



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

SUMMARIZED MINUTES

Monday, February 8, 2021

Meeting Held Electronically

PRESENT: Janice Shimokubo, Chair
Emily Hinchman, Vice Chair
James Eaneman
Marty Day
Hannellie Mendoza
Stuart Rhoden
Lawdan Shojaee

STAFF: Sharon Cini
Kelly Corsette
Brent Stockwell
Adam Yaron
Taylor Reynolds

Call to Order/Roll Call

Chair Shimokubo called the meeting to order at 5:00 p.m.

Public Comment

There were no public comments submitted.

1. Approval of minutes from the January 11, 2021 meeting

COMMISSIONER EANEMAN MOVED TO APPROVE THE JANUARY 11, 2021 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER RHODEN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAEV VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Presentation, discussion and recommendations on 1-GP-2021: Draft Scottsdale General Plan 2035

Taylor Reynolds, Project Coordination Liaison, gave a presentation outlining recommendations relating to 1-GP-2021: Draft Scottsdale General Plan 2035. The presentation included an overview of the recent history of Scottsdale's General Plan update, including the 2012 special election process; the Citizen Review Committee (CRC) process and timeline; CRC plan organization and legislative edits that occurred as a result of their meetings; and areas of special interest to the HRC. He highlighted the areas of particular interest to the Commission, including introduction of the City being proclaimed as a Golden Rule City; areas focusing on ensuring diversity and inclusion, including Policy CI 2.2, HC 5.4, HC 5.5, and HC 5.6, and the inclusion of a diversity and inclusion program. A citizen input link is available through the City's website. Citizens who are interested in attending the virtual town hall scheduled for February 18, 2021 should register through the city website.

Commissioners were given an opportunity to ask questions. Adam Yaron, Principal Planner, explained that it is anticipated that if the General Plan update has support of City Council, it will be scheduled as the only item for consideration on a November 2021 ballot.

3. Update, discussion and possible recommendation(s) to staff regarding non-discrimination ordinance and anti-harassment policy research

Mr. Stockwell provided an update on the non-discrimination ordinance and anti-harassment policy research. Research has been completed and submitted to the City Manager for review. Staff is scheduled to present the Ordinance to City Council during their February 23, 2021 retreat. The staff report will likely not be available at that time. He anticipates that the ordinance and Council input will be ready in time for the March Human Relations Commission meeting and will be agendaized for an April City Council meeting.

4. Discussion and possible recommendations regarding future community Town Halls

- Possible Scottsdale Speaking engagement with Robin DiAngelo, AUTHOR OF "White Fragility: Why it's so Hard for White People to Talk about Racism"

Mr. Corsette said that staff continues to work with Scottsdale Arts on potential dates for the Robin DiAngelo proposal. Potential dates have been moved to the April or May time frame. In the event that Ms. DiAngelo is unwilling to travel to Arizona because of COVID-19, an online event could be considered.

5. Presentation, discussion and possible recommendation regarding the Commission Strategic Plan and 2021 activities

Chair Shimokubo recalled that at the January meeting Commissioners were assigned areas of the strategic plan with the goal of returning tonight with goals and tactics to achieve those goals outlined.

Commissioners presented their recommendations as follows:

Continue Community Town Halls - Commissioners Rhoden and Shojaee

Tactics proposed to achieve the goal of holding one town hall per quarter:

- Find a talk
- Pick a national conversation and make it local
- Find a local partner to help push out the word and make it more lively
- Find a colorful panel to help facilitate multiple viewpoints

Discussion ensued regarding the recommended tactics.

CHAIR SHIMOKUBO MOVED TO APPROVE THE COMMUNITY TOWN HALLS STRATEGIES AND TACTICS. VICE-CHAIR HINCHMAN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Non-Discrimination Ordinance and Anti-Harassment Policy – Chair Shimokubo, Vice-Chair Hinchman, and Commissioner Eaneman

Tactics proposed to achieve implementation of a City of Scottsdale Non-Discrimination Ordinance and an Anti-Harassment Policy by June 30, 2021:

- Re-submit August 2020 NDO letter to new City Council in early January 2021
- Send follow-up HRC outreach to City Council by end of February 2021
- Review NDO and Anti-Harassment study after submitted to City Manager and meet with City Manager to discuss the timeline and presentation plan
- Include discussion of NDO with Mayor Ortega at HRC Chair Meeting
- Collaborate with City Council on NDO and Anti-Harassment policy details
- Continue to promote and advocate for an NDO and an Anti-Harassment policy until fully implemented

Discussion ensued regarding the recommended tactics.

CHAIR SHIMOKUBO MOVED TO APPROVE THE NON-DISCRIMINATION ORDINANCE AND ANTI-HARASSMENT POLICY STRATEGIES AND TACTICS. VICE-CHAIR HINCHMAN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Marketing Messaging/Social Media – Commissioner Shojaee

Tactics proposed to achieve implementation of Marketing Messaging/Social Media plan and development of a Marketing/Communication calendar:

- Pick a national topic and incorporate with what the City is doing locally
- Encourage Commissioners to regularly submit op eds
- Prepare marketing calendar based on upcoming events

Discussion ensued regarding the recommended tactics.

