



**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION
REGULAR MEETING**

MINUTES

Monday, August 8, 2022

Community Design Studio Nave
7506 E Indian School Rd
Scottsdale, AZ 85251

PRESENT: Emily Hinchman, Chair
Janice Shimokubo, Vice Chair
Marty Day
Hannellie Mendoza
Stuart Rhoden

ABSENT: James Eaneman
Lawdan Shojaee

STAFF: Jackie Johnson, Diversity Program Director
Brent Stockwell, Assistant City Manager
Kelly Corsette, Communications/Public Affairs Director
Jeff Walther, Chief of Police
Andrew Sweeny, Management Intern
Stanna Slater, LGBT Liaison
Kacey Short, Bloomberg Harvard Fellow

Call to Order/Roll Call

Chair Hinchman called the meeting to order at 5:01 p.m.

Members present as listed above.

Land Acknowledgement

Public Comment

There were no members of the public who wished to speak.

1. Approval of minutes from the June 13, 2022 meeting

COMMISSIONER DAY MOVED TO APPROVE THE JUNE 13, 2022 HUMAN RELATIONS COMMISSION MEETING MINUTES. VICE-CHAIR SHIMOKUBO SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DAY, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Presentation and discussion and possible recommendations regarding ONE Community's LGBTQ+ advocacy

Angela Hughey with ONE Community and ONE Community Foundation gave a presentation discussing non-discrimination protections. Currently there are no federal non-discrimination protections that include sexual orientation or gender identity, leaving LGBTQ Americans at risk for discrimination in employment, housing, and public accommodations in areas of the country where there are no municipal protections. Two pieces of LGBTQ-inclusive legislation have been introduced, but currently do not have a path forward federally. Those legislative items include the Equity Act, introduced in 2015 and the Fairness for All Americans Act, introduced in 2019. Because these two items will likely not move forward, it is essential to find LGBTQ-inclusive legislation that can get bipartisan support. "Equality and Fairness for All Americans" is comprehensive legislation based on the bipartisan work that has been done in Arizona, particularly the passing of municipal ordinances in the cities of Scottsdale, Mesa, Glendale, and Tolleson last year. The legislation provides LGBTQ protections in government housing credit, jury service, education, and public accommodations, allowing those entities to continue receiving federal funding for essential services; keeps existing religious exemptions in place; would bring the quality and fairness bipartisan framework down from 15 employees to zero; and would codify key Supreme Court decisions that grant and protect LGBTQ rights.

Commissioners were given an opportunity to ask questions. Ms. Hughey explained that the Equality and Fairness for All Americans Act would amend the Civil Rights Act, leaving the religious organization piece alone. She stressed that the conversation will continue to evolve and a lot of education needs to be done in schools and the general public about understanding what sexual orientation and gender identity and expression are. Those who are interested in signing the Fairness Pledge can find it at Equalityandfairness.com.

3. Presentation, discussion, and possible recommendations regarding citizen interactions with the Scottsdale Police Department

Chief Jeff Walther, Scottsdale Police Department, gave a presentation, including reporting on current events and a review of questions posed by Human Relations Commissioners prior to the meeting. With regards to the recent series of events involving the murder of several Muslim men in New Mexico, the Albuquerque police department has no leads. The Scottsdale police department has identified the people who distributed the antisemitic flyer last week and is working to determine if there is an opportunity to press charges. Chief Walther discussed recent social media issues that have come up, noting they were all unfounded.

Chief Walther talked about activities that the department has been conducting in an effort to build a greater rapport with the community and foster a better understanding of the department. Activities that the department has moved forward with include increasing the department's social media presence on several platforms; created a community engagement department, which will focus on building a foundation for the citizenry; Citizen's Academy has been brought back and now includes a virtual option; the department has partnered with Boys and Girls Club of Greater Scottsdale and Scottsdale Unified School District (SUSD) to engage with youth; is working to build a relationship with the entertainment district clubs and help with security training; and has expanded the relationship with SUSD and the Cave Creek Unified School District. Chief Walther noted that he recently participated in three back-to-school panels and presentations to teachers and administration. SUSD's board recently voted to connect their 1,000 security cameras in real-time into the police department's crime center. Additionally, the department is rolling out a Human Exploitation and Trafficking unit and Crisis Response Team, a dedicated Parks and Preserve Unit, and a Short-Term Rental unit.

Commissioners were given an opportunity to ask questions. Discussion ensued regarding hate crimes and the comparison between Scottsdale's statistics as compared to neighboring communities. Chief Walther said that when statistics show a surge in violent crimes, that is a good indicator of an increase in hate crimes. He noted that police departments nationwide are faced with a shortage of police officers.

