



**COMMUNITY DIVERSITY ENGAGEMENT
WORK GROUP
AGENDA**

WEDNESDAY, JUNE 16, 2020

4:00 p.m.

**ROBERT L. SIMON COUNCIL CHAMBERS
KEIZER CITY HALL**

1. CALL TO ORDER

2. ROLL CALL

3. DISCUSSION

- **Work Group Purpose**
- **Possible Action Plans**

4. NEXT MEETING DATE

- **To Be Determined**

5. ADJOURNMENT

City Council Community Engagement Work Group

June 16, 2021 Meeting

The Community Diversity Engagement Work Group consists of Council President Elizabeth Smith and Councilors Roland Herrera and Laura Reid. The Work Group will be staffed by City Manager Pro Tem Tim Wood until the new Interim City Manager is hired. Debbie Lockhart will provide minute taking and agenda preparation for the Work Group.

The Work Group was created during discussion of the work plan at the City Council's Goal setting session in early 2021. The work plan states the Work Group will continue with the assessment of progress and action steps from the Statement of Values – Justice, Equity, Diversity, and Inclusion, adopted by the City Council on December 7, 2020.

Information from Work Plan:

Community Diversity Engagement – Continue Council goal from 2019-2020 (below) with assessment of progress and the action steps from the Statement of Values of Justice, Equity, Diversity, and Inclusion.

Workgroup to prepare and lead work session(s) for development and implementation of action plans.

Action plans may include:

Youth involvement plan and youth recognition, develop a scorecard, Committee Review, community multicultural events, and City Mission Statement update, other items?

2019-2020 City Council goal:

Community Outreach

- Community Makeup – demographics and diversity
- Scorecard of the changes made and their effectiveness
- Recruitment and Training for Volunteers
- Youth Engagement

1 CITY COUNCIL, CITY OF KEIZER, STATE OF OREGON

2
3 Resolution R2020- 3135

4
5 ADOPTING
6 KEIZER STATEMENT OF VALUES -
7 JUSTICE, EQUITY, DIVERSITY AND INCLUSION
8

9
10 WHEREAS, All people shall be treated with dignity and respect; and

11 WHEREAS, “All” people includes but is not limited to the Federal and State

12 Definitions of Protected Classes of people:

13 a. Federal definition – Race, color, religion, national origin, sex,
14 familial status, disability

15 b. State of Oregon additions – Source of income, marital status,
16 sexual orientation, gender identity; and

17 WHEREAS, equity is both a process and an outcome; and

18 WHEREAS, we recognize that government practices, policies, laws and
19 regulations have historically resulted in discrimination and disparity against people based
20 on any protected class listed above; and

21 WHEREAS, the belief system of white supremacy is defined as follows: “that the
22 white race is inherently superior to other races and that white people should have control
23 over people of other races; the social, economic, and political systems that collectively
24 enable white people to maintain power over people of other races;” and

25 WHEREAS, we acknowledge that the land upon which the people of Keizer live
26 has historical and cultural roots in native Tribal Nations.

1 NOW, THEREFORE,

2 BE IT RESOLVED by the City Council of the City of Keizer that the City of
3 Keizer has taken action and commits to continuing to take action to be a city that
4 welcomes every person regardless of their race, color, religion, national origin, sex,
5 familial status, disability, source of income, marital status, sexual orientation, or gender
6 identity.

7 BE IT FURTHER RESOLVED that the City of Keizer repudiates the belief
8 system of white supremacy and condemns racism and is committed to the elimination of
9 all forms of racism everywhere it exists.

10 BE IT FURTHER RESOLVED that the City of Keizer affirms its commitment to
11 ensure that all members of the community are free from acts that are rooted in racism,
12 discrimination, intolerance, bigotry, and hostility. We will strive to inspire and
13 continually pursue a culture of safety and wellbeing.

14 BE IT FURTHER RESOLVED that this Resolution is an aspirational statement
15 and does not create any legal cause of action or modify any existing rights.

16 BE IT FURTHER RESOLVED that this Resolution is not a legislative action.

17 BE IT FURTHER RESOLVED that this Resolution shall take effect immediately
18 upon the date of its passage.

19 PASSED this 7th day of December, 2020.

20 SIGNED this 7th day of December, 2020.

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Cathy Clark
Mayor
Shirley Dill
City Recorder