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Community Diversity Engagement Committee Meeting Agenda Thursday, February 2, 2023, 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 – January 2023
3. Appearance of Interested Citizens
4. Introductions
 - New Committee Members: LaTonya Gibbs and Amy Bauer
 - Buffalo Cloud Consulting
5. Review Equity Agreements (See bottom of page)
6. Review Committee Task and Purpose (See back of page)
7. Continue Planning Keizer's 40th Birthday Celebration
8. Other Business/ Staff Liaison Report
9. Adjourn

Next Meeting: March 2, 2023

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.



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 for Justice, Equity, Diversity and Inclusion.

Tasks: To assist in developing action recommendations for community engagement in civic processes in the following areas:

1. Collaboration with Council, other city committees, commissions and neighborhood associations to increase active participation and recommend culturally responsive actions,
2. Collaboration with other organizations (historical/cultural/arts, business organizations, faith community, community based organizations, education, and additional sectors not usually included),
3. Collaborating in community opportunities to have conversation, celebration, relationship building,
4. Recommending additions or subtractions of national observances/commemorative /heritage months,
5. Help develop metrics and yearly report on tasks identified and the data needed to better understand culturally responsive provision of services and public participation,
6. Assist in identifying leaders and build leadership capacity of under-represented and underserved communities.



CITY OF KEIZER
COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE MINUTES
January 5, 2023, 6:00 p.m.

Vice Chair Laura Reid called the meeting to order at 6:03 p.m. Attendance was noted as follows:

Present:

Laura Reid, Vice Chair
Benita Picazo
Shaney Starr
Tammy Kunz
Nevaeh Music
Markey Toomes

Absent:

Kim Freeman (resigned)
Kacey McCallister (resigned)
Carrie Brown

Staff:

Tim Wood, Assistant City Manager
Debbie Lockhart, Deputy City Recorder

WELCOME TO NEW MEMBER TAMMY KUNZ: Vice Chair Reid welcomed new member Tammy Kunz to the Committee and acknowledged receipt of resignations from Kim Freeman and Kacey McCallister.

ELECTION OF CHAIR/VICE CHAIR: Laura Reid and Benita Picazo were elected by unanimous consent to serve as Chair and Vice Chair respectively. Chair Reid indicated that she would inform Councilors Kohler and Husseman of resignations so that they could appoint new members.

Discussion took place regarding Council appointment of committee members vs. the standard process done through the Volunteer Coordinating Committee. Staff informed committee members that they would need to make a recommendation to Council if they want to change the process and Council would make the final decision. Following lengthy discussion and input from all members, it was agreed that the appointment process should remain unchanged. Shaney Starr suggested that a consultant could review the process and suggest improvement as well as helping the committee move forward.

APPROVAL OF MINUTES: Shaney Starr moved for approval of the November Minutes. Tammy Kunz seconded. Motion passed as follows: Reid, Picazo, Starr and Music in favor with Kunz and Toomes abstaining and Freeman, McCallister and Brown absent.

APPEARANCE OF INTERESTED CITIZENS: *R.J. Navarro* praised the committee and asked that it consider changing the City Council voting process from At-Large to District in order to be more inclusive and ensure that one Council member would be from the southeast Keizer area. He suggested that if neighborhood associations were given more money they could print flyers in multiple languages in order to communicate with a wider population and that getting participation in neighborhood association meetings would be a first step in connecting Council and City Hall with the population.

Mr. Navarro added that the Southeast Keizer Community Center has events every Friday night at the Mennonite Church where childcare and food are provided in order to support the community and help people connect with each other. Chair Reid encouraged him to tell people at the Community Center to be in touch with the Council Liaisons for the neighborhood associations so that they can get the word out.

BEGIN PLANNING KEIZER’S 40TH BIRTHDAY CELEBRATION:

- When: June 16-18
- Where: Community Center and/or Keizer Rapids Park
- What: Booths, Time Capsule, Dedication of Rosie’s Cows, Tours to Landmarks, Scavenger Hunt w/pictures of landmarks, Softball Game, Volleyball Game, Food Carts, Vendors, Booths for/Presentations by Community Groups, Talent Show, Video History, Car Show, Keizer Community Band, Dance Groups, Skate Competition, Chocolate Cake Contest, Pie Eating Contest
- Participants: Food Vendors, Keizer Community Library, Museum, Home Grown Theater, CERT, Humane Society, Recruiting Organizations, Veteran Organizations, Catholic Community Services, School Groups, Music Groups, Fire District, Tribes, Police Department/Cadets, Bikeways (Bike Rodeo), Marion County Fire/Rescue

Discussion included the need to work with the Chamber to make sure there would not be a lot of overlap with KeizerFest, working with neighborhood associations, placing booths at scavenger hunt locations, doing something similar to Neighborhood Night Out, having the event at one location vs. spread out. Use of the internet and social media was discussed with the possibility of setting up a separate website dedicated to the party including something more youth oriented like Instagram. The need for donations and/or sponsors was also discussed.

