



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, April 4, 2024
Robert L. Simon Council Chambers

Call to Order

Chair Thais Rodick called the meeting to order at 6:02 p.m. Attendance was noted as follows:

Present:

Thais Rodick, Chair
Benita Picazo, Vice Chair
Tammy Kunz
Carrie Brown
Stephanie Cross
Nevaeh Music
Shaney Starr

Absent:

Laura Reid
Jill Gust

Staff:

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

Approval of Minutes

a. March 2024

Chair Rodick asked that the spelling of her name be corrected on page five in paragraph five.

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

**Appearance of
Interested Citizens**

None.

**Volunteer
Appreciation ~ Daisy
Hickman**

Daisy Hickman, on behalf of the Volunteer Coordinating Committee, thanked the Community Diversity Engagement Committee Members for their dedication and ongoing volunteer efforts benefiting the City of Keizer and distributed candy and chips as a token of appreciation.

**ODOT Representative
~ Lisa Brown via
Zoom**

Lisa Brown, Office of Equity and Civil Rights, Oregon Department of Transportation (ODOT), spoke on how ODOT developed its Social Equity Lens, decision-making, looking at the root of the problem, probable solutions, and the importance of inviting everyone's perspective. ODOT's Social Equity Lens is a way for staff to think through tasks by using it as an

engagement tool. The Social Equity Index Map was used to address the economic and health disparities that the community experiences. It provides data on injuries, crashes, and more to determine how funds should be disbursed. ODOT's Equitable Community Engagement Guide was a tool used to identify, design, and implement projects. They use it as a tool kit for inclusive language, government jargon, and paraphrasing to make sure all conversations are included.

Committee Member Reports

a. GNEKNA Report and DEI Documents ~ Submitted by Tammy Kunz

Tammy Kunz submitted data that's in the packet for the Committee to use as framework.

Chair Rodick would like the members to review the programs that Ms. Brown mentioned and then return to the CDEC so the members could discuss what they like about the engagement model because one of the action items on the Agenda was neighborhood engagement. She would also like the members to attend the neighborhood association meetings and then report back to the CDEC on those meetings.

Chris Adams, member of the West Keizer Neighborhood Association (WKNA), commented that she would be thoroughly excited to see the CDEC members attend their meetings.

Shaney Starr commented that there should be some flexibility for those who are unable to attend neighborhood association meetings because the Southeast Keizer Neighborhood Association would be meeting at the same time as this Committee. Ms. Starr recognized that WKNA assigns members to attend the City's public meetings and report back to the association.

Chair Rodick shared that the Emergency Management Plan includes a breakdown of neighborhoods, so communications could go directly to the neighborhood associations' lists of people.

Nevaeh Music asked for all members to attend the neighborhood association meetings because each member may hear things differently and have different perspectives.

Benita Picazo commented that this CDEC needs to be careful on how to conduct oneself in the meetings and how the City of Keizer and the CDEC was being represented. She believes that the CDEC should have more structure with the CDEC prior to engagement.

Chair Rodick suggested that members attend the meetings and observe.

Carrie Brown foresees observations from the CDEC would be good, but to first develop goals as to what the CDEC could offer to the neighborhood

associations. If there are any preconceived ideas, they could ask questions to build relationships and trust.

Navaeh Music shared that she has experienced that the neighborhood associations were happy and welcoming for the CDEC members to attend their meetings.

Chair Rodick asked the members to choose meetings they would like to attend and respond to Deputy City Recorder Dawn Wilson.

**Council
Report/Observance
Recognition
Assignments**

No discussion.

**a. See Chart in
Packet**

**Review Equity
Agreements – Stay
Engaged**

**a. Equity Lens
Document ~
Submitted by
Stephanie Cross**

This item was part of the presentation by Ms. Brown from ODOT.

New Business

**a. Discuss if it is
time to have the
Volunteer
Coordinating
Committee
appoint the
members of the
CDEC ~ and bring
back a
recommendation
to the City**

Nevaeh Music believes it is time to have the VCC appoint members instead of the Council.

