

The City of Keizer is committed to providing equal access to all public meetings and information per the requirements of the ADA and Oregon Revised Statutes (ORS). The Keizer Civic Center is wheelchair accessible. If any service such as language translation or other interpretive services that furthers your ability to participate are required, please contact the Office of the City Recorder at least 48 business hours prior to the meeting by email at [davist@keizer.org](mailto:davist@keizer.org) or phone at (503)390-3700 or (503)856-3412. Audio recordings of all committee meetings are available on the City website at <http://www.keizer.org>. Thank you for your interest in the City of Keizer.



## Community Diversity Engagement Committee Meeting Agenda Tuesday, August 2, 2022, 6:00 PM ~ Council Chambers

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 – July 11, 2022
3. Appearance of Interested Citizens
4. Finalize KeizerFEST Handout and Schedule
5. Committee Member Reports:
  - R.W. Taylor
  - Anthony Rosilez
  - **Markey Toomes:** Cherriots, Keizer Chamber, Keizer Men of Action, Brothers of Valor, Keizer Home Grown Theater, Church on the Hill
  - **Carrie Brown:** Volunteer Coordinating Committee, Keizer Fire District, Claggett Middle School, Weddle Elementary School, Latino Action Committee
  - **Kim Freeman:** Mid-Willamette Valley Community Action Agency, Keizer Community Foundation, NWKNA, Luz Del Valle, Keizer Community Food Bank
  - Kacey McCallister
  - **Nevaeh Music:** Siletz Tribes, Whiteaker Elementary School, Keizer Network of Women, Heritage Museum, Mid-Valley Soccer Club
  - **Laura Reid:** City Committees, Marion County, Local Schools, Latino Business Alliance, Library, Cultural Board, Art Association, NEKNA & WKNA, Salem Mennonite Church
  - Shaney Starr
6. Schedule next meeting (9/6 conflict with Council): August 30 or September 13
7. Other Business
8. Staff Liaison Report
9. Adjourn

**Next Meeting: August 30 or September 13**

**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**  
**July 11, 2022, 6:00 p.m.**

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

**Present:**

Anthony Rosilez, Chair  
Laura Reid, Vice Chair  
Kim Freeman  
Markey Toomes  
Shaney Starr  
Dr. R. W. Taylor (6:07)  
Carrie Brown (6:07)

**Absent:**

Nevaeh Music  
Kacey McCallister

**Staff:**

Adam Brown, City Manager  
Tim Wood, Finance Director  
Shannon Johnson, City Attorney  
Debbie Lockhart, Deputy City Recorder

**APPROVAL OF MINUTES:** Laura Reid moved for approval of the May Regular Session Minutes and the June Work Session Minutes. Kim Freeman seconded. Motion passed as follows: Rosilez, Reid, Freeman, Toomes and Starr in favor with Taylor and Brown absent at time of vote and Music and McCallister absent.

**APPEARANCE OF INTERESTED CITIZENS:** None

**WORK SESSION FOLLOW-UP ACTIONS:**

- **[CDE@Keizer.org](mailto:CDE@Keizer.org) Email Address:** Finance Director Tim Wood reported that the address has been posted on the City website but no correspondence received to date.
- **Listing of Community Groups/Events:** Markey Toomes volunteered to solicit input from Cherriots, Keizer Chamber, Keizer Men of Action, Brothers of Valor, Keizer Home Grown Theater and Church on the Hill and to share what he receives with the committee. Laura Reid suggested that each committee member contact staff with five choices rather than volunteer at the meeting.
- **Information Booth at KeizerFEST August 11-14:** Committee voiced support for staffing the City booth at the event. Anthony Rosilez agreed to develop a flyer and survey and asked committee members to send him their ideas. Laura Reid and City Manager Adam Brown offered assistance.
- **Guest Speakers and Education Opportunities:** Committee indicated that they were in favor of inviting representatives from other cities to share their methods and accomplishments. Mr. Wood indicated that he would make the necessary arrangements. Committee members recommended that staff receive training and suggested possibly the Groundwater Institute training or Oregon State DEI training. Laura Reid volunteered to bring this up at the next Personnel Policy Committee meeting.

**FLAG PROGRAMS FOR OTHER CITIES:** City Attorney Shannon Johnson shared information about flag programs in other cities, reviewed possible options, voiced some concerns and fielded questions from committee members. Following lengthy discussion Laura Reid moved that the Community Diversity Engagement Committee recommend that Council direct staff to come up with a policy and procedure for the purpose of flying of ceremonial flags. Kim Freeman seconded. Motion passed as follows: Rosilez, Brown, Freeman, Reid and Starr in favor with Toomes and Taylor abstaining and McCallister and Music absent. (5-0-2-2) Mr. Toomes indicated that because this is a sensitive topic, he wondered if there was another way to address the needs on both ends. Dr. Taylor voiced his opinion that without a diverse Council no flags should be flown.