Chief Walther explained how bias-related crimes are defined for charging purposes. He talked about Scottsdale Police Department's three-pronged approach to dealing with mental health calls, which includes the involvement of mental health professionals housed within the police department.

4. Presentation, discussion, and possible recommendations regarding the 2020 U.S. Census data

Andrew Sweeney, Management Intern, presented the 2020 U.S. Census data that has been released to date as it relates to the City of Scottsdale. Mr. Stockwell explained this was the first opportunity to review Census data since the Community Survey was released in late spring. He expects that additional Census data will be released in 2023. He discussed ways in which the City might use Census data to address specific issues and improve city services.

5. Introduction of 2022 Bloomberg Harvard Fellow, Kacey Short

Brent Stockwell, Assistant City Manager, reminded the Commission that Mayor Ortega was selected to participate in the Bloomberg Harvard city leadership initiative. As part of the program, Mr. Stockwell was given an opportunity to participate in a cross-boundary collaboration track program that works on homelessness. Mayor Ortega was able to request that Scottsdale get Kacey Short, a Bloomberg Harvard Fellow, sponsored with Bloomberg funding for ten weeks. She has been tasked with working on a study on how to increase civic engagement among young adults and persons of color.

6. Presentation, discussion, and possible recommendation regarding the community engagement project and focus groups

Kacey Short, Bloomberg Harvard Fellow, gave a presentation, outlining efforts on a community engagement project and focus groups. She noted that the target demographic are people of color, young people between the ages of 18 and 34, and women. The project is being broken up into three stages. Stage one, data analysis and preparation, has been completed. Stage two, recruitment, is currently under way. Stage three will be an executive summary and presentation which will be prepared in time for the Commission's September meeting.

7. Presentation, discussion, and possible recommendations regarding Human Relation Commission's strategic initiatives

Chair Hinchman gave an update on the Community Partners initiative. There has been a lot of engagement with Scottsdale Police Department and conversations with SUSD are ongoing. She anticipates that Stanna Slater will give a presentation about engaging the interfaith community during next month's meeting.

8. Update and discussion regarding the upcoming vacancy and appointment of a new Human Relations Commissioner

Jackie Johnson, Diversity Program Director, said that Commissioner Day is terming out of her first term and will not be reapplying for the position. City Council is tentatively scheduled to hold commission interviews on September 20, 2022 and will make appointments on October 18, 2022. A new HRC commissioner should be appointed in time for the November meeting.

9. Update, discussion and possible recommendations regarding recent and upcoming diversity and inclusion-related activities and incidents impacting the city of Scottsdale

Community Events

- Juneteenth Update
- Community Engagement Focus Groups – August 2022
- Asian Corporate & Entrepreneurs Leadership Conference - August 19 – 20, 2022
- Regional HRC Meeting – September 8, 2022
- United Business Diversity Summit – September 14, 2022
- Community Celebrating Diversity Dinner and Dialogue - September 29, 2022
- Phoenix Pride Festival – October 15 –16, 2022
- Arizona Asian Festival – October 22, 2022
- Canal Convergence – November 4 – 13, 2022
- Martin Luther King, Jr. Celebration – January 2023
- Regional Unity Walk – January 28, 2023 (tentative)
- Ability Service Awards (formerly MECPD) – April 2023 (tentative)

Ms. Johnson provided an update on the Juneteenth event, which was held on June 19, 2022 at Scottsdale Stadium. She will be looking for input on participation in upcoming events, noting that the department's budget is limited to approximately \$8,000.

Internal/Employee Events

- Central Arizona Chapter - National Forum for Black Public Administrators Employee Information Session - August 11, 2022
- Diversity Advisory Committee Information Session and Networking Event – August 31, 2022
- Hispanic Heritage Month Celebration - September 15 – October 15

Ms. Johnson presented information on upcoming internal and employee events.

Chair Hinchman requested that Commissioners let Ms. Johnson know if they have a particular interest in participating in any of the listed events. All commissioners are asked to participate in the upcoming Dinner and Dialogue, which will be held in the Community Design Studio.

Commissioners expressed an interest in participating in the Pride Parade. Kelly Corsette, Communications/Public Affairs Director, said that he will reach out to the Library about plans for the City's participation this year.

10. Identification of Future Agenda Items

Upcoming meetings will include:

- 2022 Strategic Initiatives
- Legislative Update
- Town Hall Update
- Presentation from the Library
- Community Engagement Project Update

The next meeting is scheduled for September 12, 2022.

11. Adjournment

COMMISSIONER RHODEN MOVED TO ADJOURN THE MEETING. COMMISSIONER DAY SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DAY, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 7:08 p.m.

Recorded and Transcribed by eScribers, LLC.