



**CITY OF KEIZER**  
**COMMUNITY DIVERSITY ENGAGEMENT WORK GROUP MINUTES**  
**July 21, 2021, 4:00 p.m.**

Meeting convened at 4:06 p.m. The following were present:

**Councilors:**

Elizabeth Smith  
Laura Reid  
Roland Herrera (4:16)

**Staff:**

Wes Hare, Interim City Manager  
Tim Wood, Finance Director  
Debbie Lockhart, Deputy City Recorder

**APPROVAL OF JUNE MINUTES:** Councilor Smith moved for approval of the June Minutes. Councilor Reid seconded. Motion passed as follows: Smith and Reid in favor and Herrera absent at time of vote.

**STAFF REPORT/UPDATE:** Finance Director Tim Wood summarized his staff report. Discussion followed regarding content posted on the reader board and on the City website. Councilor Reid moved to recommend to Keizer City Council that the City recognize the national observances and commemorative months as outlined by the Library of Congress. Councilor Smith seconded. Motion passed as follows: Smith and Reid in favor and Herrera absent at time of vote.

**ADDITIONAL DISCUSSION:** Councilor Reid suggested that a link to the Department of Justice be placed on the Keizer website similar to that on the Corvallis website and that the Keizer Police Department be notified when the link is in place. Discussion followed regarding other cities and the need for multiple committees: 1) Community Engagement, 2) for Diversity, Equity & Inclusion, and 3) for listening to/dealing with social injustice complaints. Councilor Reid suggested that perhaps Keizer could start small with a listening committee that would drive the direction of the effort. Once the standing committee is formed, there could be a: "THIS IS WHAT WE ARE DOING ABOUT \_\_\_\_\_" page connected to the committee on the website.

R.W. Taylor, Mid-Willamette Community Action Agency, explained that the feelings of people are integrated into any discussion about diversity, equity and inclusivity. Diversity is hypothetical like honesty; equity must be functional and in motion; and inclusion has to be felt: real inclusion means feeling a level of impact. Councilor Smith praised Mr. Taylor for his informative presentation and suggested that he give the same presentation to Council at a Work Session.

Councilor Smith then noted that the next steps will be getting a committee formed so that we can reach out to the community and get listening sessions going. She suggested that representatives from churches and community action agencies be included in the committee. Work Group considered 'Community Engagement Advisory

Committee' or 'Diversity & Inclusion Advisory Committee' as the name for the committee.

Mr. Wood indicated that he would work the City Attorney Shannon Johnson to have something to review at the next meeting and the Work Group could then forward it to Council.

Discussion then took place regarding accessibility and in-person vs. virtual meetings with Councilor Reid pointing out that internet based meetings may provide more community engagement.

Mr. Wood stressed the importance of moving the work group into a committee, and suggested that the committee could be made up of Council members at first and they could have conversations with the public who would suggest what they would like for the makeup of the committee.

**ADJOURN** ~ Meeting adjourned at 5:32 pm.

***Next meeting: August 25, 2021, 4 p.m.***

Minutes approved: 08-25-21