

COUNCIL: 'There's more work to be done'

(Continued from Page A1)
cover pretty consistently. It is important to build from a foundation of values, perspectives and issues rather than jump straight into drafting a document," Clark said.

Calls for the city to adopt an inclusivity resolution date back at least two years. The City of Salem and the Salem-Keizer School District have both adopted similar resolutions, but most Keizer leaders have balked at every turn. The only councilor adamantly supporting the issue is Councilor Roland Herrera.

"It's frustrating when the city doesn't make it a high priority," Herrera said. "We've done some good things, but there's more work to be done and we can't just keep it on the back burner."

One of the council's short term goals is looking at diversity among the employees of the city.

"The staffing goal to address diversity came from both a desire to have city staff attract

and retain employees from the same racial and ethnic background as the people of our community as well as remove barriers in recruiting and retaining talented staff," said Clark. "Action for the city will likely be around how we add steps to ensure we pause and consider how city policies and practices impact the diverse situations of people in our community."

In some ways, the city is moving toward a broader lens in how it approaches city services already. Earlier this year, a group of car enthusiasts were meeting at Keizer Station. It became a concern because some attendees were burning out as they left the gathering. Rather than sitting in the parking lot and issuing tickets, which Keizer Police Chief John Teague felt would only trigger animosity, a Keizer police officer tracked down the organizer and discovered he was already attempting to discourage such behavior.

"We want to take that 'equity lens' approach to how we provide services to the

people of Keizer and make sure city processes and services are getting the expected benefits for everyone," Clark said. "Will that specifically address problems with systemic racism? Yes, because people create and change systems. We can do that."

Will this address problems with people behaving in a racist manner toward their neighbor? Partly. By being intentional about considering the diversity of people in our community in how we conduct the business of the city, I hope we send the message that the lives of people of all races and ethnicities matter a great deal."

City Councilor Laura Reid took part in an National League of Cities online conference and made a point of attending a presentation on how cities can make a meaningful impact on issues of race, diversity and inclusion.

Reid said the city might be able to make a more concerted effort to "invite local professionals to address civic leaders to help us understand all perspectives, make sure we have equitable economic response and recovery plans for our local businesses, and to look at and gather the Keizer ordinances and policies that are related to this issue and bring them to bear in a concise statement that is easily accessible to the public."

But, Reid said, demonstrating Keizer's commitment to issues of equity might pop up in other unlikely areas.

"We will be looking at our policies surrounding Local Improvement Districts (most notably streetlights and sidewalks) to see if there is a way we can make those more equitable," Reid said. "Driving all our efforts is the belief that the best approach is to identify what needs to be done and do it and not just do something to make ourselves feel better. By making life fair for our citizens, we make a better Keizer for all of us."

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agree with those that verbally or physically harass them.

In eastern Oregon, the City of Hermiston has a Hispanic Advisory Committee that meets monthly to provide touchstone "the city's Hispanic community can contact with their issues, concerns, and problems which relate" to municipal actions. It also provides recommendations regarding city actions and informs city leaders on potential impacts to the Latinx population.

Fairfax, Calif., formed the Racial Equity Committee comprised of city councilors, residents and youth members focused on "actively dismantling and eradicating systemic and individual racism, bigotry, and discrimination within our town, in an effort to create a Fairfax that is explicitly anti-racist, equitable, and inclusive in both word and deed."

The City of Madison, Wis., had department leaders and teams of city employees meet with residents to address how services are delivered. One tangible outcome was providing lighting to basketball courts for evening usage.

Focusing on transit-oriented community development. Moving toward growth that focused on moving residents around without automobiles has allowed the metropolitan areas around Washington, D.C., to create housing in the space recouped from vehicle

storage. Fairfax County, Va., works with developers to ensure that 20% of all residential units are affordable to those making 50% to 120% of the area's median income.

The City of Boston partnered with a non-profit to conduct a six-month series of race dialogues in neighborhoods throughout the city. Trained facilitators were brought in to guide conversations and arrive at potential solutions.