Councilors Kohler and Reid are the project managers and the Community Diversity Engagement Committee is the coordinating body. The first step will be to get the word out. Depending on how many participants there are, the event may be one or two days long.

OTHER BUSINESS/STAFF LIAISON REPORT: Mr. Wood reported that a list of 8-10 consultants has been compiled but most of them are out of state. Ms. Starr suggested that the League of Oregon Cities, DEI Specific Department at Portland State and the Center for Equity and Inclusion out of Portland be contacted. She noted that Buffalo Consulting out of Oregon City might be an option and suggested that the initial goal be to hire someone to work through the organizational process and then figure out what the committee would be doing over the next few years.

ADJOURN Meeting adjourned at 7:29 p.m.

Next meeting: February 2, 2023

Approved: _____

Looking ahead; How can we better support our Kennedy families?



OVERVIEW

An anonymous family survey was conducted at the end of the Winter Wonderland event of January, 19 2023.

The focus of the survey was to obtain feedback from Kennedy families on the event, language(s) spoken at home, and family's areas of need based on a multiple choice option. Surveys were provided in both English and Spanish. We intend to use the data collected to gather resources for Kennedy families for the year of 2023.

Event Attendance:

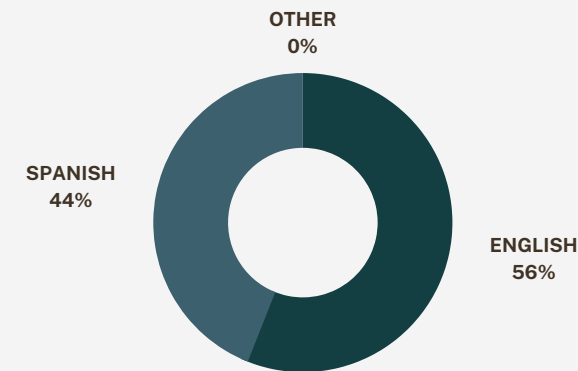
129 Families attended the event
505 parent and children participants

RESULTS BASED ON SURVEY RESPONSES

128 surveys were reported

(83 English surveys and 45 Spanish surveys were completed)

LANGUAGE(S) SPOKEN AT HOME



56%	English 88 reported English
44%	Spanish 68 reported Spanish
0%	No response for the following languages; Ukrainian, Vietnamese, Russian, Cantonese, Marshallese, Swahili, and Chutneys

*Data based on 128 completed surveys (156 selected responses on language spoken at home)

FAMILY'S REPORTED AREAS OF NEED



*Data based on 128 completed surveys (239 selected responses for areas of need)

19%	Affordable housing assistance was selected 44 times	6%	Mental and Emotional Health was selected 15 times
17%	Affordable/free childcare or preschool programs was selected 41 times	5%	Economic instability was selected 12 times
17%	Stress management was selected 41 times	13%	Immigration legal advice was selected 31 times
13%	Money management was selected 31 times	10%	Learn about resources was selected 24 times

FAMILIES WERE ASKED TO DESCRIBE HOW THE EVENT MADE THEIR FAMILY FEEL



"With one word describe how this event made you and your family feel.."

ENGLISH SURVEY

Anticipating	Happy
Appreciated	Happy it was fun
Awesome	Happy, excited good
Blessed	Included
Enjoyable	Inclusive
Excited	Joyful
Familiar	More activities needed
Family	Nice
Family fun	Overcrowded
Festive	Overwhelmed
Friendly	Perfect
Full	Really good
Fun	Really good it was fun
Good	Together
Good I enjoyed it!	We all loved it
Grateful	We got closer
Great	Welcoming

SPANISH SURVEY

- Bien
- Bien porque hace que la familia y sus amigos se reunan
- Bien, sorprendida de la cantidad de personas que habia
- Bueno
- Contenta
- Contento
- Contentos
- De maravilla
- Divertida
- Divertido
- Excelente
- Familiar
- Family friendly
- Feliz, convivimos en familia
- Feliz, estamos mas cercanos a la escuela
- Fue divertido
- Me hizo sentir en casa
- Muy bien
- Muy agradable
- Muy bien
- Muy contenta
- Perfecto
- Tranquila y feliz