**PUBLIC MEETINGS IN PUBLIC PLACES:** Laura Reid cautioned that it was important to be cognizant of Public Meetings Laws. She suggested this be discussed at the next meeting perhaps in conjunction with speakers from other cities.

**REVIEW OF OTHER CITIES' DIVERSITY PROGRAMS**

- July 21, 2021 Staff Report: Mr. Wood brought attention to what is being done in other cities and what needs to be avoided.
- City of Wilsonville Documents: Chair Rosilez suggested that a representative from Wilsonville be invited to speak at the August meeting.
- City of Beaverton 2021 DEI Annual Report

**OTHER BUSINESS:** Committee considered removing/adding observances. It was suggested that the Irish-American and Jewish-American observances, Law Day, Constitution Day/Citizenship Day observances be removed. Committee agreed that Child Abuse Prevention Month, Juneteenth and recognition of senior citizens in July or August should be added to the list. Tim Wood explained that the committee would need to vote on making a recommendation to Council. No action was taken by the committee.

**STAFF LIAISON REPORT:** None.

**ADJOURN** Meeting adjourned at 7:50 p.m.

***Next meeting: August 2, 2022***

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



**How connected do you feel to Keizer?**

1

2

3

4

5

Not Very Connected

Very Connected

**How can we help you feel more connected?**

- Events
- Social Media
- Committee Forums
- Cable Channel 23
- Neighborhood Associations
- City Website ([www.keizer.org](http://www.keizer.org))

Other (Please Specify): \_\_\_\_\_

**What do you think the role of the Community Diversity Engagement Committee should be? \_\_\_\_\_**

**Where are you most likely to have your voice heard?**

- City Committee Meetings
- City Council meetings
- Neighborhood Association meetings
- Your place of worship
- Social media
- A community gathering place (please specify) \_\_\_\_\_

**How can we make Keizer better? \_\_\_\_\_**



**¿Qué tan conectado te sientes con Keizer?**

1

2

3

4

5

No muy conectado

Muy conectado

**¿Cómo podemos ayudarte a sentirte más conectado?**

- Eventos
- Redes sociales
- Foros de comités

- Canal de cable 23
- Asociaciones de vecinos
- Sitio web de la ciudad ( [www.keizer.org](http://www.keizer.org) )

Otros (especificar): \_\_\_\_\_

**¿Cuál cree que debería ser el papel del Comité de Participación de la Diversidad Comunitaria?** \_\_\_\_\_

**¿Dónde es más probable que se escuche su voz?**

- Reuniones del Comité de la Ciudad
- Reuniones del Ayuntamiento
- Reuniones de la Asociación de Vecinos
- tu lugar de culto
- Redes sociales
- Un lugar de reunión de la comunidad (por favor especifique) \_\_\_\_\_

**¿Cómo podemos mejorar a Keizer?** \_\_\_\_\_



*Pride, Spirit and Volunteerism*

# The City of Keizer

## Wants to Hear from You!

**Did you know?**



Of Keizer's 39,376 residents:

- 22.8% Identify as Hispanic
- 2.0 % Asian
- 1.7% Native American
- 1.1% Black
- 9.5% Other racial or ethnic background
- 13.4% Speak a primary language other than English

### The **Keizer Community Diversity Engagement Committee**

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.



## **Your voice matters!**

Please complete the brief survey on the back of this flyer to let us know how Keizer can better connect with and support the rich diversity of our community.

*Thank You*



*Orgullo, Espiritu y Voluntariado*

# ¡La ciudad de Keizer Quiere saber de usted!

¿Sabías?



De los 39,376 residentes de Keizer:

- 22.8% se identifican como hispanos
- 2,0 % asiático
- 1,7% nativo americano
- 1,1% negro
- 9,5% Otro origen racial o étnico
- 13.4% Habla un idioma principal que no sea inglés

## El **Comité de Compromiso con la Diversidad**

**de la Comunidad de Keizer** existe para fomentar la justicia, la diversidad, la equidad y la inclusión y para fortalecer nuestra comunidad a través de la escucha activa para fortalecer y alentar el compromiso cívico, la comprensión y el empoderamiento y para asesorar al Concejo Municipal sobre temas que son críticos para conectar a nuestra comunidad.



## ¡Tu voz importa!

Complete la breve encuesta en la parte posterior de este folleto para informarnos cómo Keizer puede conectarse mejor y apoyar la rica diversidad de nuestra comunidad.

