



**HUMAN RELATIONS COMMISSION
NOTICE & AGENDA**

5 p.m. Monday, November 9, 2015

City Hall Kiva Forum
3939 N. Drinkwater Blvd.
Scottsdale, AZ 85251

CALL TO ORDER / ROLL CALL

Chair James Campbell, Vice-Chair Ragan Grossman
Commissioners Laurie Coe, Daria Lohman, Andrew Song, Ricoh Danielson, and
Joseph Ettinger

Staff members: Sharon Cini

One or more members of the Human Relations Commission may be unable to attend this meeting in person, and may participate in the meeting telephonically, pursuant to A.R.S. §38-431(4).

1. Approval of minutes from the October 12, 2015 meeting

2. Public Comment

The public may address the Commission regarding any issue within the Commission's purview. If you wish to address the Commission, please complete a comment card and provide it to the Chair or to a staff member. Speakers are limited to three minutes (five minutes if representing groups) during Public Comment time. Arizona State law prohibits the Commission from discussing or taking action on an item that is not on the prepared agenda. In addition, the Commission may invite comments from the public on any agenda item.

3. Presentation, discussion and recommendation regarding community diversity event, "Out at SCPA" – Ted Ciccone, Director of Marketing & Audience Engagement, Scottsdale Center for Performing Arts

4. Presentation and discussion regarding the UNITY Pledge outreach plan report to City Council members – Sharon Cini

5. Presentation, discussion and recommendation regarding the city's Diversity and inclusion framework and goals (3 year plan) – Sharon Cini

6. Presentation, discussion and recommendation regarding the Human Relations Commission's focus for the year and review of upcoming HRC annual report criteria – Chairman James Campbell and Vice Chair Ragan Grossman



Persons with a disability may request a reasonable accommodation by contacting Linda Pellegrini at (480) 312-2511. Requests should be made 24 hours in advance, or as early as possible, to allow time to arrange the accommodation. For TTY users, the Arizona Relay Service (1-800-367-8939) may contact Linda Pellegrini at (480) 312-2511.

7. Presentation, discussion and recommendation to staff liaison regarding Civil Dialogue event “Interfaith community dialogue” on January 27, 2016 – Chairman James Campbell

8. Presentation, discussion and recommendation to staff liaison regarding research and information pertaining to the immigration and refugee population in U.S. and Arizona – Commissioner Joseph Ettinger

9. Staff updates regarding upcoming diversity events and activities

The Open Meeting Law permits a brief summary of current events without listing in the agenda the specific matters to be summarized. However, the public body must not propose, discuss, deliberate or take legal action at the meeting on any matter in the summary unless the specific matter is properly noticed for legal action.

10. Report from the Chair

The Chair will provide an update on the status of events and activities including, but not limited to, report on activities, upcoming events, current issues, and program highlights, including correspondence received or sent since the last commission meeting.

11. Commissioner Items

Commissioners will provide an update on the status of current events and activities of the Human Relations Commission including, but not limited to upcoming events, current issues, and program highlights, including correspondence received since the last commission meeting.

12. Discussion regarding the draft agenda for the next meeting, and dates, times and topics for upcoming meetings

ADJOURNMENT



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**HUMAN RELATIONS COMMISSION
REGULAR MEETING
DRAFT MINUTES**

October 12, 2015

**City Hall Kiva Forum
3939 N. Drinkwater Blvd
Scottsdale, AZ 85251**

PRESENT: Bob Fox, Chair
James Campbell, Vice-Chair
Laurie Coe, Commissioner
Ricoh Danielson, Commissioner
Joseph Ettinger, Commissioner
Ragan Grossman, Commissioner
Andrew Song, Commissioner

STAFF: Sharon Cini

GUESTS: Florita Campbell
Daria Lohman

CALL TO ORDER/ ROLL CALL

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

Members present as noted above

1. Approval of minutes from the September 14, 2015 meeting

**VICE-CHAIR CAMPBELL MOVED TO APPROVE THE SEPTEMBER 14, 2015
HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES.
COMMISSIONER ETTINGER SECONDED THE MOTION, WHICH CARRIED BY A
UNANIMOUS VOTE OF SEVEN (7) TO ZERO (0).**

2. Public Comment

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

3. Presentation, discussion and welcome to new Human Relations Commissioner John Ettinger; Welcome to Daria Lohman, upcoming Human Relations Commissioner (active October 17, 2015)

Commissioner Ettinger introduced himself and discussed his civil rights background and his interest in being a member of the Commission.

Chair Fox welcomed incoming Commissioner Daria Lohman who was attending the meeting.

4. Presentation and discussion of Commissioner Bob Fox, outgoing Chairperson

Sharon Cini thanked Chair Fox for his years of service on the Commission.

Chair Fox said a few words about the positive difference the Commission as a group has made during his tenure and encouraged staff and the Commission to continue striving to make a difference for the City of Scottsdale.

On behalf of the Commission, Vice-Chair Campbell thanked Chair Fox for his leadership and wished him well in his future endeavors.

5. Election of new Chairperson

COMMISSIONER SONG NOMINATED JAMES CAMPBELL TO ACT AS CHAIRPERSON OF THE HUMAN RELATIONS COMMISSION. CHAIR FOX SECONDED THE NOMINATION AND JAMES CAMPBELL WAS ELECTED CHAIRPERSON WITH A VOTE OF SIX (6) TO ZERO (0). VICE-CHAIR CAMPBELL ABSTAINED FROM THE VOTE.

COMMISSIONER SONG NOMINATED RAGAN GROSSMAN TO ACT AS VICE CHAIRPERSON OF THE HUMAN RELATIONS COMMISSION. VICE-CHAIR CAMPBELL SECONDED THE NOMINATION AND RAGAN GROSSMAN WAS ELECTED VICE CHAIRPERSON WITH A VOTE OF SIX (6) TO ZERO (0). COMMISSIONER GROSSMAN ABSTAINED FROM THE VOTE.

The newly elected officers will assume their roles at the November meeting.

6. Presentation, discussion and recommendation to staff liaison regarding Civil Dialogue event "*Interfaith community dialogue*" on January 27, 2016

Vice-Chair Campbell noted that the Interfaith Community Dialogue is scheduled for January 27, 2016 at the Center for Performing Arts on Stage Two. Doors will open at 7:30 a.m. and the event will commence at 8:00 a.m. He suggested that panelists be chosen from the four or five most prominent religions in Scottsdale, noting that the Chief Officer of the Arizona Interfaith Movement has recommended some speakers. Vice-Chair Campbell reviewed the mission of the HRC, which states: Scottsdale HRC Civil

Dialogue Series Dialogue And Beyond; Exploring the interfaith contribution and promoting diversity, inclusion, and unity, eliminating discrimination and prejudice, their programs and accomplishments in providing socioeconomic, educational, and political opportunities for a diverse population.

Discussion ensued regarding each Commissioner participating in interviewing speakers who are willing to use the platform to talk about things their organization is doing currently in the name of diversity and inclusion; finding a facilitator who is able to balance the interaction between speakers; and inviting other faith leaders to attend as audience members with the opportunity to make comments.