While each city is on a path tailored to its residents, The National League of Cities, in a report titled *Advancing Racial Equity In Your City*, cites making a public declaration of commitment to racial equity as one of the necessary first steps to meaningful change.

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resignations of Marty Heyen and Paul Kylo. Heyen has been accused of being a part of white supremacist groups and Kylo has been heavily criticized for holding up a cardboard mask of Cliff Robinson, a former Portland Trail Blazers player, during a March 30 meeting.

"We have asked numerous times for the resignations of Marty Heyen and Paul Kylo. They have not resigned and we want to know why. Your silence to this question has demonstrated that not only have you ignored us, you have a lack of empathy and a lack of respect to our community," said one commenter.

Another commenter added that he believes that SROs contribute to the school-to-prison pipeline for Black, Indigenous and people of color (BIPOC).

"We must think differently about the way we discipline our students... We must use a new approach to keep our students safe, our classrooms orderly and all of our students succeeding in school."

A few people also were asking for the resignation of Kathy Goss as well, and many others cited how Portland Public Schools, the largest district in the state, announced in June that they would no longer have SROs patrol the hallways.

Before public testimony, board chairperson Satya Chandragiri asked for civility and respect from callers. While most abided, there were a few callers that dismissed Chandragiri's plea — one commenter called Heyen a "raggedy white supremacist." The caller was cut off before he could finish his insult of Kylo.

Chandragiri cut off a number of callers, some of whom were students, for either not sticking to the agenda or for not keeping the conversation civil, which led to even more criticism of callers and a public scolding from fellow board member Sheronne Blasi.

"I am very saddened and disappointed by the way our students have been treated this evening when they called in. I don't know if I have ever seen students cut off during their conversations during their time," Blasi said. "To have our students of color's voices silenced tonight, that is why they are calling, because that

has been what is happening. Our students of color and our families of color feel as though this board is not listening. We have to do better."

Winning the Superintendent award didn't make Perry immune to criticism either.

"I don't understand why this is happening. Why is she getting praised for saying only words of anti-racism but not actually doing anything," one caller said.

Later in the meeting, the board officially adopted a resolution regarding safe and welcoming schools — this resolution was first initiated as part of policy in January 2017, with the action to include annual affirmation of the resolution.

"This resolution is perhaps the most important resolution. There is no equity without safety," Chandragiri said. "When safety gets compromised, people get polarized."

The board also approved the time from Sept. 15 to Oct. 15 as Hispanic Heritage Month, celebrating the contributions of Americans whose ancestors came from Spain, Mexico, the Caribbean, Central America and South America.

Assistant superintendent Kraig Spoles addressed the board and went over many of the issues that have gone on during the first week of online learning.

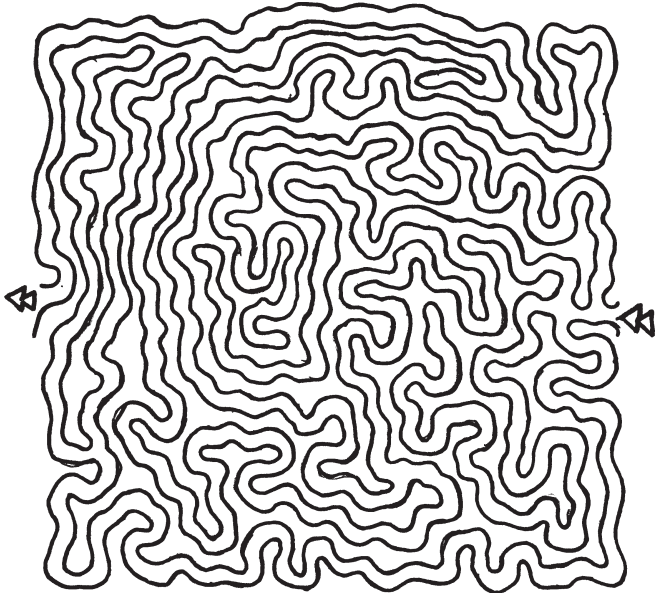
The district originally intended on beginning their CDL program on Tuesday, Sept. 15. But due to Salem-Keizer area being engulfed with smoke because of the wildfires in east Marion County, the first day of school for the vast majority of students didn't come until Thursday, Sept. 17.

