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## Community Diversity Engagement Committee Meeting Agenda Tuesday, May 3, 2022, 6:00 PM ~ Council Chambers

1. Call to Order
2. Approval of Minutes – March and April
3. Appearance of Interested Citizens
4. Election of Vice Chair
5. Adoption of 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.’
6. Adoption of 2022 Goals:
  - Annual Report Matrix (See Packet)
  - Listening Sessions
  - Proclamations/Presentations (See Packet)
  - Recommendations for monthly celebrations
  - Land Acknowledgement (See Packet)
  - Cultural engagement with students
7. Review City Equity Statement (on City website): The City of Keizer regards all people with dignity and respect and strives to carry these values out in providing our services to all the people of Keizer.
8. Committee Presentation Assignments – For Presentation at Council meetings
9. May observances to be presented at Council meeting: *Law Day, Asian Pacific Heritage Month and Jewish American Heritage Month*  
June observances to be presented at Council meeting: *Lesbian, Gay, Bisexual, Transgender and Queer Pride Month*
10. Other Business
11. Staff Liaison Report
12. Adjourn

Next Meeting: June 7, 2022

**EQUITY AGREEMENTS:** Stay Engaged | Listen to Understand | Speak Truth Responsibly | Expect and Accept Non-disclosure | Be Willing to do Things Differently and Experience Discomfort | Practice Confidentiality | Be Committed To Hold People In Positive Regard | Recognize Intent vs. Impact.



**CITY OF KEIZER**  
**COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE MINUTES**  
**March 1, 2022, 6:00 p.m.**

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

**Present:**

Anthony Rosilez  
Markey Toomes  
Kim Freeman  
Kacey McCallister  
Nevaeh Music  
Laura Reid  
Shaney Starr

**Absent:**

Dr. R. W. Taylor  
Claire Snyder

**Staff:**

Tim Wood, Finance Director  
Tracy Davis, City Recorder

**APPROVAL OF MINUTES:** Shaney Starr moved for approval of the January 2022 Minutes. Laura Reid seconded. Motion passed as follows: Rosilez, Toomes, Freeman, McCallister, Music, Reid and Starr in favor with Taylor and Snyder absent.

**APPEARANCE OF INTERESTED CITIZENS:** Tammy Kunz explained that she is forming a new neighborhood association in northeast Keizer and that she would like to become involved with the committee. She submitted a letter of interest and her resume.

**OTHER BUSINESS**

**Mission: What do we want to accomplish this year?** Discussion took place with members of the committee contributing the following suggestions to be included in the Mission Statement: Connectivity, community engagement, community liaisons, advisory to Council, encouraging and engaging, engaging with groups to strengthen the community, empowering, actively listening and listening to understand. Additional dialogue ensued regarding developing a baseline matrix for an annual report, listening sessions at alternative locations, exploring opportunities through review of group minutes, providing a safe environment for students to safely discuss and disagree, diverse groups, including the senior population, the point where diversity becomes exclusionary, development of cultural diversity engagement clubs, development of an equity statement, and agreements to listen to understand, accept non-closure and experience discomfort. Committee members also considered the City Council Diversity, Equity and Inclusion resolution that was adopted in 2020, the importance of 'walking the walk', and adding or removing monthly recognitions.

The following Mission Statement was then submitted: *Exists 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.*

Committee discussed the following goals:

- Annual Report Matrix
- Listening Sessions
- Proclamations
- Recommendations for monthly celebrations
- Land Acknowledgement
- Cultural engagement with students

Action Items:

- Committee member assignments of presentations at Council meetings for days/months that are on the list of approved observances.
- **Possible Alternate Meeting Locations:** Members agreed to consider this at a future meeting.

### **STAFF LIAISON REPORT**

- **Oregon Public Meeting Law Requirements:** Mr. Wood reviewed public meetings laws that would need to be followed.
- **Community Prosperity Funding Grant:** Committee members focused on the goals in Mr. Woods' staff report. Following discussion on various items in the staff report, Committee members indicated that they supported investment in food truck pods and revitalization of the focal points and wished to explore youth support further.

Discussion then took place regarding creating display items with the City equity statement and the committee mission statement for use when attending meetings in the community.

**ADJOURN** Meeting adjourned at 7:30 p.m.

***Next meeting: Tuesday, April 5, 2022***

Approved: \_\_\_\_\_



**CITY OF KEIZER**  
**COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE MINUTES**  
**April 5, 2022, 6:00 p.m.**

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

**Present:**

Anthony Rosilez  
Markey Toomes  
Kim Freeman  
Dr. R. W. Taylor  
Nevaeh Music  
Laura Reid  
Shaney Starr

**Absent:**

Kacey McCallister  
One Position Vacant

**Staff:**

Tim Wood, Finance Director  
Debbie Lockhart, Deputy City Recorder

Chair Rosilez announced that Claire Snyder had resigned from her position on the committee due to concerns regarding the event at Volcano Stadium.

**VOLUNTEER APPRECIATION:** Soraida Cross from the Volunteer Coordinating Committee thanked committee members for their volunteer efforts, dedication and commitment to the City and distributed cookies as a token of appreciation.

