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A G E N D A

KEIZER CITY COUNCIL WORK SESSION

Monday, October 26, 2020

6:00 p.m.

Robert L. Simon Council Chambers

930 Chemawa Road NE

Keizer, Oregon 97303

1. CALL TO ORDER

2. ROLL CALL

3. DISCUSSION

- Continuation of Training Video – Operationalizing and Organizing to Address Racial Disparity
 - https://us02web.zoom.us/rec/play/7p0pJumurmK3GNectQSDBPItW9W7KqKs2yAY8vZby03nV3QFZwGgY7BBMLdy0Ke5bjSO_5HUQRbFosm0
- Values Statements Regarding Justice, Equity, Diversity and Inclusion
- Next Steps:
 - Housing Equity and the Keizer Buildable Lands Inventory/Housing Needs Analysis
 - 2021 Council Goal Setting Identifying and Addressing Systemic Disparity Tasks
- Public Input

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

To: Keizer City Council
From: Mayor Cathy Clark
Date: October 26, 2020

Re: Values Statements and Next Steps of Action regarding Justice, Equity, Diversity and Inclusion

Background: On September 28th, at the City Council Work Session, we viewed and discussed the first part of the Race Equity and Leadership (REAL) video from the National League of Cities on Normalizing racial equity.

We then heard from the city manager and department heads about the work they have done both as city staff teams and in providing service to the people of the Keizer community:

1. The Goal of the Keizer Police Department is to pursue Justice
 - a. A culture that works toward a community in which race is not a predictor of success and outcomes are improved for all (*Leon Andrews, NLC*)
 - b. A culture that seeks to use evidence to exonerate and prevent wrongful convictions
 - c. A culture that does not add to the burden of people trying to work to get out of poverty
 - d. A culture that actively seeks to make an impact to move to solve root causes to make people's lives better
 - e. A culture that is based on: "There are people in this community who will not be given a citation, who will not go to jail and who will not be arrested because they shouldn't because Keizer PD pursues justice." (*Chief Teague*)
2. The Goal of providing City Services is to do so in an equitable, professional, and effective manner for all residents, "to be a government that is easy to work with," and to be "more interested in providing services than collecting fees." (*Tim Wood*)
3. Public works services are based on data to ensure the system is well maintained for the benefit of all the people of Keizer. Where there are discretionary projects such as parks improvements, the same approach has been taken to ensure parks throughout the city receive the maintenance and repairs to keep them safe and enjoyable. (*summarized from Bill Lawyer*)
4. City work is continuing so as to attract and retain staff members whose priority is to serve the community, as well as and promote continuous improvement in and remove barriers to recruitment, retention and promotion of people with diverse skills, ethnicities, races and languages. (*summarized from Chris Eppley and Machell DePina*)

Finally we briefly discussed the elements in a values statement that are common to proclamations and resolutions from other cities and heard from community members about what they believe reflects the goals of justice, equity, diversity and inclusion for all the people of Keizer.

We have followed up today with the second part of the REAL video regarding Operationalizing and Organizing to implement change for equity. Part of that effort is completing the statements that were included in the last work session.

Based on the conversation on September 28th, a draft series of statements that could be used in a proclamation or a resolution are listed below.

Next Steps:

Following this, the next work session will focus on information on the state of Oregon's work for Shared Prosperity (Business Oregon Leadership Summit series, Governor's Council for Racial Justice in Economic Recovery) and for Fair Housing (Fair Housing Council history of Oregon and opportunities for promoting home ownership in Keizer). I will also link in the Oregon Mayors Association Workshop from October 14, 2020 featuring the powerful stories of two Oregon Mayors.

As discussed by Shane Witham, Interim Community Development Director, "affordable housing" is in very short supply in Keizer and does not happen under current state policies. Home ownership is a key component for personal and family financial stability and resources. Keizer's Buildable Lands Inventory / Housing Needs Analysis offers us an opportunity to take another look at this with a deeper lens of shared prosperity and equity.

The December work session for current and incoming Councilors will include brainstorming issues for an action plan items that may be used in Council goal setting in 2021.

Today: 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. It is up to the Council to determine if a Proclamation or a Resolution would be more appropriate.

Based on the statements shared at the September work session that addressed the elements listed in that memo, the following is a list of the statements that go with each of those elements, including the source of that section.

This is provided only as a means to continue the conversation about our values and community:

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 active discrimination and disparity against people based on race, religion, income, gender, and other exclusionary barriers. (*based on LOC workshops, Fair Housing Council and Oregon Historical Society information*)
- e. NOW, THEREFORE, The City of Keizer has taken action and commits to continuing to take action to be a city that welcomes every person of every color and every gender and every mobility/ability. (*Carol Doerfler, with an addition for ADA*)