COMMISSIONER EANEMAN MOVED TO APPROVE THE MARKETING MESSAGING/SOCIAL MEDIA PLAN STRATEGIES AND TACTICS. COMMISSIONER DAY SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Enhanced/Increased Commissioner Involvement through events and campaigns – Vice-Chair Hinchman and Commissioner Eaneman

Tactics proposed to achieve the goal of enhancing/increasing Commissioner involvement through events and campaigns:

- Writing op-eds and/or relevant articles pertaining to diversity and inclusion, anti-discrimination, and anything that follows the mission of the HRC
- Ensure attendance by all Commissioners at the events put forth by the Office of Diversity

Discussion ensued regarding the recommended tactics.

COMMISSIONER DAY MOVED TO APPROVE THE ENHANCED/INCREASED COMMISSIONER INVOLVEMENT THROUGH EVENTS AND CAMPAIGNS STRATEGIES AND TACTICS. COMMISSIONER RHODEN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

Identify important/critical diversity issues in Scottsdale – Commissioner Mendoza

Commissioner Mendoza stressed the importance of striving to increase Scottsdale's National Community Survey score in areas related to the HRC's mission.

Tactics proposed to achieve the goal of identifying important/critical diversity issues in Scottsdale:

- Identify three public spaces in Scottsdale (north, central, and south) for City sponsored live events to draw out the communities around them to engage and socialize with each other

- Encourage cross-participation of residents through targeted invites and planned programming
- Gradually introduce discussions or programming about diversity and inclusion
- Communication through a Scottsdale app

Discussion ensued regarding the tactics, including the long-term goal of creating an app. Chair Shimokubo made a motion to combine tactics, which failed for lack of a second. Commissioners agreed to review the most recent National Citizen Survey and reconsider the topic during the March meeting.

DISCUSSION ABOUT STRATEGIES AND TACTICS REGARDING CRITICAL DIVERSITY ISSUES IN SCOTTSDALE WAS TABLED.

Developing Stronger Ties to Diversity Partners – Commissioner Shojaee and Commissioner Rhoden

DISCUSSION ABOUT DEVELOPING STRONGER TIES TO DIVERSITY PARTNERS WAS TABLED.

City Relationships – Chair Shimokubo and Commissioner Eaneman

Tactics proposed to achieve improved City Relationships included:

- Develop HRC presentation
- Meet with Mayor, Library Commission, Economic Development, and Experience Scottsdale by end of April 2021. Identify action items based on discussions
- Review and prioritize action items and begin plan implementation
- Meet with Human Resources department and Human Services Commission, second half of 2021
- Create and distribute quarterly (or as necessary) HRC reports to the Mayor's office and City Council

CHAIR SHIMOKUBO MOVED TO APPROVE THE CITY RELATIONSHIPS STRATEGIES AND TACTICS. COMMISSIONER EANEMAN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAEV VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

6. Presentation and discussion regarding the City of Scottsdale Office of Diversity and Inclusion (ODI) overview

Ms. Cini gave an overview of the Office of Diversity and inclusion budget. She highlighted the Office of Diversity purpose statement; the City organizational chart; Diversity framework goals; City staff training goals; her responsibilities as the program manager and staff liaison; and the Office of Diversity budget, including line items;

7. Updates, discussion, and possible recommendation(s) to staff regarding recent and upcoming diversity and inclusion related activities and incidents impacting the City of Scottsdale

- 2020 SPD Hate Crimes Summary

Ms. Cini reported that two cases were identified in 2020, both during the month of October. One case involved graffiti to a political sign and the other involved disorderly conduct during an argument.

- Regional Unity ArtWalk 2021 – Fox 10 morning news. Chandler segment on ABC

Ms. Cini said that the Regional Unity ArtWalk 2021 was a success. Fox 10 morning news reported on the exhibit displayed at Civic Center library and ABC Morning News reported on the Chandler program.

- Overview of Golden Rule City tree planting 2021 – Civic Center with story coverage by Scottsdale Independent

Ms. Cini gave an overview of the Golden Rule City tree planting, which was mentioned in the Scottsdale Independent. The “Scottsdale is a Golden Rule City” and a plaque describing what the Golden Rule tree represents are still displayed at the site.

- Overview of “Wholly Shift: Changing the Conversation about Racism and Discrimination” – Eric Bailey, Feb 3rd

Ms. Cini said that the event “Wholly Shift: Changing the Conversation about Racism and Discrimination” was held on February 3, 2021. She mentioned several inspiring takeaways from the conversation.

- Arizona Jazz Day Festival – April 3-4, 2021

Ms. Stockwell noted that the Arizona Jazz Day Festival has been postponed to a later date because of COVID-19 restrictions.

Arizona American Indian Festival – April 17-18, 2021

Ms. Cini said that as of today the Arizona American Indian Festival will go on as planned on April 17th and 18th 2021.

8. Identification of Future Agenda Items

Future agenda items include:

- Non-Discrimination Ordinance
- Strategic planning discussion
- Diversity Partners tactics

Adjournment

VICE-CHAIR HINCHMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER SHOJAE SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, DAY, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:56 p.m.

Recorded and Transcribed by eScribers, LLC.