

The Keizer City Council has held two recent work sessions about next steps in addressing progress and action in justice, equity, diversity and inclusion in Keizer. Starting with our own Resolution from 2018, then using the themes common to city statements of values, and agreeing with the idea to keep it simple, the attached draft has been put together for Council consideration.

We are asking for your input. Here are some questions for you to think about as you write your ideas down for us:

1. Would this resolution make you confident that Keizer is a welcoming and safe community?
2. Does this resolution cover all communities in Keizer?
3. Does this resolution reflect the values of Keizer?
4. Does this resolution provide the framework for action?
5. Is there anything you would like to see added?

And as this work will continue to evolve as we find more opportunities to help Keizer be a welcoming, connected community for all people. Resolutions can be amended and updated as needed.

A work session to sort through feedback from you and other community members is scheduled for November 9th.

Please send your comments by **November 5th** to Tracy Davis, [davist@keizer.org](mailto:davist@keizer.org) so they can be included in the public record.

Thank you so much,

Cathy Clark  
Mayor – City of Keizer

*DRAFT:*  
Keizer Statement of Values  
Justice, Equity, Diversity and Inclusion

- a. Whereas All people shall be treated with dignity and respect; and (*Keizer City Council Resolution R2018-2912*);
- b. Whereas “All” people includes but is not limited to the Federal and State Definitions of Protected Classes of people:
  - i. Federal definition – Race, color, religion, national origin, sex, familial status, disability
  - ii. State of Oregon additions – Source of income, marital status, sexual orientation, gender identity; and
- c. Whereas equity is both a process and an outcome; and (*Salem-Keizer School District*);
- d. Whereas the City of Keizer recognizes that Federal and State of Oregon practices, policies, laws and regulations have historically resulted in discrimination and disparity against people based on any protected class listed above.

NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person regardless of their race, color, religion, national origin, sex, familial status, disability, source of income, marital status, sexual orientation, or gender identity.

In addition, the City of Keizer affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing.