



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

**Monday, December 11, 2023**

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

**PRESENT:** Emily Hinchman, Chair  
James Eaneman, Vice Chair  
Ashley Adams  
Tina Drews (arrived at 5:04 p.m.)  
Matthew Keen  
Robin Reed  
Cynthia Romagnolo

**STAFF:** Jackie Johnson, Diversity Program Director

**GUESTS:** Brent Stockwell, Assistant City Manager

**Call to Order**

Chair Hinchman called the meeting to order at 5:01 p.m.

**Roll Call**

Members present as listed above.

**Land Acknowledgement**

**Public Comment**

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

Chair Hinchman spoke about the meeting schedule, opining that it is best not to move meetings around or cancel them.

**1. Approval of the Regular Meeting Minutes for November 13, 2023**

VICE-CHAIR EANEMAN MOVED TO APPROVE THE NOVEMBER 13, 2023 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER KEEN SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, KEEN, REED, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. COMMISSIONER DREWS NOT YET PRESENT. THERE WERE NO DISSENTING VOTES.

**2. Introduction of new Commissioner Robin Reed**

Jackie Johnson, Diversity Program Director, introduced new Commissioner, Robin Reed.

Commissioner Reed introduced himself and talked about his interest in the Commission.

**3. Update and possible recommendations regarding collaborating with Scottsdale Public Library to coordinate a Women's History Month celebration**

Commissioner Drews gave an update on the plans being discussed as part of the partnership between the Human Relations Commission and Scottsdale Library and the first event being planned to honor Women's History Month. Speaker Gloria Feldt will be in town and available March 25th through 30th, 2024, and that the library has indicated the Civic Center auditorium is available for booking any time that week. She suggested that the presentation be scheduled either the evening of Tuesday or Wednesday or during the day on Saturday the 30th. Commissioner Drews gave an overview of Gloria Feldt's background and accomplishments. Commissioners discussed preferred dates and times for the March program; future events; standardizing what is expected of speakers during presentations and what the target audiences will be; the potential for finding sponsors willing to fund speakers for future programs; and marketing.

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

Chair Hinchman recalled that there has been discussion about inviting Mayor's Youth Council members to attend a HRC meeting and possible coordinate on a project. She recommended that they be invited to the February meeting. Commissioner Romagnolo talked about the Regional Human Relations meeting, noting that there are some initiatives that could be used to benchmark Scottsdale to other cities. She said it seems that Scottsdale has not dedicated as many resources to diversity, equity, and inclusion as other cities and she suggested that more thought be given to making leadership changes that would be more impactful over time.

Ms. Johnson said that in terms of staffing, she is currently the only staff member for the Diversity Office and reminded the Commissioners that they are in the process of filling an ADA Title-6 position that will be housed in her department. She noted that in terms of diversifying the

workforce, an inclusive hiring toolkit was recently submitted to the Human Resources department.

Brief discussion ensued about the Human Relations Commission's role, which is to advise City Council on topics within their purview. It was suggested that Brent Stockwell be asked to give a presentation, reviewing the Commission's purpose and responsibilities as well as a history of the origin of the HRC for those Commissioners who are new.

Commissioners expressed an interest in scheduling a workshop discussion to go over the Human Relations Commission 2024 strategic initiatives.

#### **5. Discussion and possible recommendations regarding renaming the Human Relations Commission**

Chair Hinchman recalled previous discussion about the possibility of changing the name of the Commission to the Human Rights Commission. Discussion ensued regarding the basis for changing the name and steps that would be required to begin the process.

Mr. Stockwell said that in his experience, changing the name of a commission has typically happened when two bodies have merged or when the purpose and duties have changed through a review process. Commonly, the word "advisory" became part of the name, indicative of the fact that they are advising City Council and staff. He said that the Commission could start the process by submitting a letter from the HRC to Council asking for the ability to direct the City Manager and staff to initiate a revision to the purpose and duties and the name of the Commission. Mr. Stockwell said that it is his recollection that the name "Human Relations Commission" came from the fact that the Department of Justice included as a best practice that municipalities form a human relations commission as a role of providing some oversight.

COMMISSIONER DREWS MOVED TO DIRECT CHAIR HINCHMAN TO DRAFT A LETTER FOR REVIEW AND DISCUSSION DURING THE JANUARY MEETING, RECOMMENDING THAT THE HUMAN RELATIONS COMMISSION BE RENAMED THE HUMAN RIGHTS ADVISORY COMMISSION. COMMISSIONER ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONER ADAMS, KEEN, REED, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

#### **6. 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 recently met with Mayo Clinic to plan a diversity community lunch-and-learn focusing on the topic of neurodiversity and its impact on the community. They are in the process of reviewing possible dates and room availability.

Ms. Johnson said that thanks to a contact she met during the Regional HRC meeting on November 15, 2024, she was invited to speak to the Amazon Leadership Institute. Her presentation was about leadership, public management, and her role with the City of Scottsdale.

The Native American Heritage Month celebration featured a speaker who spoke about the Yaqui Community and their connection with Scottsdale.

Ms. Johnson was recently invited to participate in the Mesa Community College Presents advisory council meeting and she also had an opportunity to present on the meaning of Kwanzaa during Governor Hobb's Tree Lighting Ceremony. Additionally, Ms. Johnson attended the Greater Phoenix Urban League's 59<sup>th</sup> Annual Whitney M. Young Jr. Awards Dinner.

Upcoming events for the Office of Diversity include:

Ms. Johnson will present during a fireside chat hosted by Thinkzilla about overcoming adversity on Saturday, December 10, 2023.

The annual MLK Dinner, hosted by Communities Celebrating Diversity, is scheduled for January 11, 2024, at 5:00 p.m. in the Scottsdale Stadium Field House. The diversity champions this year are Chris Kano and Dr. Velma Trejan, president/CEO of Thinkzilla.

The community partners meeting will be held on January 23, 2024.

Staff is currently working to coordinate the 2024 Black History Month celebration.

Mr. Stockwell added that Dr. Battinto L. Batts, Dean of Cronkite School of Journalism at ASU, will be featured at the MLK celebration. The City has purchased a table for the event and will invite Commissioners to attend based on seat availability, once City Council members have confirmed their attendance. Mr. Stockwell is the current president for Communities Celebrating Diversity and is acting as co-chair for the MLK event. He noted that 2024 is the 30th year that Scottsdale has hosted an MLK celebration.

## **7. Election of new Human Relations Commission chair and vice chair**

Chair Hinchman reviewed the nominations that were made prior to the meeting and called for a vote on those nominations.

JAMES EANEMAN WAS NOMINATED FOR THE POSITION OF CHAIR OF THE HUMAN RELATIONS COMMISSION. THE NOMINATION CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, REED, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

TINA DREWS WAS NOMINATED FOR THE POSITION OF VICE CHAIR OF THE HUMAN RELATIONS COMMISSION. THE NOMINATION CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, REED, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

## **8. Identification of Future Agenda Items**

Upcoming meetings could include:

- Library Partnership speaker series
- Renaming the Commission
- Strategic Initiatives planning session
- Presentation on history of the Commission
- Mayor's Youth Council - February

## **Adjournment**

VICE-CHAIR EANEMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER REED SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS ADAMS, DREWS, KEEN, REED, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:20 p.m.

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