



MINUTES
KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE
Thursday, September 7, 2023
Robert L. Simon Council Chambers
Keizer, Oregon

CALL TO ORDER Chair Laura Reid called the meeting to order at 6:01 p.m. Attendance was noted as follows:

Present:

Laura Reid, Chair
Benita Picazo, Vice Chair
Tammy Kunz
Shaney Starr
Thais Rodick
Carrie Brown
Stephanie Cross

Absent:

Amy Bauer
Nevaeh Music

Staff:

Dawn Wilson, Deputy City Recorder
Tim Wood, Assistant City Manager

Staff Absent: Adam Brown

**APPROVAL OF
MINUTES - August
2023**

Carrie Brown moved for approval of the August Minutes. Benita Picazo seconded. Motion passed as follows: Picazo, Kunz, Starr, Rodick, Brown, and Cross in favor, with Bauer and Music absent, Reid abstained and one position vacant.

**SPEAKERS FROM
LIMITLESS
HORIZONS and SAFE
AT HOME**

Danielle Dial and Elizabeth Besand with Limitless Horizons, is where woman would enter needing fostercare and clothing or needing guardianship by judge appointment. They created a clothing closet for children. Parents can shop monthly for clothing. They want parents to have dignity and self-esteem. They need help letting everyone know that they are a resource. They will help find money for activities and music equipment.

They have resources thru State agencies and have connections with the schools. Persons donating items and those in need can work with them. They serve the Mid-Willamette Valley, and are available 24 hours a day, seven days a week. Children needing foster care can contact them at 971-606-0996. They will reach out to the Keizer Women's Closet to obtain additional information on their business experience, as it might help Limitless

Horizon's business.

Claudia Rodriguez, Salem, Safe at Home, shared the Safe at Home pilot program in collaboration with the Department of Human Services. They work to help meet some of the barriers families have when reunifying children with biological parents. Their vision is to limit trauma for children in the system. They strive for home-like settings, safety service providers, and parent engagement in services. They find someone from their network to serve as an identified family member. They will enable volunteers by providing training and matching them with cases in need. They're currently in a recruitment phase for volunteers. They will consider various criminal history backgrounds to try and work with them for their betterment as well. They are seeking ideas to help with the development of this program.

They are intentional with how they are phasing out the program, getting the word out, and largely work with child welfare internal staff. Referrals and volunteers can go to their website.

APPEARANCE OF INTERESTED CITIZENS

Fernando Lopez, Keizer, spoke on how to distribute surveys and how to find the best delivery and language, such as "We need you to help make a difference" to encourage people to complete the survey. We need to make sure surveys are kept confidential.

COUNCIL REPORT / OBSERVANCE RECOGNITION ASSIGNMENTS (Oct. 2nd Council meeting)

Members report to Council meeting on the 3rd Monday of the month.

Tammy Kunz will take on the task of National Disability Employment Awareness Month.

Councilor Starr will take on the task of Indigenous People's Day by inviting someone from Grand Ronde and Siletz counties to attend one of the Council meetings.

a. National Disability Employment Awareness Month Indigenous People's Day – (October 9) Countries who declared independence

The Countries Who Declared Independence topic is something they don't want to pursue due to a lack of information.

BOOK STUDY - "DEI DECONSTRUCTED"

Chair Reid apologized for not making the last meeting. This book was chosen as a result of the contractor's and Thais Rodick's recommendations. She encouraged DEI training and assignments for conversation.

Discussion ensued on the members's book thoughts and how it may or may not be useful. Chair Reid said this needs to be outcome-based, reference pages 267-268 to see that a lot of the same principles apply to formal and

informal power and how the City of Keizer is very different from a corporation structure. Today's packet reminds us of our original purpose established by the Council. This Committee needs to see what community diversity engagement looks like in Keizer and decide what we're going to do with the information.

**KEIZER
NEIGHBORHOOD
TRAFFIC
MANAGEMENT
PROGRAM**

Assistant City Manager Tim Wood said that this plan was sent out to most of the committee on August 8th but some names may have been missed. Packet items requires Chair's approval so please try to get items to us two weeks from meeting. It is a revision by the Traffic Safety, Bikeways and Pathways Committee. The Traffic Management Program is provided to see what it looks like equity-wise to the Community Diversity Engagement Committee.

Chair Reid agreed with Councilor Starr in that they suggest coming up with an "Equity Lens":

- 1) all neighborhoods should receive equal treatment,
- 2) look at modes of transportation to ensure that it's equitable,
- 3) approval process should have an equitable percentage of respondents for businesses, homeowners and tenants within each of the neighborhood locations,
- 4) approval process access to the process, and
- 5) resource allocation and budget based upon the neighborhood populations.

The CDE Committee will add the Equity Lens to the list of questions for the consultant.

The members action item is to look at the Traffic Management Program for equity and inclusivity and see if there's anything missing. Chair Reid said traffic study input is needed by mid-October.

**COMMUNITY
DIVERSITY
ENGAGEMENT
COMMITTEE - PLAN**

Taken out of order. Assistant City Manager Tim Wood gave a presentation on the tasks and purposes of the CDE Committee and demographics in Keizer. The Committee discussed the definition of diversity for the CDE's work and believed it to be multidimensional. The members would like outside help from a consultant, such as with a survey. They will prepare questions to ask a consultant.

The results of the mid-point of the planning process for the Strategic Plan will be presented at the September 18th City Council work session. The CDE Committee would also like to receive this presentation and a list of outcomes to provide to a consultant. They would like to receive pertinent info from the Strategic Plan survey, such as complaints and feelings about the City--and use a survey of their own.

**COMMITTEE
MEMBER REPORTS**

Carrie Brown wants a current roster, Council tasks, and a purpose sent to members. The next chapter in the book to read is the next three chapters (4,

5, 6) and will be read by the next meeting. The members will try to answer how they will put this knowledge into action.

**OTHER BUSINESS /
STAFF LIAISON
REPORT**

Out of order. Stephanie Cross was welcomed as a new member.

ADJOURNMENT

Adjourned at 7:42 p.m

**a. Next Meeting:
October 5, 2023**

“Agenda Management Services are being supported, in whole or in part, by federal award number 21.019 awarded to City of Keizer by the U.S. Department of the Treasury.”