



**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION
REGULAR MEETING MINUTES
Monday, January 9, 2023
Community Design Studio Nave
7506 E Indian School Rd
Scottsdale, AZ 85251**

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

STAFF: Jackie Johnson, Diversity Program Director; Kelly Corsette, Communications/Public Affairs Director; Stanna Slater, LGBTQ Liaison; Detective Tara Simoes, Scottsdale Police Department

Call to Order

Chair Hinchman 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 who wished to speak.

1. Approval of the Regular Meeting Minutes for December 12, 2022

COMMISSIONER EANEMAN MOVED TO APPROVE THE DECEMBER 12, 2022 HUMAN RELATIONS COMMISSION MEETING MINUTES. VICE-CHAIR SHIMOKUBO SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DREWS, EANEMAN, KEEN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Nomination and election of the HRC chair to serve for calendar year 2023

Ms. Johnson noted that Emily Hinchman was nominated for the position of Chair via an email survey. No other nominations were submitted.

COMMISSIONER RHODEN MOVED TO NOMINATE AND ELECT EMILY HINCHMAN FOR THE POSITION OF CHAIR OF THE HUMAN RELATIONS COMMISSION FOR CALENDAR YEAR 2023. VICE-CHAIR SHIMOKUBO SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS

DREWS, EANEMAN, KEEN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

3. Nomination and election of the HRC vice chair to serve for calendar year 2023

Ms. Johnson noted that James Eaneman was nominated for the position of Vice Chair via an email survey. No other nominations were submitted.

COMMISSIONER KEEN MOVED TO NOMINATE AND ELECT JAMES EANEMAN FOR THE POSITION OF VICE CHAIR OF THE HUMAN RELATIONS COMMISSION FOR CALENDAR YEAR 2023. COMMISSIONER RHODEN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DREWS, EANEMAN, KEEN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

4. Discussion and possible action to approve the Human Relations Commission 2022 Annual Report

Ms. Johnson reviewed the draft Human Relations Commission 2022 annual report and gave the Commissioners an opportunity to make comments. Discussion ensued regarding a suggestion to include Commissioners event attendance and volunteer hours and how the work of the Commission has affected the community. It was suggested that the sunset review be included in the annual report. Mr. Corsette gave a brief overview of the purpose of the annual report, noting that Commissions are provided with a standard form intended to provide a high-level overview of Commission activities. The Commission is welcome to send a letter to Mayor and Council with additional information on Commission activities.

COMMISSIONER SHIMOKUBO MOVED TO APPROVE THE HUMAN RELATIONS COMMISSION 2022 ANNUAL REPORT WITH THE ADDITION OF INFORMATION ON THE SUNSET REVIEW. VICE-CHAIR EANEMAN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, MENDOZA, SHIMOKUBO, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

5. Presentation, discussion and possible recommendations regarding Scottsdale Police Department's 3rd quarter, 2022 and annual 2022 hate crimes and bias related incident reports

Detective Tara Simoes from the Scottsdale Police Department violent crimes unit reviewed the third quarter 2022 and annual hate crimes and bias related incident reports. Officers are responsible for indicating on their reports if an incident is a hate crime or bias related. The reports come to her department and are also reviewed by analysts and police aides to ensure the proper boxes are checked. She said no incidents were designated as "hate crimes" in the City of Scottsdale during the 2022 calendar year. The Uniform Crime Reporting system is used to send data to the FBI on a quarterly basis. The FBI also has the ability to request data at any time. Detective Simoes said that the FBI has issued a training manual specifically for officers investigating hate crimes. The manual outlines specific groups and how offensive verbiage may affect each group.

Commissioners were given an opportunity to ask questions. Detective Simoes explained that school resource officers are responsible for determining if an incident on a school campus is bias related or a hate crime and the report would be filed through her office, even if it involves

juveniles. She provided examples of situations that would be considered bias related and not a hate crime, noting that all crimes are investigated in the same manner and if a hate crime is determined, it would involve enhanced sentencing.

