



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

MINUTES

Monday, August 14, 2023

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

PRESENT: Emily Hinchman, Chair
James Eaneman, Vice Chair
Tina Drews
Matthew Keen
Cynthia Romagnolo
Janice Shimokubo

STAFF: Jackie Johnson, Diversity Program Director
Melissa Orr, Library Manager
Erin Krause Riley, Adult Services Coordinator
Dale Wiebusch, Government Relations Director
Domonique Rivas, Administrative Assistant

Call to Order

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

Roll Call

Members present as listed above.

Chair Hinchman announced that Stuartt Rhoden has resigned from the Commission, because he is no longer a Scottsdale resident.

Land Acknowledgement

Public Comment

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

1. Approval of the Regular Meeting Minutes for May 8, 2023

VICE-CHAIR EANEMAN MOVED TO APPROVE THE MAY 8, 2023 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER SHIMOKUBO SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, ROMAGNOLO, AND SHIMOKUBO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Discussion and possible recommendations regarding a community engagement partnership with Scottsdale Public Library

Melissa Orr, Library Manager, and Erin Krause Riley, Adult Services Coordinator, gave a presentation, outlining library activities and ways in which the library could partner with the Human Relations Commission. Ms. Orr talked about ways in which the library engages patrons of all ages, socio-economic status, ethnicity, and gender orientation and programs and initiatives that are offered. The Library's recently completed strategic plan focuses on increasing library service access for the community, ambitiously educating the community about Scottsdale Public Library, investing in library staff development and involvement, boldly innovating library services for the future, and infusing diversity, equity, inclusion, and belonging into the library culture. She said that a group of committee managers has been working together over the past year toward this. One of their goals is to focus on diversity as a competency. She noted that an all-staff conference is scheduled in October and staff have been challenged to read a book about diversity.

Ms. Riley talked about the Human Library program, which she hopes to launch in April 2024. A human library event is a program where people from a variety of backgrounds make themselves available to be "checked out" and will sit and have a conversation with the patrons about their lives. The goal of the program is to build community and educate people about the subject each person represents.

Discussion ensued regarding the Human Relation Commission's future involvement with the library, with a goal of starting programs in 2024. Chair Hinchman suggested that one Commissioner take charge of working with the library staff to plan diversity-related library events. Commissioners asked clarifying questions about the Human Library program and it was suggested that the event be offered online too. Ms. Riley was concerned that an online forum might inhibit the spontaneous individual conversations. Commissioner Romagnolo offered her expertise in the area of organizing events, noting that her company holds speed networking via Zoom and it is very popular.

3. Update, discussion and possible recommendations regarding diversity-related bills considered during the State of Arizona Legislative Session and the City's legislative agenda

Dale Wiebusch, Government Relations Director, gave a presentation about the recent legislative session, which went 200 days and closed on July 31st. He mentioned that a bill was passed that will give Maricopa County voters an opportunity to vote on the extension of Prop 400. The Governor vetoed several bills of interest to the Human Relations Commission. The Arizona League of Cities and Towns will hold its annual conference August 29, 2023 at which time they will vote on resolutions which will form the basis for the League's platform for the following year. Mr. Wiebusch shared a document listing legislative topics and suggested that the Commission review and make edits to the questions pertaining to their interests, which are under the "livability" section.

Commissioners asked clarifying questions regarding the Legislative agenda. Ms. Johnson suggested that a category specifically calling out inclusion be included in the policy statement.

4. Update, discussion, and possible recommendations regarding meeting with Scottsdale Police Department related to hate crime reporting

Vice-Chair Eaneman said that he, Ms. Johnson, and Mr. Stockwell recently met with the police chief and command staff to talk about hate crime reporting and the department's interpretation of the FBI manual. During the meeting, the chief went through a step-by-step presentation of their process. Vice-Chair Eaneman said that the meeting resulted in obtaining contact information for the people who process hate crime reports and an opportunity for more open dialogue with the department.

Commissioners were given an opportunity to ask questions. Commissioners expressed an interest in learning how many hate crime instances are brought in and then rejected by the department. Ms. Johnson noted that part of the conversation was about the fact that the police have to take into consideration what the motivation is behind a crime. They have to prove that the motivation behind an incident was based on specific factors in order to classify it as a hate crime. The chief said he would be willing to provide information about certain incidents and is also willing to share their PowerPoint presentation so it can be made available on the Diversity website.

