



CITY OF KEIZER
COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE MINUTES
August 3, 2023, 6:00 p.m.

Vice Chair Benita Picazo called the meeting to order at 6:04 p.m. Attendance was noted as follows:

Present:

Benita Picazo, Vice Chair
Tammy Kunz
Shaney Starr
Thais Rodick
Carrie Brown (6:12pm)

Absent:

Laura Reid, Chair
Amy Bauer
Nevaeh Music
Stephanie Cross
One Position Vacant

Staff:

Dawn Wilson, Deputy City
Recorder
Melissa Bisset, City Recorder

Staff Absent:

Tim Wood, Assistant City Manager

APPROVAL OF MINUTES: Tammy Kunz moved for approval of the June Minutes with correction made to Thais Rodick's name. Rodick seconded. Motion passed as follows: Picazo, Kunz, Starr, Rodick and Brown in favor with Reid, Bauer, Music and Cross absent and one position vacant.

APPEARANCE OF INTERESTED CITIZENS: *Fernando Lopez*, he did not want to speak; he only wanted to attend the meeting.

COUNCIL REPORT/OBSERVANCE RECOGNITION ASSIGNMENTS (SEPTEMBER 18 COUNCIL MEETING):

- **Constitution Week – September 17-23**
Benita Picazo will take this over. DAR will attend the September 18th Council Meeting regarding Constitution Week upon City Recorder confirming with Mayor Clark.
- **National Hispanic Heritage Month – September 15-Oct 15**
Benita Picazo and Thais Rodick will attend the September 18th City Council meeting regarding National Hispanic Heritage Month.

BOOK STUDY: *“DEI Deconstructed”* by Lily Zheng – Thais Rodick said that this book is one of the most prolific on subject. It looks at what we have done and explains what the data is telling us. Everyone has their own unique demographic challenges. It tackles things needing to improve and explains how to make improvements and approaches. It's not very dense.

Councilor Starr expressed book study concerns and would like to know who was making the book decision and why. Conversation was had between last meeting and now. Benita Picazo agrees that we need to have this conversation. Starr thinks the process matters when deciding what books to read. City Recorder's Office will share these concerns and the committee discussion on potentially asking Council, other committees and staff to read same book with Tim Wood and Adam Brown.

The intention is to initiate the reading. May want to assign chapters to read but committee wants to wait for Councilor Reid. Thais Rodick said that we can easily skip around with chapters and not get lost. She said the value is having conversations and learning together even if it's not in this forum. She suggested having regular monthly events to hear from the community.

NEXT STEPS: Tammy Kunz talked about the families that didn't show up was due to how and where we advertised. Committee discussed advertising in additional languages and using the radio for more exposure to reach more in the community. We could look at translating more agendas, advertisements for volunteers, and Facebook posts for Spanish speakers. Committee also wants to make sure that holidays don't coincide with community engagement events.

There was discussion about attending the City booth at the KeizerFest and partnering with neighborhood association. Councilor Starr said that we need to be able to tell folks what this committee is doing and the committee doesn't have plan.

Carrie Brown said each CDE meeting has a different focus and it seems disjointed. The only action this committee took was the 40th birthday celebration. There needs to be goals and decide how to bring diversity inclusion to the committee. She expressed concern on prior controversial actions taken to the Council that never went anywhere. She feels like some committees are not being supported and this committee needs to take a stance on controversial issues. As a committee, we can make recommendations to the Council for consideration. This committee can make and approve recommendations and appear at Council meetings to express our voices.

Committee asked for a report on the results from the Strategic Plan survey and hope to see something actionable for this committee. Concerns were expressed that the survey may not have reached marginalized communities. We need to join forces and go into those communities and not expect them to come to us.

Benita Picazo stated that books are a tool for more knowledge to engage people by asking them to join this conversation. We haven't been successful by just showing up.

COMMITTEE MEMBER REPORTS: None

OTHER BUSINESS/STAFF LIAISON REPORT: None

ADJOURN Meeting adjourned at 7:03 p.m.

Next meeting: September 7, 2023

Approved: 09/07/2023