Tammy Kunz talked with others about this topic. Some people have applied to volunteer on committees and haven't been chosen. The VCC likes knowing that the applicants are appointed by the Council for more accountability.

Stephanie Cross believes that the Council can still make appointments and also have some applicants go to the VCC.

Daisy Hickman, Keizer resident, commented that it would be good for the Council to make the appointments because this Committee could have some critical, social, and legal ramifications--and for the Council to have this oversight. She believes that there should be different faces on the CDEC. The Councilors can communicate directly with potential applicants unlike the Volunteer Coordinating Committee (VCC).

Shaney Starr stated that all the VCC members are appointed by the City

Council. Each Councilor selects an appointee for the Community Diversity Engagement Committee. Interested persons could submit Letters of Interest so the Councilors could have conversations with them. The selections do not have to be from the Letters of Interest.

Chair Rodick feels that Councilor appointments and recommendations can be good, but it's also a matter of connections and who you know. Her concern is that the CDEC should have the opportunity to confirm if the applicants are a good fit for this committee and if their professions would be good for the community.

Naveah Music believes that this CDEC should be open to everyone in the community regardless of their knowledge deficits.

Benita Picazo sees that the CDEC needs to take action as a group. When new volunteers are brought on board, there needs to be action. It's not about passing a knowledge test, but the applicant must have a diversity and engagement foundation, along with a mindset of learning.

Chair Rodick clarified that the applicants who do not believe in the CDEC would not be a good fit.

Navaeh Music feels that everyone's voice should be heard even if they are in disagreement.

Benita Picazo feels that the knowledge volunteers bring is important, along with the importance of how the CDEC executes it to make an impact.

Daisy Hickman, Keizer, commented that new volunteers should have basic diversity and to give them a document to teach them basic diversity.

Benita Picazo suggested that the CDEC look through its Equity Lens to help select the volunteers.

Daisy Hickmans, Keizer, suggested that the CDEC provide the lense to the VCC to use.

Carrie Brown feels that the Councilors would appoint applicants who believe like them.

Discussion ensued about having a passion for the CDEC, and it was suggested that the CDEC be a part of the selection process. Daisy Hickman, Keizer, encouraged the CDEC members to attend City meetings to see what they may be doing right or wrong in effort for the other Committees not to bottleneck the CDEC.

Chair Rodick requested that this item, the Community Engagement Model,

and a discussion on what the Equity Lens may look like be added to the next meeting.

Chair Rodick asked the members to review the documents that Tammy Kunz sent and pick out the things that could be applicable to the CDEC for discussion at the next meeting.

Chair Rodick asked that the members bring back what they heard from their neighborhood association meetings.

Nevaeh Music motioned to move the meeting date from May 2nd meeting to the 9th. Tammy Kunz seconded. Motion passed as follows: Picazo, Kunz, Rodick, Cross, Brown, and Music in favor and Reid, Starr, and Gust absent.

b. Mayor Clark asked for the CDEC to do the following and bring back recommendations to the City Council:

The CDEC talked about "Consider what it means or looks like to engage with other boards, commissions, committees, and neighborhood associations" under the Committee Member Reports section.

In order to "Schedule a consultation with the neighborhood associations based on the feedback they had received," it would depend upon whether or not the members attend the meetings.

Chair Rodick suggested that the CDEC have a list of questions so the members would know what to ask to know what an equity lens would look like.

***** Review the scope of the CDEC for possible changes.**

***** Consider what it means or looks like to engage with other boards, commissions, committees, and neighborhood associations.**

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

***** Discuss what an equity lens would look like.**

**Other Business/ Staff
Liaison Report**

a. **Task List for** No discussion.

Consultant:

- Define diversity, equity and inclusion
- Create the Keizer Equity Lens
- Work through equity agreements - rules of conduct
- Identify ways to engage the community without violating public record laws
- Develop an engagement survey
- Review task and purpose documents
- Assist with creating an action plan with measurables

Adjourn

Meeting adjourned: 7:41 p.m.

Minutes approved: 05/09/2024

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