5. Discussion and possible recommendations regarding amendments to Scottsdale's Anti-Discrimination Ordinance including hate crimes, hate speech, bias, and hair discrimination

Discussion ensued regarding possible recommendations for amendments to Scottsdale's Anti-Discrimination Ordinance. Ms. Johnson noted that one challenge is that the way the ordinance is written, a lot of things regarding discrimination complaints are out of their hands, because the City's authority is limited. She explained that as the Diversity Director, she investigates all complaints related to the public, but complaints against an employee go to the Human Resources department and complaints against elected officials go directly to the City Attorney.

It was agreed that based on past experience with making recommendations to Council during election season, it would be best to wait to make a recommendation after the 2024 City Council

elections.

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

Chair Hinchman said that one of the goals is to restart community programs. She asked Commissioner Keen to talk about his idea for working with SUSD. Commissioner Keen said that SUSD sends out surveys to alumni parents asking how SUSD benefited them. He suggested that the Commission recommend to the district that they send out a survey to current students, and include as part of the survey a question about diversity. Students' answers could then be profiled and verbiage from their answers could be used as a topics for discussion with City Council.

Discussion ensued regarding the idea and possible roadblocks such as getting parental consent. Ms. Johnson noted that she is on a group with the assistant principal at Arcadia High School and they have been discussing the idea of creating a youth forum to engage students in government. A DEI element could be included as part of that program. Chair Hinchman said she will contact Superintendent Menzel regarding the idea of surveying students.

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

Ms. Johnson said she is considering purchasing a table this year for the Silver and Turquoise Ball that is scheduled for October 20, 2023. The table price is \$3,500. She is also considering purchasing tickets for One Community's Spotlight on Success, scheduled for October 13, 2023. She is hoping to limit spending on events and place focus on varying events that the City attends, to create more of a presence in the community. She asked Commissioners to let her know if they are interested in attending either of these events.

The Community Partners meeting, scheduled for September 14th from 1:00 p.m. to 3:00 p.m. will be a facilitated discussion focusing on asking the community how everyone can work together beyond having dinners and lunches, to push forward the agenda of equity, diversity, inclusion, and belonging.

Ms. Johnson handed out a draft document that she and the City Manager's department have been working on that focuses on equity, diversity, inclusion and belonging. Once finalized, the document will be a foundational document that can be utilized as a way to market what the City is already doing and used as leverage to grow in areas where there is an opportunity.

Ms. Johnson noted that Mesa Community College recently reached out with interest in facilitating a webinar with their employees who are Scottsdale residents about how they can partner with the City as it relates to volunteerism and being engaged in their community.

She is working with the Girl Scouts about creating Scottsdale-specific patches. The reason the effort is going through the Diversity office is because the goal is to create long-lasting, sustainable relationships. The Scottsdale patches will include categories focused on government, history, sustainability, arts and culture, and diversity and inclusion.

The recent employee resource group information session resulted in employees expressing interest in the areas of parents and caregivers, emerging readers, a women's network, LGBTQ community, veterans, and employees with disabilities. The Scottsdale Hispanic Network has already been launched and the first application that was turned in and approved was the Black Employee Network. The goal is to increase employee engagement and utilize the groups to help promote initiatives within the city.

Ms. Johnson said that the Diversity Office is striving to continue to grow and move the mission away from performative measures to things that are really impactful. One of the areas that is being looked at is having a toolkit that focuses on diversity, equity, and inclusion and considering targeted recruitment efforts.

Ms. Johnson gave an update on the Juneteenth event. She received good feedback, and people saying it was one of the best Juneteenth Celebrations they have seen. The space they used this year is expected to be under construction and might not be available for next year's event. Because the event has grown, she plans to hire a third party to manage the event next year.

8. Identification of Future Agenda Items

Upcoming meetings could include:

- Discussion about making Indigenous Peoples Day a City holiday
- Partnering with the Library
- Strategic Initiatives
- City Legislative agenda

Chair Hinchman thanked Stuart Rhoden for his years of service and presented him with a gift.

The next meeting is scheduled for Monday, September 11, 2023.

Adjournment

VICE-CHAIR EANEMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER DREWS SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, ROMAGNOLO, AND SHIMOKUBO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:51 p.m.

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