

**Review Equity
Agreements – Stay
Engaged**

None.

New Business

Stephanie Cross said that an ODOT representative would be willing to attend next month's CDEC meeting.

Council President Starr asked about adding an equity lens to the March 11th meeting. Tammy Kunz asked to add a Consultant to the March 11th Agenda. The Committee agreed to table this because the agenda is long.

**Other Business/ Staff
Liaison Report**

Mr. Wood said that the City was working internally on a social media policy. It should be going to the City Council soon for a preliminary look. The staff's recommendation was for the City Council to ask the CDEC for its review. Mr. Wood would need to provide specific questions at a later time since there's no equity lens.

Adjourn

Meeting adjourned: 6:59 p.m.

Minutes approved: 04/04/2024

“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.”