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Community Diversity Engagement Committee Meeting Agenda Thursday, April 6, 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. Volunteer Appreciation ~ Leslie Risewick
3. Approval of Minutes – March 2023
4. Appearance of Interested Citizens
5. Strategic Planning Engagement Plan – SSW Consulting LLC
6. Council Report/Observance Recognition Assignments (See Chart in Packet)
7. Review Equity Agreements – Stay Engaged
8. Continue Planning Keizer's 40th Birthday Celebration
 - Committee member reports (40th Birthday Volunteers/Entertainment)
 - Tammy Kunz – Elementary Schools
 - Nevaeh Music – McNary & Middle Schools
 - Laura Reid – Sign Up Sheets, Scheduling, Location
 - Carrie Brown – Multicultural Music
 - Benita Picazo – Work with Tammy to Invite Youth Organizations and Neighborhood Associations
 - Amy Bauer – Contact Dance Studios
 - Markey Toomes – Contact Food Truck Vendors
9. Other Business/ Staff Liaison Report
 - Report from Reid, Music & Kunz: Inviting School Groups to CDE meetings
10. Adjourn

Next Meeting: May 4, 2023

EQUITY AGREEMENTS: Stay Engaged | Listen to Understand | Speak Truth Responsibly |
Expect and Accept Non-closure | 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
March 2, 2023, 6:00 p.m.

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

Present:

Laura Reid, Chair
Benita Picazo, Vice Chair
Shaney Starr
Tammy Kunz
Nevaeh Music
Carrie Brown (6:12)

Consultant: Kearns & West
Bianca Valdez
Josh Mahar

Absent:

LaTonya Gibbs
Markey Toomes
Amy Bauer

Staff:

Tim Wood, Assistant City Manager
Tracy Davis, City Recorder
Shane Witham, Planning Director

APPROVAL OF MINUTES: Benita Picazo moved for approval of the February Minutes. Tammy Kunz seconded. Motion passed as follows: Reid, Picazo, Starr, Kunz and Music in favor with Bauer, Toomes and Gibbs absent and Brown absent at time of vote.

APPEARANCE OF INTERESTED CITIZENS: None

CLIMATE FRIENDLY & EQUITABLE COMMUNITIES PRESENTATION BY DEPARTMENT OF LAND CONSERVATION AND DEVELOPMENT. Planning Director Shane Witham introduced the consultants explaining that they will be instrumental in the engagement portion of the Walkable Mixed Use Areas implementation.

A presentation was given covering an overview of the rules, study and designation of possible walkable mixed-use areas and the decision process, engagement with underserved populations, alignment with the Keizer revitalization plan, opportunities and risks, displacement, next steps, development of a community engagement plan, and holding an open house. The presentation was concluded with the request that the committee members provide input on how they could help with engagement.

Discussion followed regarding clarification of what constitutes a walkable mixed-use area, the example of downtown Salem, retaining the small-town feel of Keizer, impact of changes on area elementary schools, and the positive aspects of these changes.

Edwardo Angulo, lead person for the Civic, Business & Education Leaders Collaborative (CBEL) shared information about engagement work the group has done, activities that have taken place and the atmosphere that has been created.

The presentation concluded with committee members and consultants discussing the questions presented to the committee in the slide presentation.

CONTINUE PLANNING KEIZER’S 40TH BIRTHDAY CELEBRATION: Assistant City Manager, Tim Wood announced that the City has set aside \$10,000 for the event and that the Keizertimes has offered to donate advertising. Committee members agreed by consensus to let Keizertimes develop the appropriate advertisements.

Mr. Wood reported that submissions have been received from parties interested in volunteering for the event. He suggested that a half-page flyer be developed for distribution and publication and noted that the preliminary schedule is to have an 80’s themed dance on Friday night with the City providing food and drink. The Saturday event would be from 9 a.m. to 4 p.m. with slots for entertainment and perhaps something set up at the gazebo.

Committee member reports

- *Tammy Kunz – Elementary Schools:* Has spoken to the Elementary Schools and invited the PTA. Noted that she would like to have flyers to distribute.
- *Nevaeh Music – McNary & Middle Schools:* An article will go in the McNary newsletter and the media production teacher will put something on the social media pages. Orchestra and Band teachers have not responded yet. Will be contacting AVID coordinator for volunteers.
- Laura Reid – Sign Up Sheets, Scheduling, Location
- *Carrie Brown – Multicultural Music:* Confirmation received from Pedro. He and his band are committed and just need the paperwork so they can get on the schedule. She is also looking for an Irish Dance group.
- Benita Picazo – Work with Tammy to Invite Youth Organizations and Neighborhood Associations
- Amy Bauer – Contact Dance Studios
- Markey Toomes – Contact Food Truck Vendors

Committee members agreed by consensus that entertainers would not be paid but would be allowed to ‘pass the hat’.

OTHER BUSINESS:

- **Report from Reid, Music & Kunz: Inviting School Groups to CDE meetings.** Laura Reid reported that she had invited members of the Kennedy Neighborhood Family Council to the meeting and they had attended.
- **Consultant Update:** Laura Reid explained that engagement of consultants has been put on hold to avoid overlap with current strategic planning.
- **Staff Update:** Tim Wood noted that Debbie Lockhart had done a poster for Black History Month and Women History Month and that things will be busy with party planning over the next few months.

ADJOURN Meeting adjourned at 7:31 p.m.

Next meeting: April 6, 2023

Approved: _____



*COMMUNITY DIVERSITY ENGAGEMENT
Council Report/Observance Recognition
Updated March 30, 2023*

Month	Observance	CDE Committee Member
February	Black History Month	
March	Women's History Month	
April	Child Abuse Prevention Month	
May	Older Americans Month	
	Asian Pacific Heritage Month	Carrie Brown
	Jewish American Heritage Month	
June	Lesbian, Gay, Bisexual, Transgender and Queer Month/Pride Month	
June 19	Juneteenth	
Sept 17 – 23	Constitution Week	
Sept 15 ~ Oct 15	National Hispanic Heritage Month	Markey Toomes
October	National Disability Employment Awareness Month	
October (Second Monday)	Indigenous People's Day	
November	Native American Heritage Month	Niveah Music
December 10	Human Rights Day	