**APPEARANCE OF INTERESTED CITIZENS:**

*Carrie Brown*, potential candidate to fill the Snyder vacancy, introduced herself and explained why she wanted to serve.

*Ramiro Navarro, Jr.*, introduced himself stating that he was looking forward to seeing what the committee would do.

*Mayor Cathy Clark* thanked the committee for the work they do, urged everyone to watch the April 4 Council meeting to learn more about the tribal nations, and asked the committee to focus on the tribal nations in the future.

**ADOPTION OF MISSION STATEMENT:** *Exists 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.* Following lengthy discussion, committee members agreed to add the following after the word 'Exists': "to foster justice, diversity, equity and inclusion and".

Laura Reid moved to adopt the following Mission Statement: "The committee exists to foster justice, equity, diversity 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.” and that this statement would be a living guideline and subject to changes as needed. Shaney Starr seconded.

Kim Freeman suggested that the committee wait to adopt the Mission Statement until all committee members were present. Reid and Starr withdrew their motion/second.

Adoption of the Mission Statement was postponed to the next meeting.

**ADOPTION OF 2022 GOALS:** Discussion took place regarding various goals. It was suggested that some of the ‘Listening Sessions’ be held at Neighborhood Association meetings. Tim Wood explained that the proposed observances were taken from a list at the Library of Congress but that the Committee could recommend others as well.

Niveah Music offered the following Land Acknowledgement: *“We are gathered on land of the Kalapooya, Confederate tribes of the Grand Ronde, the Confederated tribes of the Siletz Indians, and the Ahantchuyuk whose relationship with this land continues to this day. We offer gratitude for the land itself and for those who have lived on it for generations. We acknowledge that our city’s history, like many others, is fundamentally tied to the first colonial developments in Oregon. Finally, we respectfully acknowledge and honor past, present and future indigenous citizens of Keizer.*

*With a genuine desire for collective healing and understanding, we offer this land acknowledgement to respectfully recognize the land and its indigenous people. The acknowledgement recognizes that lasting progress begins and continues with a growing understanding of harms, and works to challenge the legacies of colonialism in order to move forward in the true spirit of community.”* No action was taken.

Shaney Starr suggested that in order to determine what Council expects from the committee, a Joint Work Session be scheduled for June 13. It was noted that although the goals would probably shift and change, the committee needs them as a place to start. The committee is creating itself as it figures out the goals.

Adoption of the 2022 Goals was postponed pending adoption of Mission Statement.

**DEVELOPMENT OF EQUITY AGREEMENTS:** *Stay engaged, Listen to understand, Speak truth responsibly, Expect and accept non-disclosure, Be willing to do things differently and experience discomfort, Confidentiality.* Shaney Starr recommended that the following be included in the Equity Agreements: ‘Commit to hold people in positive regard’ and ‘Recognize intent vs. impact’. R.W. Taylor suggested that adoption of the Equity Agreements be postponed to the next meeting.

Shaney Starr moved to accept the proposed Equity Agreements including ‘Commit to hold people in positive regard’ and ‘Recognize intent vs. impact’. Kim Freeman seconded. Motion passed as follows: Rosilez, Toomes, Freeman, Music, Reid and Starr in favor, with Taylor opposed, McCallilster absent and one position vacant.

**REVIEW CITY EQUITY STATEMENT (on City website):** Postponed to next meeting.

**COMMITTEE PRESENTATION ASSIGNMENTS:** Postponed to next meeting.

**RECOGNITION OF APRIL OBSERVANCES:** Postponed to next meeting.

**Other Business:** Laura Reid shared information she had found regarding Child Abuse and a sexual harassment protest held at McNary in which the administration acknowledged that they could do better, which signifies growth and a willingness to grow.

**STAFF LIAISON REPORT:** Tim Wood noted that the message for the committee is to make connection and do things that connect everyone. He noted that action may go at a snail's pace but lives will be impacted.

**ADJOURN** Meeting adjourned at 8:05 p.m.

***Next meeting: Tuesday, May 3, 2022***

*Approved:* \_\_\_\_\_

## COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE ACTION TRACKING FORM

Action	Date	Recommendation to Council	Date	Council/Other Action	Date	Status
Adopted Equity Agreements	April					



**COMMUNITY DIVERSITY ENGAGEMENT  
COMMITTEE PRESENTATION ASSIGNMENTS**  
*For presentation at appropriate Council Meeting*  
*Updated April 26, 2022*

<b>Month</b>	<b>Observance</b>	<b>CDE Committee Member</b>
February	African American History Month	
March	Women's History Month	
March	Irish-American Heritage Month	
April	Child Abuse Prevention Month	
May 1	Law Day	
May	Asian Pacific Heritage Month	
May	Jewish American Heritage Month	
June	Lesbian, Gay, Bisexual, Transgender and Queer Month	
September 17	Constitution Day & Citizenship Day	
Sept 15 ~ Oct 15	National Hispanic Heritage Month	
October	National Disability Employment Awareness Month	
November	American Indian Heritage Month	
December 10	Human Rights Day	
Adds?	Senior Citizens Month	



## Land Acknowledgement

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