



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

MINUTES

Monday, December 12, 2022

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

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

ABSENT: Stuart Rhoden

STAFF: Jackie Johnson, Diversity Program Director

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 November 14, 2022

COMMISSIONER EANEMAN MOVED TO APPROVE THE NOVEMBER 14, 2022 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER MENDOZA SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR SHIMOKUBO, COMMISSIONERS DREWS, EANEMAN, KEEN, AND MENDOZA VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

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

Jackie Johnson, Diversity Program Director, said that Tara Simoes was scheduled to appear virtually and due to technical difficulties is unable to attend the meeting.

The item was tabled.

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

Chair Hinchman briefly reviewed the year-end-review, which she updated with additional events that Commissioners participated in throughout the year. She noted that Ms. Johnson created a document entitled "community engagement," which is a compilation of Commissioners' ideas for 2023. The community engagement document is divided into categories focused on the three pillars of the Commission and is intended to be a working document for the next year that can be amended as the year progresses. She noted that the three pillars include: encouraging mutual respect and understanding among people, discouraging prejudice and discrimination, and working towards cultural awareness and unity. Chair Hinchman felt that since the Commission has so many new members and will be seeing more turnover in the coming months, it would be better for the document to be a work in progress than to develop a strategic plan for the next year.

Commissioners were given an opportunity to provide input. It was suggested that the plans be categorized into short-term, mid-term, and long-term goals. Discussion ensued regarding the plan, focusing on the strategic pillars, researching what other municipalities are doing in these areas, and succession planning.

Further discussion will be agendaized for the January meeting.

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

Ms. Johnson gave an update on topics of discussion during the recent Equity Round Table meeting. She noted that the group is focusing on the City of Scottsdale in general, not only HRC topics. The group will meet every other month and has a goal to work towards embedding diversity, equity, and inclusion into the city organization. One primary focus is recruitment and the demographics of employees within the city.

Mayo Clinic recently hosted a screening of the "Color of Care," a documentary talking about healthcare disparity based on race. Ms. Johnson suggested that the Commission consider hosting a viewing of the video, possibly in partnership with one of the local medical facilities. It was suggested that Ms. Johnson inquire whether the video could be made available as online viewing for those who might not be interested in coming to an in-person viewing.

The Office of Diversity is preparing budget requests as part of the City's annual budget review. The department is requesting additional funding to support ADA and Title 6 coordination, as well as a project management assistant, internships and fellowships.

The City of Scottsdale recently partnered with DEI professionals and will collaborate and join forces. The first meeting is scheduled for next week.

Ms. Johnson mentioned that Mayor Ortega's office contacted her office to inquire about any activities the Commission might have planned for Martin Luther King Day. Chair Hinchman noted that the Commission has not planned anything, but is open to participating in other activities as possible. It was suggested that the group host a lunch and learn around the MLK holiday. Ms. Johnson will look into the possibility of planning a lunch and learn in the short time frame and also at opportunities for the Commissioners to show support.

Ms. Johnson mentioned that the Arizona Black Chamber of Commerce, Thinkzilla, and the State of Black Arizona is hosting a discussion, "Impact Arizona 2025", which will focus on job creation, wealth generation, and growing companies.

5. Identification of Future Agenda Items

Upcoming meetings could include:

- Hate crimes report
- Election of Chair and Vice Chair
- Strategic initiatives
- Invite new Councilmember Barry Graham to attend

The next meeting is scheduled for Monday, January 9, 2022.

Adjournment

COMMISSIONER EANEMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER KEEN SECONDED THE MOTION. NO VOTE WAS TAKEN.

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

Recorded and Transcribed by eScribers, LLC.