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

Chair Hinchman presented the document outlining the strategic initiatives, including input received from Commissioners during the last meeting. She reviewed the three pillars of the Commission, which are to encourage mutual respect, discourage prejudice, and work toward cultural unity. She noted that she divided the list of initiatives into short-term and long-term goals. She said that long-term goals three, four, and five are continuing items, and highlighted long-term goals one and two. Long-term goal one is the Supplier Diversity program, which the City is currently working on and would require a recommendation from the Commission to City Council. Commission support of the Supplier Diversity program would further the Commission's purpose to encourage mutual respect and understanding. Long-term goal two is the ratification of the ERA. The election of the new Governor offers a renewed opportunity to move towards ratification of the ERA.

Discussion ensued regarding the role of the Commission in the development of the Supplier Diversity program.

Ms. Johnson noted that she met earlier today with Brent Stockwell, a representative from the Economic Development Department, the president/CEO of ThinkZilla, a member of Impact Arizona 2025, and a consultant who is the DEI representative for Maricopa County Community College District, and the procurement director to discuss supplier diversity, support for underrepresented businesses, and how to make contracting opportunities available for small businesses. It was noted that the purchasing department has developed a supplier portal, called Bonfire, which is anticipated to be fully operational by the end of January. Ms. Johnson noted that economic development, the Office of Diversity, City Manager's office, the Treasurer, and Purchasing will be working together to push the initiative forward.

Discussion continued regarding the proposed 2023 strategic initiatives, which they agreed would be a continuous strategic plan that will evolve as necessary.

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

7. Update, discussion and possible recommendations regarding the Human Relations Commission's joint Black History Month Celebration with Jazz Day AZ Foundation

Ms. Johnson announced that she is working with jazz musician Doc Jones and in partnership with Scottsdale Library to organize an event honoring Martin Luther King on Thursday, February 23, 2023 at the Community Design Studio. The event will include a viewing of a 15-minute documentary about jazz and the impact on the civil rights movement, discussion, and music. She hopes to meet with Doc Jones in the coming week to finalize plans.

8. 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 she attended the City of Tempe Martin Luther King Breakfast and took the opportunity to talk with Tempe Mayor Cory Woods about accomplishments happening in Tempe, Tempe Human Relations Commission, and DEI. With the support of Mayor Ortega, she hopes to invite Mayor Woods to speak during an upcoming Commission meeting.

Ms. Johnson announced that the MLK Celebration Dinner is scheduled for Thursday, January 12 at Scottsdale Stadium. Registration starts at 5:30. Three Commissioners are planning to attend, and additional tickets are available.

Regional Unity walk is scheduled for January 28, 2023, with the festival starting at 4:30 p.m. and the walk at 6:00 p.m.

Ms. Johnson will be facilitating diversity training for the Greater Phoenix Economic Council on January 23, 2023.

Chair Hinchman will be presenting information about the Human Relations Commission and Diversity Advisory Council with Hometown Happy Hour during an event at Civic Center Library on January 26, 2023. Ms. Johnson said that the Diversity Advisory Council created a new mission statement, clarifying their role as advisors to the City's senior executive leaders. Regular meetings will be held the fourth Thursday of each month, beginning on January 25th.

Ms. Johnson said that interviews for the equity intern at the Diversity office will take place on January 19th and 20th. A diversity calendar has been created and is available on the City website.

9. Identification of Future Agenda Items

Upcoming meetings could include:

- Presentation from Government Relations Director
- Golden Rule Day discussion
- Scottsdale for All marketing report

The next meeting is scheduled for Monday, February 13, 2022.

Adjournment

VICE-CHAIR EANEMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER DREWS SECONDED THE MOTION WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DREWS, EANEMAN, KEEN, 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 6:30 p.m.

Recorded and Transcribed by eScribers, LLC.