Ms. Cini noted that the Scottsdale General Plan has several areas that fit with the goals of the Human Relations Commission and the Civil Dialogue Series, including: Collaboration and Engagement; Healthy Communities (goal HC5); Diversity; and Disabilities (HC7). She suggested that discussion about these opportunities be agendaized for a future meeting.

7. Staff updates regarding upcoming diversity events and activities

Ms. Cini discussed the success of recent events. The ONE Community Multicultural event was held on September 16, 2015. Ms. Cini noted that through that event she has made a connection with a representative from the Pat Tillman Veterans Center at ASU, who she hopes will be a resource for achieving the City's goal of hiring people with veteran status. She showed pictures and talked briefly about the "Beyond Right and Wrong" Civil Dialogue Event held on October 1, 2015 and the NAACP Freedom Fund Gala held on October 3, 2015.

The Scottsdale Mayor's Committee on Employment of People with Disabilities and scholarship event is scheduled for Thursday, October 15, 2015 at Chaparral Suites Resort with doors opening at 6:30 p.m. and the event starting at 7:00 p.m. Ms. Cini reviewed the evening's agenda and scholarship and award recipients.

The LGBT Non-Discrimination Ordinance City Council work study session has been rescheduled to Tuesday, November 17, 2015 starting at 5:00 p.m. The City Attorney's office will present a Non-Discrimination Ordinance that would protect the LGBT community and the community as a whole in the areas of employment, public housing, and public accommodation. There will be an opportunity for public comment.

City Launch, sponsored by the Scottsdale Charros and Mayor Lane, is scheduled for Monday, October 19, 2015 beginning at 7:30 a.m. at the Granite Reef Senior Center.

8. Report from the Chair

Chair Fox thanked Commissioners and staff for their commitment and encouraged them to continue with their mission. He recognized the efforts of past staff and former Commissioners Martin and Jameson for their dedication. He noted appreciation that Mayor Lane was always engaged and willing to meet with him and Chief Rodbell for taking interest in presenting to the Commission on civil dialogue issues. Chair Fox said that he will forward HRC historical documents to Ms. Cini to be shared with Commissioners.

9. Commissioner Items

Commissioner Danielson said that he attended the Pilipino American Heritage Month Festival, which was educational and enjoyable.

Vice-Chair Campbell attended the Pilipino American Heritage Month Festival, which is an event that celebrates the long friendship between the Philippines and America. The City has been invited to participate in the National Alliance for the Mentally Ill (NAMI) Valley Walk scheduled for Saturday, October 17th in front of the Arizona State Capitol with registration beginning at 8:30 a.m. He suggested that next year the City put together an organized group to participate. Additional information about the event can be found at www.namivalleywalk.org.

Commissioner Grossman participated in the "Beyond Right and Wrong" event. She found the event moving and recommended that everyone watch the film.

Commissioner Ettinger talked about the Syrian refugees coming to Arizona and the need for the City of Scottsdale to be prepared to address the impact that cultural and religious differences could have on the community. He asked that a discussion on the topic be agendaized for the next meeting.

Commissioner Coe said that she attended the "Beyond Right and Wrong" event, the East Valley NAACP Gala and the Mayor's Breakfast at the Scottsdale Airport.

Commissioner Ettinger noted that he attended the Mayor's Breakfast.

Commissioner Song attended the "Beyond Right and Wrong" event and recommended everyone view the film. He had dinner with California Congressman Mike Honda who is an advocate of civil rights issues and a proponent of LGBT issues. He also attended the NAACP Gala. Commissioner Song said that he has been in communication with and learning about the Valley's Sikh Community. He noted that he has been having a difficult time getting in touch with representatives from the Alliance for Defending Freedom, but feels it is important to have an open dialogue with them so that there can be a clear understanding of their views.

10. Discussion regarding the draft agenda for the next meeting and dates, times, and topics for upcoming meetings

Ms. Cini will follow up with Chief Rodbell about giving the Commission updates on community policing. The November agenda may also include the Civil Dialogue event; a presentation from the Center for Performing Arts art director on ideas for an arts night out; and a discussion about the Syrian immigrants.

ADJOURNMENT

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:09 p.m.

Respectfully submitted,
A/V Tronics, Inc. DBA AVTranz

Out@SMoCA: Scottsdale Museum of Contemporary Art Event Concept

Presented by Ted Ciccone
Interim Director of Marketing, Scottsdale Cultural Council

Scottsdale Cultural Council



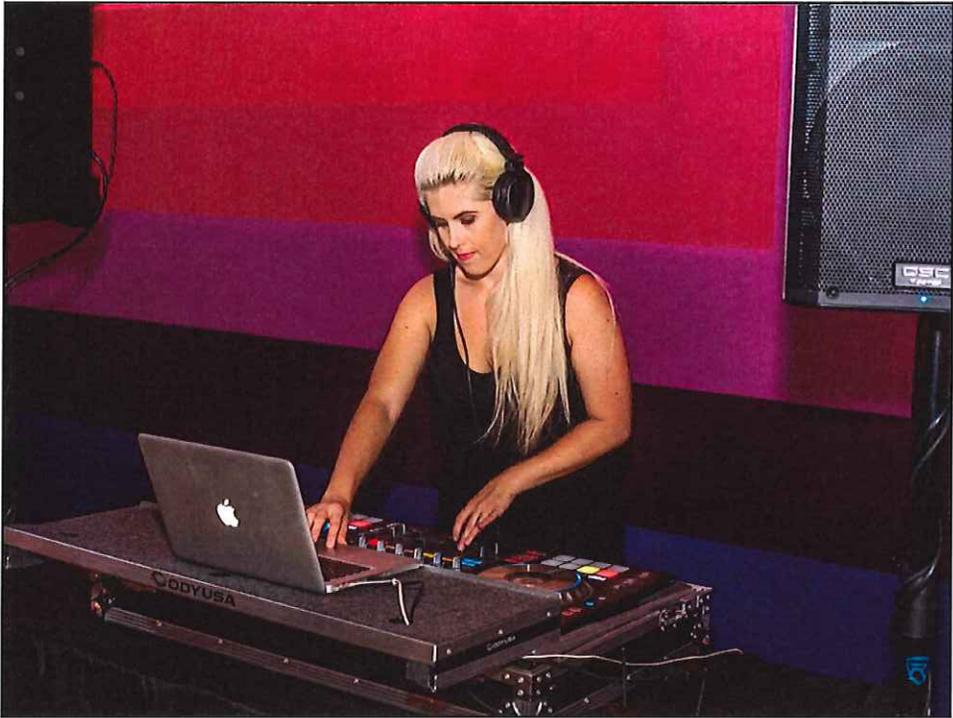
What is Out@SMoCA?

An event for the LGBT community to gather in Old Town Scottsdale, network and enjoy innovative art exhibitions at Scottsdale Museum of Contemporary Art (SMoCA).

What would the event look like?

- **A Wednesday or Thursday evening**
- **Hours 5:30 p.m. – 8:30 p.m.**
- **Event schedule:**
 - 5:30 p.m. – 7 p.m., SMoCA Lounge
 - Networking
 - DJ (\$200)
 - Cash bar
 - Happy hour snacks (\$412)
 - 7 p.m. Cultural Council welcome and possible short presentation by supporting partners
 - 7:15 p.m. tour of exhibitions by SMoCA director (30 minutes)
 - 8 p.m. Raffle drawing/prizes, SMoCA Lounge
- **Possible dates:**
January 27/28, February 24/25, March 23/24





Why create this event?

Supports Scottsdale Cultural Council (SCC) mission and values.

- Mission: To develop, advance and deliver high-quality arts, cultural experiences and opportunities in Scottsdale to residents, cultural institutions, artists and visitors from around the world.
- Values: Diversity – Programming, audiences, leadership and management that respect and reflect all our communities.
Inclusiveness – Partnership and collaboration, internally and externally.

The Scottsdale Cultural Council (SCC) would:

- Provide the venue (SMoCA).
- Provide a tour of the exhibitions by SMoCA director.
- Provide a cash bar, staff and security.
- Provide light appetizers.
- Promote the event to SCC audiences/database through events, flyers, websites and email blasts.
- Manage the RSVPs.
- Provide raffle prizes.

Possible community partners:

City of Scottsdale: Office of Diversity & Inclusion

- Mission: "Building a World-Class Inclusive Community"

City of Scottsdale: Scottsdale Human Relations Commission

- Description: Will advocate and promote all dimensions of diversity. The commission will act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work towards cultural awareness and unity. The commission may also make recommendations as to special events which will further its purpose.

Possible community partners:

ONE Community

- About them – Since our inception in 2008, ONE Community has evolved into a member-based coalition of socially responsible businesses, organizations and individuals who support diversity, inclusion and equality for all Arizonans. We are committed to reshaping Arizona's image through educating, empowering and connecting our diverse LGBT and allied communities on the benefits of inclusion and its direct impact on attracting and retaining top talent and businesses – and thereby, ensuring our state's economic sustainability."

What are the benefits of the event?

- A free LGBT event in Scottsdale to help bring the community together
- Helps build the City of Scottsdale's brand as an inclusive and progressive community.
- Helps create awareness of SCC and its diverse programming.

What can the city do to help?

- **Agree to support the event and be recognized on all marketing materials** (Presented in partnership with ...)
- **Assist with the marketing and create awareness for the event.**
 - Partner with our communications office
 - Provide social media resources
 - Partner with our diversity partners such as the Convention and Visitors Bureau, etc....

Next steps?

- Begin planning process with David Simmons
- Call for volunteers...ask HRC members if they would like to participate in the planning process and/or volunteer at the event
- Reach out to One Community to solidify partnership

Scottsdale Cultural Council



Thank you!



City Manager's Office

3939 N. Drinkwater Blvd
Scottsdale, AZ 85251

PHONE 480-312-2800
FAX 480-312-2738
WEB www.ScottsdaleAZ.gov

Date: October 23, 2015
To: Honorable Mayor and City Council
From: Sharon Cini, Diversity Liaison, City Manager's Office
Subject: Unity Pledge Outreach Effort

Background

On March 31, 2015, the City Council held a work-study session on the city's current policies and possible future actions pertaining to discrimination on the basis of sexual orientation, gender identify or gender expression. The Council directed staff to launch an outreach plan utilizing the UNITY Pledge, a unified effort to advance equality in the workplace, in housing and hospitality for lesbian, gay, bisexual and transgender citizens. This included direction to:

- Actively promote Scottsdale's UNITY Pledge to the public, the business and hotel communities, including, but not limited to, posting information on the City's website and using letters, flyers, and other communications to seek support;
- Provide the Council with an update on the City's activities to promote the UNITY Pledge and a status report on the number of businesses and individuals who support it, along with suggestions on how the City can garner greater acceptance of the UNITY Pledge;
- Evaluate the outreach efforts and provide recommendations to enhance the UNITY Pledge program's success

Summary of Results

Since June 1, 2015, a total of 390 Scottsdale citizens and [131 Scottsdale-based businesses](#)¹ representing an estimated 6,650 employees, have signed the UNITY Pledge. In total, 281 Scottsdale businesses have signed since 2014 and represent 24,214 employees. The outreach effort reached at least 66,000 Scottsdale households via a mailed letter, from the Mayor and City Council asking citizens and businesses to endorse the UNITY Pledge, which was enclosed in monthly utility bills.

¹ <http://ScottsdaleAZ.gov/Assets/Public+Website/departments/City+Manager/Diversity/UNITY+Pledge+report/UNITY+pledge+businesses.pdf>

Outreach

The Office of Diversity and Inclusion, the Office of Communications and ONE Community worked together to develop the plan. The elements of the plan include: Creating the goal of the outreach plan, the key message, the key measurement of the plan and identifying partners in the community. We also created timelines as well as a budget for the plan, as requested by council.

ONE Community updated the UNITY Pledge website, located at <http://www.openaz.co/>. These updates made it easier for Scottsdale residents and businesses to participate.

Outreach primarily took place through verbal encouragement, utility bill mailings, utilization of UNITY Pledge rack cards (**Appendix A**) and through social media (**Appendix B**). Information was placed at city libraries and other public places. Emails were sent to the Human Relations Commissioners asking for their assistance in information sharing. The Human Services Commission and the Tourism Development Commission received staff presentations about the efforts. The city's executive team and the city's employee-based Diversity Advisory Committee received information and were encouraged to share.

In June, a letter (**Appendix C**) was created by the Mayor and all City Council members to Scottsdale residents, businesses and organizations. This letter was included in the July utility bill.

Response

The City Council's UNITY Pledge message states Scottsdale is "an open and welcoming community". The response rate from Scottsdale-based business and the utility bill mailings were less than one percent.

We received [several emails and 57 handwritten comments](#)² in response to UNITY Pledge utility bill letters. Seven positive responses were received, which included those who made a request to submit their pledges from those who did not have computers, or those who walked in to make their pledges. In total, 51 negative responses were received.

City staff from the Mayor's office, Office of Diversity and Inclusion, City Manager's office, Office of Communications and the Neighborhood Call Center received several phone calls from citizens with questions on what the UNITY Pledge was. For a consistent, objective response, staff prepared a Q & A sheet (**Appendix D**) with common questions that were being asked by callers. Some callers misunderstood what the intent of the Council's letter was by promoting the UNITY pledge and some callers thought it pertained to an LGBT nondiscrimination ordinance.

City staff sought community partners' participation as well. These partners included the Scottsdale Convention and Visitors Bureau, the Scottsdale Cultural Council, Greater Scottsdale Chamber of Commerce, Scottsdale Area Association of Realtors, Scottsdale Leadership,

² <http://ScottsdaleAZ.gov/Assets/ScottsdaleAZ/Diversity/UNITY+Pledge+responses.pdf>

Scottsdale Unified School District, Scottsdale Community College, HonorHealth, and Scottsdale Board and Commission members.

In addition to identifying outreach methods, the City Manager’s appointed LGBT Liaison, David Simmons, actively represented the city and encouraged signing of the UNITY Pledge at outreach events during this three-month period. These networking events include:

- ONE community 1st Monday networking event -100 people were in attendance
- 1N10 quarterly affinity group mixer- 60 people
- ONE Community Multicultural Networking event – 80 people were in attendance

Cost, key activities and timeline

The total cost of the outreach effort was approximately \$4,094, which does not include staff time and was paid by the City Manager’s Office.

Date(s)	Activity	Completed	Cost	Responsible
July 2 - 30	Letter to Scottsdale residents from Mayor & Council via Utility Bills	Yes	\$3,200	Communications / Diversity
July 2	Place Unity Pledge rack cards at service counters, libraries, rec centers	Yes	\$144	Communications / Diversity
June	Provide UNITY Pledge window decal to business who have signed	Yes	\$750	Diversity
July 7	News item (release, enews, social post) Announce availability of window clings for participating businesses & organizations	Media/public	-	Communications
Ongoing	Showcase new signees on Twitter, Facebook, Instagram	Web	-	Communications
Total			\$4,094	

Data collected from Social media:

In combination, data shows activity using the city’s social media

Total number of people reached (people who saw the posts): **1,468**

Total number of people who engaged and took action: **120**

Appendix B provides the data pertaining to Diversity Facebook page, City’s Facebook page, ONE Community’s social media post and Twitter.

Summary:

The UNITY Pledge provides the City of Scottsdale with an opportunity to demonstrate commitment to the community's diverse needs. During the three-month outreach effort, at least 66,000 households were reached, which represents a large portion of Scottsdale citizens. In addition, continued outreach with ONE Community to Scottsdale businesses resulted in an additional 131 pledges. Combined this represents a good faith effort to reach as many residents and businesses as possible, given the limited budget.

The UNITY Pledge supports the Council's desire to promote a "free and voluntary expression of our commitment for the equal, inclusive and fair treatment of all people in Scottsdale." By signing the UNITY Pledge, citizens and businesses pledge to celebrate diversity and support workplace equality. Within a three-month timeframe, a total of 521 signatures from Scottsdale were received (both from businesses and individual pledges).

The outreach also provided a "sounding board" to gauge how many citizens oppose the outreach plan based on personal beliefs, as well as the appropriateness of this as a an outreach effort.

Next steps:

The Council can continue these outreach activities by authorizing funding for marketing material and other mechanisms of mass communication for an annual UNITY Pledge drive among Scottsdale businesses, or as outreach to all new business license applicants. For example, a Public Service Announcement video of the Mayor and Council could be created and used to continue garnering a "pledge" to the city's stance on nondiscrimination and the commitment to equal, inclusive and fair treatment to all people in Scottsdale.

The City of Scottsdale can also continue to share information with boards, commissions and task forces and follow up with the remainder of these groups to garner greater acceptance of the UNITY Pledge. In addition, outreach using available mailing and distribution lists used by staff in other city departments could be considered as well.

Appendix A: UNITY Pledge rack card and UNITY Pledge Window Decal



UNITY Pledge
It's good for business
It's good for Scottsdale

The UNITY Pledge is a concerted effort by Arizona businesses, organizations and individuals to advance workplace equality and equal treatment in housing and public accommodations for Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals and their allies.

The City of Scottsdale supports the UNITY Pledge and encourages you to join the effort.

Whether you are a business, a family, an individual or a nonprofit, sign the UNITY Pledge today at

www.OpenAZ.co
#OpenAZ

Presented together:



UNITY Pledge
It's good for business
It's good for Scottsdale!

www.OpenAZ.co
#OpenAZ

Appendix B: UNITY Pledge social media outreach data

Diversity page FB post:

Post Details

Reported stats may be delayed from what appears on posts

Office of Diversity, City of Scottsdale

June 25 · 🌐

Scottsdale has signed the UNITY Pledge – will you?
 The Scottsdale City Council unanimously approved the city's signature on the Unity Pledge last August.
 Now, Scottsdale's Mayor and City Council are asking residents, businesses and organizations to sign as well, and to work together to promote the UNITY Pledge among everyone in Scottsdale.... [See More](#)



UNITY Pledge
It's good for business
It's good for Scottsdale

81 people reached

Boost Post

2 Likes 1 Comment

👍 Like

💬 Comment

➦ Share

🐦 Hootlet

📌 Buffer

81 People Reached

4 Likes, Comments & Shares

2 Likes	2 On Post	0 On Shares
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1 Comments	1 On Post	0 On Shares
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1 Shares	0 On Post	1 On Shares
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8 Post Clicks

2 Photo Views	0 Link Clicks	6 Other Clicks <i>?</i>
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NEGATIVE FEEDBACK

0 Hide Post	0 Hide All Posts
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0 Report as Spam	0 Unlike Page
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City page Facebook post:

Post Details

Reported stats may be delayed from what appears on posts

ScottsdaleAZgov

June 25 · 🌐

#Scottsdale has signed the #UNITY Pledge – will you? <http://bit.ly/1Iq42f7>



UNITY Pledge

307 people reached

Boost Post

6 Likes 1 Share

👍 Like

💬 Comment

➦ Share

📌 Buffer

🐦 Hootlet

307 People Reached

7 Likes, Comments & Shares

6 Likes	6 On Post	0 On Shares
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0 Comments	0 On Post	0 On Shares
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1 Shares	1 On Post	0 On Shares
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20 Post Clicks

12 Photo Views	3 Link Clicks	5 Other Clicks <i>?</i>
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NEGATIVE FEEDBACK

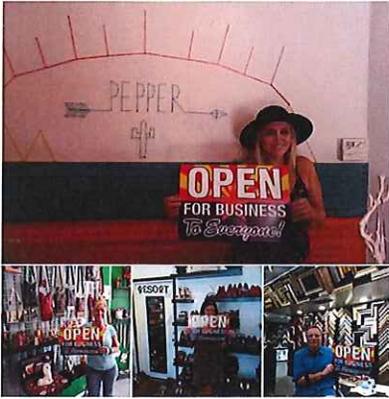
1 Hide Post	0 Hide All Posts
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0 Report as Spam	0 Unlike Page
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City page Facebook share:

ScottsdaleAZgov shared ONE Community's post
September 26, 2014

Glad you enjoyed Downtown Scottsdale!



ONE Community added 4 new photos
September 26, 2014

Our journey in Oldtown Scottsdale is almost over today but check out all these brand new UNITY Pledge supporters who are Open for Business to Everyone!
#OpenAZ

205 people reached [Boost Post](#)

10 Likes

Like Comment Share Buffer Hootlet

205 People Reached		
10 Likes, Comments & Shares		
10 Likes	10 On Post	0 On Shares
0 Comments	0 On Post	0 On Shares
0 Shares	0 On Post	0 On Shares
42 Post Clicks		
2 Photo Views	0 Link Clicks	40 Other Clicks
NEGATIVE FEEDBACK		
0 Hide Post	0 Hide All Posts	
0 Report as Spam	0 Unlike Page	

City Twitter post:

City of Scottsdale @scottsdaleazgov

#Scottsdale has signed the #UNITY Pledge – will you? bit.ly/1lg42f7

RETWEETS: 3 FAVORITE: 1

9:59 AM · 25 Jun 2015

Reply to @scottsdaleazgov

Linda @stage2thinking · Jun 27
@scottsdaleazgov Feeling insulted. Scottsdale residents don't follow the Golden Rule? Need another law in our face?

Tweet metrics:

City of Scottsdale @scottsdaleazgov · Jun 25
#Scottsdale has signed the #UNITY Pledge – will you?
bit.ly/1lg42f7
[View Tweet activity](#)

875

29

Appendix C: Letter from Mayor and Council to businesses and individuals

June 8, 2015

Dear Scottsdale residents, businesses and organizations,

In August 2014, your City Council unanimously passed a resolution to endorse the Unity Pledge as presented by the Lesbian, Gay, Bi-sexual and Transgender (LGBT) community.

The Unity Pledge is a free and voluntary expression of our commitment for the equal, inclusive and fair treatment of all people in Scottsdale.

We, as your City Council, are committed to those principles and in demonstrating as a community that we live with those values.

By signing the Unity Pledge, we joined a growing number of Scottsdale businesses and organizations including Go Daddy, China Mist Tea Company, Mayo Clinic and Tallwave.

Now we are asking you to join the effort. Sign the Unity Pledge and work together to promote it among all businesses, organizations and individuals in Scottsdale.

To get started, visit ScottsdaleAZ.gov and search "Unity."

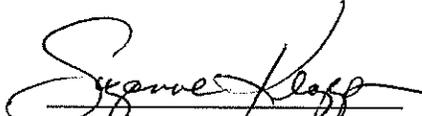
Thank you for your help in uniting our great community.



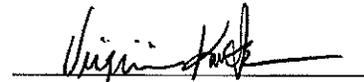
W.J. "Jim" Lane
Mayor



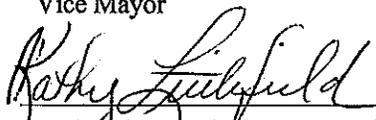
Linda Milhaven
Vice Mayor



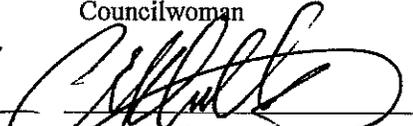
Suzanne Klapp
Councilwoman



Virginia Korte
Councilmember



Kathy Littlefield
Councilwoman



Guy Phillips
Councilman



David N. Smith
Councilman

Appendix D: Unity Pledge questions and suggested responses

UNITY Pledge questions & suggested responses

NEWS RELEASE: Scottsdale has signed the UNITY Pledge – will you?

<http://www.scottsdaleaz.gov/News/News-UNITY-Pledge-Outreach>

Central point of contact (City of Scottsdale): Diversity Liaison Sharon Cini 480-312-2727
and Communications & Public Affairs Director Kelly Corsette 480-312-2336

Central point of contact (ONE Community): Bettina Nava 602-228-0105

1. “Why has Scottsdale become involved?”

Last spring, the city was approached by the LGBT community and asked to pass a non-discrimination ordinance that would establish a protected class for individuals identifying as LGBT. The majority of the city council did not support the idea of passing an ordinance- a new local law. Instead, council directed staff to conduct community outreach to provide our residents a free and voluntary way for anyone who wishes to show their commitment to fair and equal treatment for all people. The letter in your utility bill is the most visible component of that outreach.

2. “Why a UNITY Pledge?”

The UNITY Pledge is a voluntarily expression of respect for members of the LGBT community’s right to live their lives without threat of discrimination. It’s a gesture that many of our residents and businesses have already made.

3. “Why are you singling out LGBT people, shouldn’t all people be protected?”

We do believe that all people should be treated equally; however, sexual orientation, gender identity and gender expression are not among the protected classes established under the first amendment to the Constitution and federal Civil Rights laws.

LGBT individuals are not protected from discrimination the same way that these protected classes are: *race, color, national origin, sex/gender, religion, disabilities, age (40 and over), pregnancy, citizenship, familial status, veteran status, genetic information.*

4. “I think Scottsdale should have an LGBT inclusive nondiscrimination ordinance!”

- We can pass along your feedback to the Mayor and City Council as part of the follow-up report.
- Any suggestions, comments or questions you have about a nondiscrimination ordinance can be sent directly to the City Council members:
<http://www.scottsdaleaz.gov/council/contact>

NOTE: Depending on the conversation, the following information may be helpful (in case they ask):

- The City of Scottsdale has a nondiscrimination policy for its employees (a legal protection for employment and hiring)
- The City of Scottsdale is aware of LGBT equality concerns and has made positive efforts to address these. The UNITY Pledge public campaign is part of this effort.
- Business owners and/or corporations may also have their own nondiscrimination policies already, so they can research this on their own.
- For questions about UNITY Pledge and equality efforts, contact ONE Community

5. “This is against my religion and I can’t believe the city is endorsing this!”

It is not required to sign, it is voluntary. The city’s message of encouraging businesses, organizations and individuals to sign the UNITY pledge is a public commitment to respect our city’s diversity and inclusion of everyone who visits and/or lives in Scottsdale.

6. “Why is city tax payer dollars used for mailers?”

Scottsdale promotes an open and welcoming community, and staff was directed by the City Council to conduct this public outreach. Efforts that engage a respectful and inclusive community are part of the overall efforts listed in the General plan and within the scope of both the city’s Office of Diversity and the Scottsdale Human Relations Commission.

7. “How much did this cost? “

Inserting the letter in the utility bills cost \$3500. In addition, we spent \$500 on UNITY Pledge window clings for businesses who sign the pledge.

8. “What does ‘public accommodations’ mean?”

Federal and state laws prohibit discrimination against certain protected groups in businesses and places that are considered “public accommodations”. This term generally applies to both public and private entities that are used by the public (such as food, lodging, gasoline and entertainment). Examples include retail stores, rental establishment and service establishments, as well as educational institutions, recreational facilities and service centers.



Introduction to Diversity Framework

The City of Scottsdale's Diversity and Inclusion Framework reflects a vision of creating an innovative organization that works smart, a City workforce that attracts and leverages diversity in its staff to create programs and services that meet the diverse needs of the changing communities we serve.

City of Scottsdale Mission: *"Simply better service for a world-class community"*

Vision: *City of Scottsdale is a high performing organization*

Council priority:

Reinvest into a high performing organization and work culture

Diversity and Inclusion Purpose Statement:

Help the City of Scottsdale become a more diverse workforce, skilled at working inclusively and respectfully and committed to serving our community's diverse needs.

Diversity and inclusion go hand in hand. Organizations that successfully capitalize on the diversity of their employees consistently work to identify and address systemic barriers embedded within policies, practices, programs and services that inadvertently exclude individuals or whole communities.

This framework provides staff throughout this organization with the tools and support to identify and address systemic barriers, which builds a diverse and inclusive workforce representative of the citizens and communities we serve. It provides the means to integrate diversity and inclusion values and practices into existing municipal processes and enables progress and results to be measured departmentally, as well as organizationally.

Achieving identified diversity and inclusion goals requires all parts of the organization to engage in specific activities. These measures will help us evaluate how successful we are at reaching our goals.

Citywide Diversity and Inclusion: 3-year plan

The City Manager's Office of Diversity and Inclusion supports city departments to develop and implement diversity as a priority of the strategic framework. Each priority should be measurable, such as in hiring data, employee demographics, listing current diversity and inclusionary practices. Priorities that focus on employee skill building can help create respectful and inclusive work environments. Workforce engagement leads to positive job performance and employee morale, which can be integrated into diversity and inclusion performance evaluations.

Over the course of the next three years, the City of Scottsdale's diversity and inclusion efforts should show positive results in identified areas. Diversity and inclusion practices and principles should be seen as a relevant factor with regards to policies, strategic plans, employee practices, performance expectations, programs and customer service.

Goal 1: Help Scottsdale become a more diverse workforce

Phase 1: Identify/develop workforce reports which cover diversity in recruitment, selection, evaluations and promotions and discuss within divisions. Reports should also include action plans to address areas where the workforce is significantly less diverse than the general population.

Year 1 Objective: Meet with five division/department directors by May 1, 2016 to discuss diversity needs based on review of demographics and develop a specific action plan for each division/department that identifies a priority to achieve over the next three years.

Goal 2: Train the workforce to be skilled at working inclusively and respectfully

Phase 1: Train the workforce in diversity standards and definitions to improve customer service, programs, practices and processes to remove barriers and reduce bias.

Year 1 Objective: Complete ten (10) city-wide diversity and inclusion training courses to 500 employees to enhance skills to work inclusively and respectfully by June 1, 2016.

Goal 3: Demonstrate city's commitment to serving our community's diverse needs

Phase 1: Review existing diversity partners, programs and funding to identify gaps in community demographic needs. A community diversity partner's matrix has been complete and will be used to continue to review existing partnerships and funding.

Year 1 Objective: By June 1, 2016, plan and implement at least four community-based education and outreach events that demonstrate the city's commitment to diversity and inclusion.

Building the Diversity Framework

Framework elements include:

Macro level

1. Informed and committed leadership
2. Comprehensive scope of goals and activities
3. Policy review and development
4. Measurement and evaluation

Micro level

5. Integration of objectives within business plans throughout the organization
6. Dedicated resources
7. Focused education and training opportunities
8. Shared responsibility and individual accountability

Vision – our ideal future state: To create and maintain a respectful and supportive workplace that attracts and retains a talented workforce, which is broadly representative of the citizens and community we serve. We want an organization which leverages our own diversity to create programs and services which meet the diverse needs of those we serve and enable their full inclusion in the life of their city.

Diversity The City of Scottsdale defines diversity as the “range of human difference”. Each person has layers of diversity which make his/her perspective unique.

We ensure respect and consideration of the diverse needs and perspectives of all Scottsdalians when we recognize and respond to the presence of differences that make each person unique.

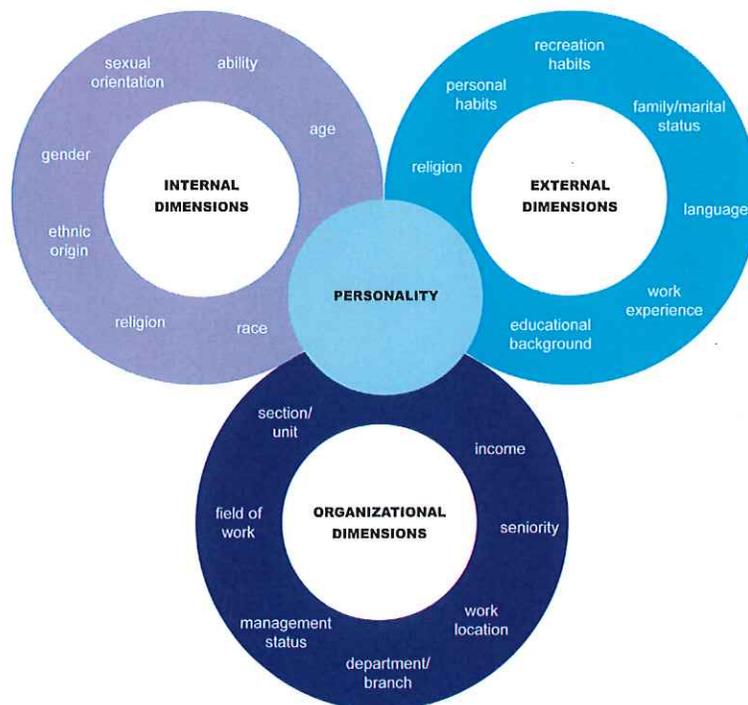
Inclusion The City of Scottsdale defines inclusion as “involving and valuing human differences” and views such differences as strengths.

It’s not enough to employ a workforce of individuals with varying backgrounds and views. We need to leverage their experiences and perspectives to enhance programs and services. Through diversity of the workforce, the city enhances its ability to meet its mission of “Simply better service for a world-class community”.

Inclusion = engagement = positive job performance = positive employee morale

These layers are represented below and illustrate the ways in which people, including employees, may differ from one another.

Layers of Diversity



Moving Forward with Implementation

Organizational changes require a transition period during which people become familiar with their new roles, learn about new concepts and find ways to turn ideas into daily practice.

There are three over-arching implementation requirements needed to support the 3-Year Diversity Plan:

1. Resources for Implementation (People & Money)

Potential costs and human resources are necessary for sustainability. For example, a measurable goal can include an inventory of city-wide activities that occur as well as impact of these activities. We can quantitatively measure these diversity efforts or initiatives based upon this inventory of the city-wide activities and evaluations or feedback. This measurement is based in cost-effective activities or methods when the focus is to help employees fully understand the organization's mission and diversity initiatives support the organization's strategic objectives.

Another example is to allow intangible investments, e.g., designating time for employee participation in diversity advisory committee or in employee resource group. Resources can be justified when these opportunities reflect engagement that produces better work performance and knowledge of our diverse community.

Human and financial resources can be available to support priorities as "create teamwork across diverse work groups." This can reflect the perception of employees and whether diversity values have been woven into the fabric of the organization.

2. Capacity for Implementation (Capabilities & Competence)

Training and time are required to further develop the capabilities and competencies needed to meet the corporate goals of building a diverse and inclusive workforce. Training can be delivered at department or business area levels using internal and external resources.

Diversity and Inclusion training is provided through the city's Office of Diversity and Inclusion and its resources, as well as other diversity related classes from the HR Training & Development team.

Diversity Liaison will lead a class that is currently 2.5 hours long and will maintain its status as mandatory for all employees. Employees only need attend this training 1 time every 3 years, but will have refresher courses available each year.

The learning objectives will focus on increasing knowledge of the D & I Framework:

1. Increase knowledge of how D & I goals align with organizational strategic plan
2. Increase self-awareness to create space for respectful workplace
3. Increase awareness of unconscious biases
4. Increase knowledge of generational diversity
5. Increase skills of effectively communicating with others that are different than them

Throughout the subsequent years, other training opportunities will be available to support these concepts. Speakers will be both by the Training and Development team members as well as community diversity

partners or diverse groups within our community. For example, diversity topic/speakers can be designed by the Diversity Advisory Committee for lunch and learns twice a year; free diversity and inclusion training is available outside of the organization; Civil Dialogue community education series are held twice a year; Library educational series are also available and open and free to the public.

3. Time for Implementation

There are many competing priorities facing departments. Achieving the goals of the Diversity and Inclusion Framework requires dedicated staff attention over a period of time.

Employees who develop innovative ideas to meet new challenges need leadership support and will also need to spend time developing and implementing creative solutions. It is these solutions that will make the City of Scottsdale a leader in diversity and inclusion practice and increase our competitive edge.

As with any organizational change, individuals need time to learn how to implement Diversity and Inclusion Framework activities. Managers and Supervisors will need time to review progress reports from respective areas as well as gain knowledge to provide guidance and support in their departments.

Diversity Values – Foundation to city’s culture

We value Diversity by ...

- accepting, respecting and valuing individual differences
- capitalizing on the diverse backgrounds and experiences of our staff and community members.

We value Inclusion by ...

- Identifying, addressing and removing barriers in processes, policies, plans, practices, programs and services
- facilitating opportunities that result in effective and meaningful participation
- creating ideas and solutions built upon a range of perspectives.

We value a City Culture in which ...

- People are treated with dignity, respect and fairness
- Harassment and discrimination are not tolerated
- Individuals are encouraged to take action and be creative when resolving problems
- Self-awareness and personal accountability are expected.

Roles and Responsibilities

Informed, committed leadership as well as shared responsibility and individual accountability are essential to successful diversity and inclusion efforts. The effectiveness of the Diversity and Inclusion Framework depends on each employee fulfilling his or her role. In addition to employees fulfilling their roles, the organization leadership must also provide guidance, resources and support.

Each department is responsible to implement the framework specific to the requirements of individual operations. The Office of Diversity and Inclusion will support departments and will provide leadership at the city-wide level.

This includes the roles of:

- City Council
- City Manager
- Executive Team
- Department Management teams
- Supervisors
- Employees
- Human Resources
- Communications
- Office of Diversity and Inclusion

Evaluating the Framework

The approach outlined in the Diversity and Inclusion Framework is new and will be evaluated for its effectiveness in achieving stated goals. Both tangible and intangible measures can be used to evaluate Diversity and Inclusion Framework and goals include:

- Identified division diversity priority will include measurable data each year for changes.
- Current data pertaining to recruiting, hiring demographics and promotions within organization is data that can be used as baseline information.
- Use pre/posttest before and after each mandatory diversity and inclusion class to measure skill level (baseline) and progress made throughout the performance evaluation year.
- Division directors/management can help determine the current knowledge level of staff and identify ways to support learning.
- Integrate knowledge gained as part of division diversity priority and create measurable diversity and inclusion performance goals (both tangible and intangible).
- Inventory current diversity and inclusion activities within each division can help evaluate needs and determine area of priority or impact on cost when comparing to human resource data.

Conclusion

The Diversity and Inclusion Framework provides the organization with the vision and components to support a healthy and productive workplace. It also supports the organization to build an increasingly diverse and inclusive workforce broadly representative of the communities it serves.

By formally integrating diversity and inclusion values and practices into existing corporate processes, the Diversity and Inclusion Framework enables progress and results to be measured departmentally and organizationally. This means of achieving the organizational goals of creating a respectful and supportive workplace that attracts and retains a talented workforce. It supports the imperative to leverage our own diversity to create programs and services that enhances the ability of city staff to accomplish our mission and grasp our vision.

Scottsdale Human Relations Commission hosts insightful Interfaith Dialogue, "Dialogue and Beyond" on January 27

Who: Scottsdale Human Relations Commission

What: Civil Dialogue Series - The Interfaith Community " Dialogue and Beyond"

Interfaith Leaders in the Community are invited to address the following topics:

1. What is the core value and belief of each faith?
2. How does each faith promote diversity, inclusion and unity?
3. What does each faith do or plan to eliminate discrimination and prejudice?
4. Projects and their accomplishment in providing social, economic, educational and political opportunities for a diverse populations?

When: Wednesday, January 27, 2016

Time: 7:30 AM Registration

Presentation: 8 - 9: 30 AM

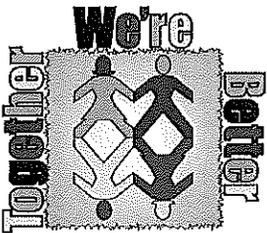
Where: Scottsdale Center for the Performing Arts, Stage 2

7380 East Second Street, Scottsdale, AZ 85251

Continental breakfast will be provided; parking in SCPA garage

For more information, contact diversity liaison, Sharon Cini at 480-312-2727

Ready, Set, Go! Regional Unity Walk 2016 to promote community diversity



What: 2016 Regional Unity Walk: "Walking for UNITY in our CommUNITY" to promote mutual respect and understanding

When: Walk begins at 10:30 a.m. (assemble at 10 a.m.), Saturday, January 30, 2016

A FREE Unity Walk Festival will immediately follow at Tempe Beach Park – Free food, Inflatables, and Entertainment!

Where to meet: **Cities of Chandler, Phoenix, Scottsdale, and the Town of Gilbert**

Participants will assemble at Tempe Lake Marina (1 mile walk) on the North side of the lake

From Mill Avenue north, go to Curry Rd., east on Curry to College, turn right on College, right on Gilbert Rd. under the 202 freeway.

Tempe Town Lake Marina is on the right. The Marina is adjacent to the Papago Stables. Watch for blue directional signs for Marina location.

or

From Rural Rd. north go to Curry Rd., left on Curry, turn left on College, right on Gilbert Rd., go under 202 freeway turn into Marina.

For more information, contact diversity liaison, Sharon Cini at 480-312-2727

HUMAN RELATIONS COMMISSION

REGULAR MEETING

NOVEMBER 9, 2015

Agenda Presentation

City Hall Kiva Forum

3939 N. Drinkwater Blvd

Scottsdale, AZ 85251

Presented to:

James Campbell, Chair

Regan Grossman, Vice-Chair

Andrew Song, Commissioner

Laurie Coe, Commissioner

Ricoh Danielson, Commissioner

Joseph Ettinger, Commissioner

Daria Lohman, Commissioner

Staff: Sharon Cini

David Simmons

Extension and Amplification of Remarks made by Commissioner Ettinger

At the Meeting of October 12, 2015

The human crisis occurring in the several war torn countries comprising the region designated as the Middle East, and the movement of many of its

displaced people in Europe, may arguably impact the Immigration and Refugee policy of the United States and its impact on the American homeland.

