



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

Monday, February 13, 2023

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

PRESENT: Emily Hinchman, Chair
James Eaneman, Vice Chair
Tina Drews
Matthew Keen
Hannellie Mendoza
Stuart Rhoden
Janice Shimokubo

STAFF: Jackie Johnson, Diversity Program Director
Brent Stockwell, Assistant City Manager
Stanna Slader, LGBT Liaison
Andrew Sweeney, Management Intern
Robert Schoepe, Purchasing Director
Josh Utterback, Economic Development Program Manager
Lisa McNeilly, Sustainability Director
Dale Wiebusch, Government Relations Director

Call to Order

Chair Hinchman called the meeting to order at 5:03 p.m.

Roll Call

Members present as listed above.

Land Acknowledgement

Public Comment

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

1. Approval of the Regular Meeting Minutes for January 9, 2023

COMMISSIONER EANEMAN MOVED TO APPROVE THE JANUARY 9, 2023 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER RHODEN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, MENDOZA, RHODEN, AND SHIMOKUBO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Update, discussion and possible recommendations regarding the Scottsdale American Community Survey data.

Andrew Sweeney, Management Intern, gave a presentation, highlighting updated information from the 2020 American Community Survey data as it relates to the City of Scottsdale. Mr. Stockwell estimated that additional census data could be released in May 2023

3. Presentation, discussion and possible recommendations regarding opportunities for a supplier diversity program in Scottsdale and current efforts to support small and local businesses

Robert Schoepe, Purchasing Director, gave an overview of the City's purchasing and procurement process. He noted that the purchasing process is divided into dollar thresholds: a micro purchase is up to \$10,000; informal procurement \$10,000 to \$25,000; and formal procurement anything over \$25,000. The purchasing department handles everything including the solicitation process, approvals, and establishing contracts. The new Bonfire system allows the City to accept vendor registration, which allows vendors to receive email notifications about opportunities that fall within the types of services they can provide, based on the commodity codes and vendor status they indicate when they register on the Bonfire system. All contracting opportunities are listed on the city's website at Scottsdale.gov/purchasing.

Commissioners were given an opportunity to ask questions. Mr. Schoepe said that historically underutilized businesses fall primarily under the HUB vendor status, small business, and local business. He noted that the City is striving to create a process that is welcoming to anyone.

Commissioners expressed interest in learning how they can help to support supplier diversity. Mr. Stockwell indicated that the City is committed to diversity, equity and inclusion and is interested in hearing the Commission's ideas of what a supplier diversity program could look like. Staff has also been reaching out to other organizations to learn what they have done in respect to developing supplier diversity programs. Ms. Johnson said that in her interactions with the community, she has heard minority businesses have the perception that Scottsdale has been the last community to open the door for them to have access.

Lisa McNeilly, Sustainability Director, talked about the green building purchasing program. She explained that green business is very complex and that it may be easier to start that kind of

program by just buying more green products. Mr. Utterback said that the Economic Development Department recently revisited the five-year strategic plan and that one of the main goals that were established was making diversity and inclusion an economic development priority. Economic Development is actively working with small businesses through the Choose Scottsdale HUB program, which offers registrants an opportunity for on-demand training in a variety of areas.

Brent Stockwell, Assistant City Manager, explained that the ability to do most of the things needed to form a supplier diversity program are contemplated in the procurement code.

4. Update and discussion regarding the State of Arizona Legislative Session

Dale Wiebusch, Government Relations Director, gave a presentation about current activities at the Legislature and highlighted bills of particular interest to the Commission. He noted that HCR 2030 and SCR 1017, both having to do with ratification of the Equal Rights Amendment are not expected to be heard during this legislative session.

Mr. Weibush reviewed the following bills of interest to the Commission:

SB 1001 addresses use of pronouns for a child if the parents are not in favor of using that pronoun. It passed its initial committee but has not moved since.

SB 1026: States that no state monies to be able to support a function that might have a drag show at it and that minors cannot be present at drag shows.

SB 1030: Would prohibit and regulate drag shows, similar to sexually oriented businesses. This bill will be heard on Thursday February 16, 2023 at 2:00 p.m. by the Senate Government Committee.

SB 1694: In his understanding, SB1694 could have the effect of abolishing the Scottsdale Human Relations Commission. The bill's language states that "A public entity shall not require an employee to engage in a diversity equity and inclusion program; spend public monies on a diversity, equity, and inclusion program; enter into or renew a contract with a company that participates in a diversity, equity, and inclusion program"... "promote or adopt any theory of unconscious or implicit bias, cultural appropriation, allyship, transgenderism, micro aggressions, micro invalidation, root marginalization, anti-racism, systemic oppression, existentialism, structural racism or inequity, social justice, intersectionality, neo pronouns, inclusive language, heteronormativity, disparate impact, gender identity, or racial or sexual privilege, or any related theory as the official position of the public entity." This bill will be heard on Thursday, February 16, 2023 at 2:00 p.m. by the Senate Government Committee.

Mr. Weibush said that there are no Scottsdale legislators in the Senate Government Committee. He reminded Commissioners that citizens have the ability to sign up with the request to speak system so that they can register an opinion as a private citizen or as an agency.

