



**MINUTES**  
**KEIZER COMMUNITY DIVERSITY ENGAGEMENT COMMITTEE**  
**Thursday, October 5, 2023**  
**Robert L. Simon Council Chambers**

**Call to Order** Chair Laura Reid called the meeting to order at 6:06 p.m. Attendance was noted as follows:

**Present:**  
Laura Reid, Chair  
Tammy Kunz  
Thais Rodick  
Carrie Brown  
Stephanie Cross

**Absent:**  
Benita Picazo, Vice Chair  
Nevaeh Music  
Shaney Starr  
One Open Position

**Staff:**  
Dawn Wilson, Deputy City Recorder  
Tim Wood, Assistant City Manager

**Approval of Minutes** Tammy Kunz moved for approval of the September Minutes. Carrie Brown seconded. Motion passed unanimously as follows: Kunz, Rodick, Reid and Brown in favor with Music, Starr, and Picazo absent and one position vacant.

**a. September 2023**

**Appearance of Interested Citizens** They spoke under item 6 because they wanted to talk on the Neighborhood Traffic Management Program.

**Council Report/Observance Recognition Assignments (November 6 Council Meeting)**

**a. Native American Heritage Month** Councilor Starr will invite someone from the Tribal Council to attend the Council meeting for the Native American Heritage Month.

**DEI Deconstructed ~ Chapters 4-6** A debrief included being presented with the Strategic Plan and takeaways by members. Members agreed that having binders on the history of their work

would be helpful. Chair Reid asked members to email her with things the Committee has done well or needs to improve.

Thais Rodick spoke on Engaged Community, which is outline below from the Strategic Plan:

- More consistent and readily available information from City to community members
- Community members feel "in the loop" on City happenings
- Community members feel their voice and participation is valued
- Update/Revise communication protocols and process
- More community events
- More services/amenities that help people connect (parks, recreation programming, infrastructure, library, etc.)
- Maintain connection and feel of small-town identity

Assistant City Manager Wood reminded members about a balance between public record laws and engagement within the community in effort not to foul the Public Records and Meetings Law.

Discussion ensued on the chapters they read. Definition of allship on page 86 is important, and the underlying theme in book is that it has to be an active process. We can't go through the motions without anything substantive. Page 105 on equity and inclusion was favored. Members appreciate the exercises in each chapter. The Committee wants to focus on just a few community events to attend. They would like nametags, reynards or t-shirts for when they're engaging in the community. Page 165 on identity and differences was explained really well. Page 172 covers the different roles and how being an advocate is good and explains why this Committee was established.

**Neighborhood Traffic Management Program ~ "Equity Lens" Agreements**

*Tammy Saldivar*, Keizer and is a Member of the Traffic Safety, Bikeways & Pedestrian Committee. She spearheaded the Neighborhood Traffic Management Program. The process for the document is common in other cities. Our document is more about the policy than details.

*Rhonda Rich*, President of the Keizer West Neighborhood Association, spoke on the Neighborhood Traffic Management Program. She submitted materials indicating that the 75% signature requirement of fronting property is a problem. They want a 50% requirement that's more consistent with other programs and requested a different method of petitioning within the program.

*Carolyn Homan*, Keizer, spoke on the Neighborhood Traffic Management Program and said it's still unclear. She suggested having multiple communications in other languages in terms of equity. Sidewalks are a huge barrier to getting around town. Chair Reid explained that adding sidewalks is very complicated and expensive.

Written comment with an application was submitted by Robb Witters on the Neighborhood Traffic Management Program.

*Tammy Saldivar*, Keizer Resident and a Member of the Traffic Safety, Bikeways & Pedestrian Committee, shared that the plan was to compile the input and get it to the Traffic Safety, Bikeways and Pathways Committee. The revision process is cleaning up the flow and seeing what is doable. The Committee is advising the program, and Public Works will approve the document. She suggested signs with QR codes be made by the City as a means of outreach.

Stephanie Cross suggested an online suggestion box and electronic application on the City's website with a query to include each of the Neighborhood Associations.

Chair Reid will attend the Traffic Safety, Bikeways & Pathways Committee meeting on October 19th.

- a. **All neighborhoods should receive equal treatment.** Chair Reid requested that "equal" be changed to "equitable."
- b. **Look at modes of transportation to ensure that it's equitable.** Chair Reid requested that "it's" be changed to "they be."
- c. **Approval process should have an equitable percentage of respondents for businesses, homeowners and tenants within each of the neighborhood locations.**
- d. **Approval process access to the process.**
- e. **Resource allocation and budget based upon the neighborhood** This is problematic because places with high traffic might be underserved compared to quiet neighborhoods.

populations.

**Committee Member Reports**

Thais Rodick reminded the Committee that The Latino Business Alliance will have their event here on November 9th and the City waived a \$1,500 fee.

**Other Business / Staff Liaison Report**

Assistant City Manager Wood said City staff will meet on Tuesday to identify Strategic Plan action items. After that, the Strategic Plan representatives may come to this Committee for feedback and to re-engage. The recording of the Strategic Plan presentation from the September 18th Council Work Session is on the City website.

Mr. Wood noted that if the City hires a consultant, he has a list of items to consider so the consultant can help the Committee, which are as follows:

- Work through diversity, equity, and inclusivity definitions
- Define Keizer's equity lens
- Work through equitable agreements & rules of conduct
- Identify options to engage the community without violating Public Records and Meetings Laws
- Develop an engagement survey
- Review the Committee's task and purpose
- Create action plans with measurables

If anyone has anything to add, they can email him.

**Adjourn ~ Next Meeting: November 2, 2023**

Adjourned 7:48 p.m.

Minutes Approved: \_\_\_\_\_

*“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.”*