



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

**Monday, November 13, 2023**  
Community Design Studio  
7506 E Indian School Rd  
Scottsdale, AZ 85251

**PRESENT:** James Eaneman, Vice Chair  
Ashley Adams  
Tina Drews (MS Teams)  
Matthew Keen  
Cynthia Romagnolo

**ABSENT:** Emily Hinchman, Chair

**STAFF:** Jackie Johnson, Diversity Program Director  
Cooper Robinson, Scottsdale Library  
Heather Sollom-Smith, Scottsdale Library

**GUESTS:** Stanna Slater, LGBT Liaison (MS Teams)  
Robin Reed

**Call to Order**

Vice-Chair Eaneman called the meeting to order at 5:00 p.m.

**Roll Call**

Members present as listed above.

**Land Acknowledgement**

## **Public Comment**

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

### **1. Approval of the Regular Meeting Minutes for October 13, 2023**

COMMISSIONER KEEN MOVED TO APPROVE THE OCTOBER 13, 2023, HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

### **2. Introduction of new Commissioners Ashley Adams and Robin Reed**

Jackie Johnson, Diversity Program Director, introduced new Commissioner, Ashley Adams.

Commissioner Adams introduced herself and talked about her interest in the Commission.

Robin Reed was not yet present.

### **3. Update and possible recommendations about ways to acknowledge Indigenous Peoples Day**

Ms. Johnson reported that at the recommendation of Assistant City Manager Stockwell she communicated with the Mayor's chief of staff about the Commission's recommendation that the land acknowledgement be read by the Mayor before each City Council meeting in order to honor Indigenous People in lieu of having an Indigenous People holiday. It was decided that the Mayor will not move forward with the Commission's recommendation. Ms. Johnson said that she is currently working with the City Manager's Office, discussing the possibility of an opportunity to have a plaque with the land acknowledgement placed at City Hall.

Commissioners were given an opportunity to ask questions. Ms. Johnson recalled that the Commission's original consideration was to have an Indigenous Peoples' holiday and that was not moved forward with. She has talked with the Scottsdale Human Resources Department and the Communications Director relating to the floating holiday that employees currently have and providing them with a calendar that would detail the various religious and cultural holidays where a floating holiday could be utilized. Ms.

Johnson noted that the Native American Heritage Month celebration will move forward as planned at the end of November.

Vice-Chair Eaneman suggested that the conversation about Indigenous Peoples Day be considered for next year's strategic initiatives.

#### **4. Update, discussion, and possible recommendations regarding the Human Relations Commission's Strategic Initiatives**

Commissioner Drews does not have any additional information about the partnership with Scottsdale Library at this time. It was noted that the focus with the library right now is on Women's History Month.

Ms. Johnson said that Mayor's Youth Council meetings are held on the same day each month as the Human Relations Commission meetings, so their staff would be unable to attend one of the HRC meetings. However, one or two of the students could be invited to attend.

COMMISSIONER KEEN MOVED THAT MAYOR'S YOUTH COUNCIL MEMBERS BE INVITED TO ATTEND A FUTURE MEETING AND THAT IT BE REQUESTED THAT THEY COME PREPARED WITH RELEVANT TOPICS TO DISCUSS. COMMISSIONER ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Commissioners discussed the idea of changing the name of the Human Relations Commission. They expressed an interest in agenzizing further discussion and possible action for the next meeting.

COMMISSIONER KEEN MOVED TO REQUEST THAT COMMISSIONERS COME TO THE NEXT MEETING PREPARED WITH ALTERNATE NAME OPTIONS FOR THE COMMISSION AND THAT A VOTE BE AGENDIZED. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

#### **5. Discussion and possible recommendations regarding the nomination and election process for the Human Relations Commission chair and vice chair**

Ms. Johnson reviewed the annual chair and vice chair election process. She will send out a nomination ballot to each Commissioner and will contact nominees to confirm their interest prior to the next meeting.

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

Ms. Johnson said that the Regional HRC meeting is scheduled for Wednesday, November 15, 2023. Three Commissioners have confirmed their attendance.

The city will host Native American Month Lunch-and-Learn at Western Spirit Scottsdale Museum of the West on November 30, 2023, from noon to 1:30 p.m. The event will be open to the public.

Communities Celebrating Diversity will host the annual MLK Dinner on January 11, 2023. Additional information about the event will be provided to Commissioners.

Ms. Johnson said she is discussing with Doc Jones the possibility of holding a Civil Rights event in mid- to late- January 2024. She noted that she is not sure that the Office of Diversity has the bandwidth to move forward with the event at this time.

The Regional Unity Walk is scheduled for January 27, 2024. Mayor's Youth Council members will participate in place of the Human Relations Commission. The City's Black Employee Resource Group will likely be sponsor or co-sponsor the Black History Month celebration.

Plans for a Juneteenth celebration are under way. The event will be held at Scottsdale Arts on either Saturday June 15 or Saturday, June 22, 2024.

Ms. Johnson said that the City's Women's' Network has expressed an interest in holding a Women's' History Month celebration. She plans to recommend that the group collaborate with the HRC and the Library on their efforts.

The organizational review focusing on citywide equity, diversity, inclusion, and belonging types of initiatives, policies, programs, and services is complete. It is hoped that it will be published to the website with the next week.

The Diversity Office will be holding interviews for an ADA Title 6 coordinator this month. The new coordinator will bring a consultant on board to assist completion of the ADA transition plan as well as working with the Arizona Department of Transportation

on all of the City's Title 6 Federal requirements and reporting.

Vice-Chair Eaneman gave a report on the November 2nd Holocaust presentation he attended at Chaparral High School.

## **7. Identification of Future Agenda Items**

Commissioners were in consensus to cancel the December meeting due to the holidays.

Upcoming meetings could include:

- Library Partnership
- Renaming the Commission
- Strategic Initiatives
- Mayor's Youth Council

## **Adjournment**

COMMISSIONER KEEN MOVED TO ADJOURN THE MEETING. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 5:52 p.m.

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