Spoles admitted that the district experienced a bumpy first few days of distance learning. Hardware issues, power and network outages, district phone systems being overloaded, Chromebook start-up issues and Zoom problems were just a handful of the issues the district experienced while trying to facilitate online learning.

"A lot of these issues are not unique to Salem-Keizer. They are issues that are being experienced across several districts," Spoles said.

Spoles told the board that some of the issues with Chromebooks and Zoom have been resolved and that they are currently in the process of securing more phone lines, which should be finalized next week.

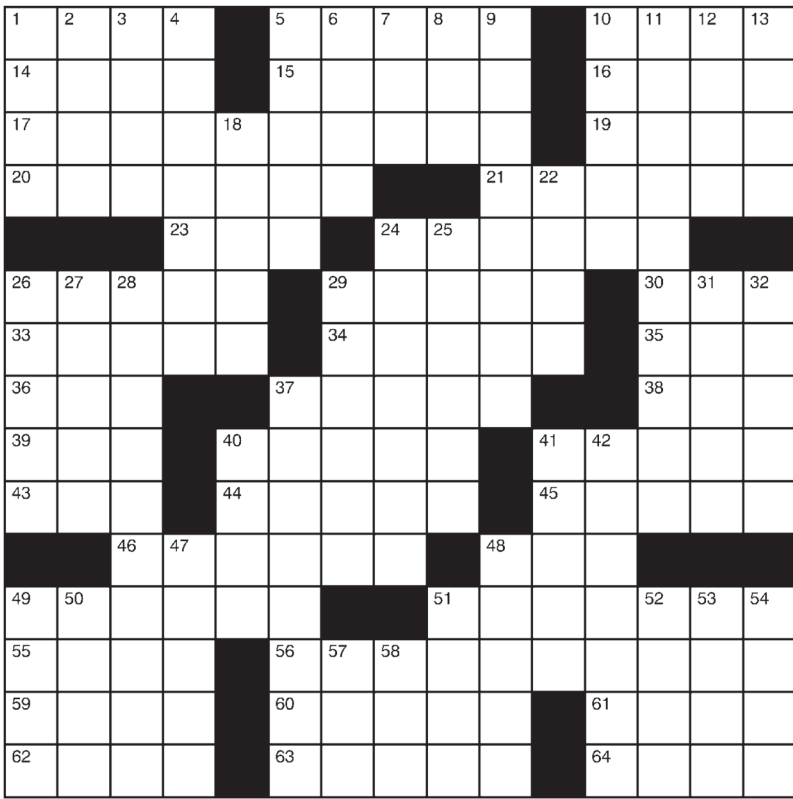
maze



Maze by Jonathan Graf of Keizer

crossword

Street Talk



CREATORS NEWS SERVICE

ACROSS

- 1 Swindles
- 5 Enjoy
- 10 Biblical shepherd
- 14 Western Samoa's capital
- 15 Self-esteem
- 16 Philippine machete
- 17 Stocks
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- 20 Theater backdrops
- 21 Bluenoses
- 23 See 35 Across
- 24 Descriptive of taste
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- 29 Chatters
- 30 Bizarre
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- 34 Convenient
- 35 Golf ball's position
- 36 Boundary
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- 38 Ewe, e.g.
- 39 Shade tree
- 40 Postpone
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- 43 Rome's Holy ___
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- 48 Worn by some women

DOWN

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By Charles Preston

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- 47 Choir members
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- 50 Inter ___
- 51 Feds
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- 53 Writer Ambler
- 54 Unit of force
- 57 Norma ___
- 58 Eggs

sudoku

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