*Gracias*

# KeizerFEST VOLUNTEER SCHEDULE

## August 12-14

SET UP		
Wednesday, 8/10	9 a.m. to 7 p.m. OR	
Thursday, 8/11	8 a.m. to 10 a.m	
Thursday, Aug 11	1 p.m. to 3 p.m.	2 hrs
	3 p.m. to 6 p.m.	3 hrs
	6 p.m. to 8:30 p.m.	2.5 hrs
Friday, Aug 12	1 p.m. to 4:00 p.m.	3 hrs
	4:00 p.m. to 7:00 p.m.	3 hrs
	7:00 p.m. to 9:00 p.m.	2 hrs
Saturday, Aug 13	11:00 a.m. to 2 p.m.	3 hrs
	2:00 p.m. to 5:00 p.m.	3 hrs
	5:00 p.m. to 7:00 p.m.	2 hrs
	7:00 p.m. to 9:00 p.m.	2 hrs
Sunday, Aug 14	10:00 a.m. to 1 p.m.	3 hrs
	1:00 p.m. to 4:00 p.m.	3 hrs
	4:00 p.m. to 6:00 p.m.	2 hrs

## Organizations/Groups Operating in Keizer – Sign-up Sheet

	<b>GROUP</b>	<b>VOLUNTEER</b>
1	City of Keizer	
	a. City Council	Laura Reid
	b. Audit Committee	
	c. Budget Committee/Long-Range Planning TF	Laura Reid
	d. Community Diversity Engagement Committee	Laura Reid
	e. Parks Advisory Board	
	f. Personnel Policy Committee	Laura Reid
	g. Planning Commission	
	h. Public Art Commission	Laura Reid
	i. Stormwater (SWAC)	
	j. Traffic Safety Bikeways Pedestrian Committee	
	k. Volunteer Coordinating Committee	Carrie Brown
	l. Keizer Peer Court	Laura Reid
2	Government	
	a. Marion County	Laura Reid
	b. City of Salem	
	c. Cherriots Bus Service	Markey Toomes
	d. Keizer Fire District	Carrie Brown
	e. Marion County Fire District	
	f. Confederated Tribes of Siletz Indians	Nevaeh Music
	g. Claggett Creek Watershed Council	
3	Salem Keizer School District	
	a. McNary High School	Laura Reid
	b. Claggett Creek Middle School	Carrie Brown
	c. Whiteaker Middle School	Nevaeh Music
	d. Forest Ridge Elementary	Laura Reid
	e. Clear Lake Elementary	Laura Reid
	f. Gubser Elementary	
	g. Keizer Elementary	Laura Reid
	h. Kennedy Elementary	
	i. Cummings Elementary	
	j. Haysville Elementary	
	k. Weddle Elementary	Carrie Brown
	l. Optimum Learning Environment	
	m. Chemawa Indian School	
4	Business/Non-Profits	
	a. Keizer Chamber of Commerce	Markey Toomes
	b. Keizer Business Alliance	
	c. Latino Business Alliance	Laura Reid
	d. Keizer United	
	e. CASA of Marion County	
	f. Keizer Network of Women	Nevaeh Music
	g. Keizer Men of Action	Markey Toomes
	h. Latino Action Committee	Carrie Brown
	i. Brothers of Valor, Inc. – The REC	Markey Toomes
	j. Boys & Girls Club Keizer Branch	
	k. Mid-Willamette Valley Community Action Agency	Kim Freeman

I.	Simonka House	
m.	Keizer Community Foundation	Kim Freeman
n.	Keizer Cultural Center Board	Laura Reid
o.	Keizer Community Library	Laura Reid
p.	Keizer Homegrown Theater	Markey Toomes
q.	Keizer Art Association	Laura Reid
r.	Keizer Heritage Museum	Nevaeh Music
11	Neighborhood Associations	
a.	Greater Gubser Neighborhood Association	
b.	Northwest Keizer Neighborhood Association	Kim Freeman
c.	Northeast Keizer Neighborhood Association	Laura Reid
d.	Southeast Keizer Neighborhood Association	
e.	West Keizer Neighborhood Association	Laura Reid
12	Churches	
a.	Church of the Nazarene	
b.	Church on the Hill	Markey Toomes
c.	Countryside Christian Church	
d.	Dayspring Fellowship	
e.	Faith Lutheran Church ELCA	
f.	John Knox Presbyterian Church	
g.	Keizer Christian Church	
h.	Keizer Church of Christ	
i.	Keizer Clear Lake United Methodist Church	
j.	Keizer Community Church	
k.	Lakepoint Community Church	
l.	Luz Del Valle	Kim Freeman
m.	Saint Edward Catholic Church	
n.	Salem Mennonite Church	Laura Reid
o.	The Church of Jesus Christ of Latter-day Saints	
p.	Vivid Adventist Church	
13	Fraternal Organizations	
a.	Keizer Elks Lodge	
b.	Keizer Rotary	
c.	American Legion Post 17 – Lions Club	
d.	Keizer Community Food Bank	Kim Freeman
e.	Fraternal Order of Eagles	
14	Youth Sports	
a.	Mid Valley Soccer Club	Nevaeh Music
b.	McNary Youth Baseball	
c.	Keizer Baseball and Softball	
15	Swim Clubs	
a.	Northwood Park Swim Club	
b.	Northview Terrace Swim Club	
c.	Holiday Swim Club	
16	Social Media	
a.	Keizer Community Bulletin Board	
b.	Keizer, OR	