Discussion ensued regarding the best way for Commissioners to make their voices heard either individually or as a group regarding SB 1694, including possibility of joining their voice with other cities and diversity partners. Mr. Weibush noted that Governor Hobbs has leverage she could

use with the ERA when it comes forward and will likely veto SB 1694 if it gets to her desk. Mr. Stockwell noted that City Council opposes any effort to crimp the ability of local elected bodies to make decisions.

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

Item was tabled.

6. Update, discussion and possible recommendations regarding recent and upcoming diversity and inclusion-related activities supported by the Human Relations Commission

Jackie Johnson, Diversity Program Director, offered Commissioners an opportunity to mention any community engagement that they have participated in. Commissioners listed the following events they attended or plan to attend:

- Commissioner Eaneman:
 - A Sister Cities presentation at the Museum of the West on Thursday, February 16, 2023.
 - Black History Jazz Tribute, February 23, 2023
 - Protect and Preserve Scottsdale Task Force meeting, February 8, 2023
- Chair Hinchman:
 - Regional Unity Walk
- Commissioner Shimokubo:
 - Regional Unity Walk
 - Little Red Schoolhouse event
- Commissioner Mendoza:
 - Regional Unity Walk
- Commissioner Keen:
 - Regional Unity Walk
- Commissioner Rhoden:
 - MLK Dinner

It was suggested that in the future this agenda item be limited to a retrospective reporting of Commissioner activities and not include upcoming events that they are hoping to attend.

Discussion ensued about the Regional Unity Walk and whether or not the event continues to serve its original purpose. Chair Hinchman noted that the overall turnout was disappointing and she left with mixed feelings about the event. Ms. Johnson said that in terms of impact and education, there are opportunities for the HRC to be more intentional in their messaging. She has had conversations with her counterparts in other cities, and they were in general agreement that the event does not have the same impact as it used to; there could be conversations about

taking a different approach. Stanna Slader suggested that traffic and parking be included as part of any conversations about a regional unity event, because it has been a problem in the past.

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

Ms. Johnson mentioned that in addition to the two interns the commission met prior to the meeting starting, a third intern will be starting in the spring.

Ms. Johnson said on February 9, 2023, she attended the Player Networking Event, which is an NFL sanctioned event. She was asked to attend to talk about possible ways in which individuals who are business owners can contract with the City of Scottsdale. It was suggested to her that she speak to representatives from the NFL on a local level and perhaps starting there in terms of building relationships and contracting opportunities. Ms. Johnson said that the Bonfire program could be a good way to share that information.

On February 20, 2023, Ms. Johnson will participate in a Black History Month panel starting at noon. Several women participating on the panel representing a variety of entities and they will be speaking about their journey in their careers and ways in which they could help others.

The Black History Jazz Tribute is scheduled for February 23, 2023, at 5:30 p.m. at the Community Design Studio Nave.

Women's History Month begins in March. Ms. Johnson has reached out to one of the first female coaches in the NFL, in hopes of arranging for her to give a presentation. Additional follow-up will be needed.

A Scottsdale Police Department employee has expressed an interest in facilitating a lunch and learn in honor of Cesar Chavez on March 20, 2023, starting at 11:30 a.m. The event would be open to the public. The event is still in the planning stages.

April is Diversity Month. The Mayor's Ability Awards ceremony will be held April 13, 2023, at 6:00 p.m. The scholarship is open to students, educators and businesses who support people with varying abilities. The application process opened in January.

Ms. Johnson will be giving a presentation at the Transforming Local Government Conference, in Kansas City, on April 18, 2023.

Ms. Johnson announced that Asian American and Pacific Islander Heritage Month is in May, LGBTQ+ Pride month is in June.

Juneteenth event is scheduled for June 17, 2023 starting at 2:00 p.m. City staff is working with Scottsdale Arts and is planning to form a planning committee for the event.

Commissioner Shimokubo announced that the One in Ten Brunch is scheduled for Sunday, February 19, 2023. She suggested that one ticket be purchased, so that a member of the

Commission can attend.

Discussion ensued regarding an incident that occurred during the NFL ESPN block party, involving a store owner using racist language and comments against a group of Native American dancers. They talked about charges that were pressed against the individual, which did not include a hate crime charge. A violation of the NDO cannot be looked at until the victim files a formal complaint. Ms. Johnson clarified that the anti-discrimination ordinance covers fair housing, public accommodations, and services and programs, so it does not apply in this instance.

Chair Hinchman expressed an interest in having a discussion about the possibility of expanding what the anti-discrimination ordinance covers.

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

Ms. Johnson announced that Commissioner Mendoza's Commission term ended on February 9th. Five applications were received and City Council is expected to make new commissioner appointments on February 28, 2023.

9. Identification of Future Agenda Items

Upcoming meetings could include:

- Presentation about Partners for Paiute
- Strategic Initiatives
- Legislative update – SB 1694

The next meeting is scheduled for Monday, March 13, 2023.

Adjournment

COMMISSIONER SHIMOKUBO MOVED TO ADJOURN THE MEETING. VICE-CHAIR EANEMAN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, MENDOZA, RHODEN, 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 7:13 p.m.

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