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A G E N D A

KEIZER CITY COUNCIL WORK SESSION

Monday, September 28, 2020

6:00 p.m.

Robert L. Simon Council Chambers

930 Chemawa Road NE

Keizer, Oregon 97303

1. CALL TO ORDER

2. ROLL CALL AND INTRODUCTIONS

3. DISCUSSION

- **Values Statements Regarding Justice, Equity, Diversity and Inclusion**

- a. **Training Video**

- i. https://us02web.zoom.us/rec/play/7p0pJumurmK3GNectQSDBPItW9W7KqKs2yAY8vZby03nV3QFZwGgY7BBMLdy0Ke5bjSO_5HUQRbFosm0

- b. **2019-2020 City Council Goal – Community Engagement and Staff Diversity**

- c. **Diversity Equity and Inclusion Statement Components**

- d. **Public Input**

- e. **Next Work Session – October 26, 2020**

4. ADJOURN

[City of Keizer Mission Statement](#)

Keep City Government Costs And Services To A Minimum By Providing City Services To The Community In A Coordinated, Efficient, And Least Cost Fashion

CITY COUNCIL WORK SESSION: September 28, 2020

TO: KEIZER CITY COUNCILORS

FROM: MAYOR CATHY CLARK

**SUBJECT: VALUES STATEMENTS REGARDING JUSTICE, EQUITY, DIVERSITY
AND INCLUSION**

BACKGROUND:

The Keizer City Council and the Staff of the City of Keizer have declared that it is foundational to our city and community that “All People shall be treated with dignity and respect.” While that statement on October 1, 2018, came in response to a state ballot measure that we believed would harm members of our community, it was also a statement of who Keizer is as a community and how we choose to direct our efforts to continually seek opportunity to put that statement into action.

Community members then asked that we pass an additional resolution, an “inclusivity resolution” which, as we have read in many examples, covers a broad range of policy issues. At a work session on the topic, the Council asked the community for action steps the city could take to move forward the work of our established resolution. In addition, in January 2019, Council adopted Goals for the 2019-2020 biennium that included action steps for the same resolution.

The result has been a list of action steps for outreach and communication that the city was able to implement, the establishment of the Charter Review Committee and placement of a new Home Rule Charter on the November 2020 ballot, and the start of review and revision of employee position descriptions to remove systemic barriers to recruitment, retention and advancement.

A New Statement:

Organizations often have mission, vision and values statements that summarize, emphasize, or declare key positions that they want to make clear and accessible to the public. For cities, these statements range from proclamations which are symbolic or commemorative to resolutions or ordinances which establish policy under which the organization is obligating itself to abide.

The resolution concerning the state ballot measure passed by Keizer City Council is embedded in a topic specific resolution and not easily found. The Federal and State definitions of protected classes of people, foundational to our character as a city that

includes all people, is spelled out in nearly every example of statements and resolutions I found for the same reason – it needs to be stated front and center. The additional elements of statements or resolutions are specific to the kind of government involved. Statements from other cities in Oregon have elements that apply to the operations and policies of city government and tend to generally fall into topic areas, listed under (c) below.

- a. Keizer City Council adopted statement in R2018-2912
- b. Definitions of protected classes – “including, but not limited to”
 - 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
- c. Topic areas
 - i. Public safety and justice practices and policies
 - ii. Equitable provision of city services
 - iii. Commitment to inclusive and accessible community engagement
 - iv. City employment and human resource policies and practices that promote continuous improvement and best practices in diversity, equity and inclusion

For this work session topic, I would recommend that we review the first two items and spend time on the topics in (c). From this conversation, we will follow up with a work session on October 26, 2020 to further develop recommendations for Council action.