Immigration as a generic term requires a distinction to clarify between the process of Immigration and the current wave of *Asylum* seekers.

Immigration begins with an application by the citizen of a foreign country seeking to obtain a place on the annual quotas for that nation for entry into the United States. The applicant remains in his home country until he has been accepted for travel and residency. The process time allows for a comprehensive security investigation and an orderly transitions to the United States. Those seeking Immigration as a skilled worker also become a part of that process and depending on quota and policy requirements, if the Immigrant has valuable or critical skills there are methods to accelerate the process.

Asylum. Here, the person or persons appear at a United States point of entry, with little else than personal possessions, and asks for admission because they have been, or fear they will be persecuted based on one of the following criteria:

- Race
- Religion
- Nationality
- Membership in a particular social group
- Political opinion

The process of substantiating one or more of the claims is a daunting and requires substantial assets and time by Immigration, and Customs Control, as well as other federal agencies. This time consuming process is again, to insure national security and has resulted in a back log, especially along our Southern border. The apparent ability to travel from the war zone to our border was unexpected, but there are ways that this migration is accomplished by those having the financial resources to do so. What is a curious anomaly is the fact that Mexico doesn't allow for immigration or asylum within its borders.

Asylum is in no way related to illegal smuggling activities, which require police action and deportation procedures.

Statistically, the results of the instant report discovered the following data;
The annual United States Immigration quota for fiscal year 2013 was 70,000

By Executive Order, and on humanitarian grounds, an additional 105,000 Iraqis were admitted in 2014

Syrian refugees admitted in fiscal year 2014 were 2,500

For fiscal year 2016, the Immigration quota has been amended to allow 85,000, with the proviso that an additional 10,000 Syrians would be admitted.

The 2013 allocation statewide for Arizona's, was 4.36% or 3,062 of the national total. Those figures are no longer reliable because of the adjustments to admissions in the past 2 years. Attempts to obtain further information from Immigration and Customs Enforcement, for allocation data in the Phoenix area were rejected unless they were required to do by Freedom of Information Act order. (FOIA). Issues concerning that process should be considered by this Commissions as a tool for preparation and discovery considerations, for this and future reports.

As the routes from Europe to Mexico, and to a lesser extent, Canada there will arguably, be an increasing flow of immigrants to Arizona. It becomes an imperative that a comprehensive conversation be conducted to determine what precise roll this city, state and this Commission will take in coping with those prospects for that reason, the following Talking Points are suggested for consideration by the Scottsdale HRC at its November 9, 2015 meeting.

- 1 Confirm what our jurisdiction is given the mission the Scottsdale City Council has granted. Example, would this Commission have the power to execute a request under FOIA? Or, would that have to be referred to the City Attorney?
- 2 Should this Commission lead with advanced preparation, including creating a metropolitan task force of other civil rights, social aid religious aid organizations to assume a roll and deal with the

- immediate and/or long term needs of Immigrants? Should the Scottsdale Human Services Commission be a part of this program?
- 3 Enumeration of some of the needs would be housing, health, employment and associated assimilation needs. Language concerns will be a priority. The United States will only furnish translation services in connection with the Asylum or Immigration process.
 - 4 Further, law enforcement will be charged to perform their usual protective functions, but there will be an additional increment of sensitivity training required for officers on the street.
 - 5 Temporary housing is a primary matter to be determined at the onset.
 - 6 After one year of residence, asylums can obtain work permits, so employment must be considered, which is a controversial political concern

Attached are the 2013 admission tables worldwide and nationally.

It should be noted that FOIA material is available to an individual if it is information needed to write or publish a book or report.

To accomplish this task will take a great and collaborative effort, but if we fail to address the issues now, and the unexpected impacts the finances of the City, we will be remiss by not alerting the Council at the most propitious moment. That is the duty of our Commission.

Additional comments, ideas and suggestions are requested. I look forward to your discussion, decisions and/or recommendations

Respectfully submitted,

Joseph Ettinger JD
Commissioner

TABLE VI

Refugee Arrivals By State of Initial Resettlement, Fiscal Year 2013

STATE	Refugee Arrivals	Amerasian Arrivals	Total Arrivals	% of Total Arrivals to U.S.
Alabama	129	0	129	0.18%
Alaska	106	0	106	0.15%
Arizona	3,052	0	3,052	4.36%
Arkansas	7	0	7	0.01%
California	6,379	4	6,383	9.13%
Colorado	1,789	0	1,789	2.56%
Connecticut	547	0	547	0.78%
Delaware	6	0	6	0.01%
District of Columbia	11	0	11	0.02%
Florida	3,613	0	3,613	5.17%
Georgia	2,710	0	2,710	3.88%
Hawaii	6	0	6	0.01%
Idaho	920	0	920	1.32%
Illinois	2,453	0	2,453	3.51%
Indiana	1,541	0	1,541	2.20%
Iowa	598	0	598	0.86%
Kansas	474	0	474	0.68%
Kentucky	1,603	0	1,603	2.29%
Louisiana	223	0	223	0.32%
Maine	350	0	350	0.50%
Maryland	1,242	0	1,242	1.78%
Massachusetts	1,829	0	1,829	2.62%
Michigan	4,651	0	4,651	6.65%
Minnesota	2,214	0	2,214	3.17%
Mississippi	3	0	3	0.00%
Missouri	1,268	0	1,268	1.81%
Nebraska	997	0	997	1.43%
Nevada	563	0	563	0.81%
New Hampshire	379	0	379	0.54%
New Jersey	443	0	443	0.63%
New Mexico	293	0	293	0.42%

STATE	Refugee Arrivals	Amerasian Arrivals	Total Arrivals	% of Total Arrivals to U.S.
New York	3,965	0	3,965	5.67%
North Carolina	2,377	0	2,377	3.40%
North Dakota	456	0	456	0.65%
Ohio	2,788	0	2,788	3.99%
Oklahoma	300	0	300	0.43%
Oregon	875	0	875	1.25%
Pennsylvania	2,507	0	2,507	3.59%
Puerto Rico	3	0	3	0.00%
Rhode Island	171	0	171	0.24%
South Carolina	148	0	148	0.21%
South Dakota	533	0	533	0.76%
Tennessee	1,557	0	1,557	2.23%
Texas	7,466	9	7,475	10.69%
Utah	1,189	0	1,189	1.70%
Vermont	322	0	322	0.46%
Virginia	1,472	0	1,472	2.11%
Washington	2,414	0	2,414	3.45%
West Virginia	25	0	25	0.04%
Wisconsin	942	4	946	1.35%
Total	69,909	17	69,926	100.00%

Note: Arrival figures do not reflect secondary migration.

Source: Department of State, Bureau of Population, Refugees, and Migration, Refugee Processing Center

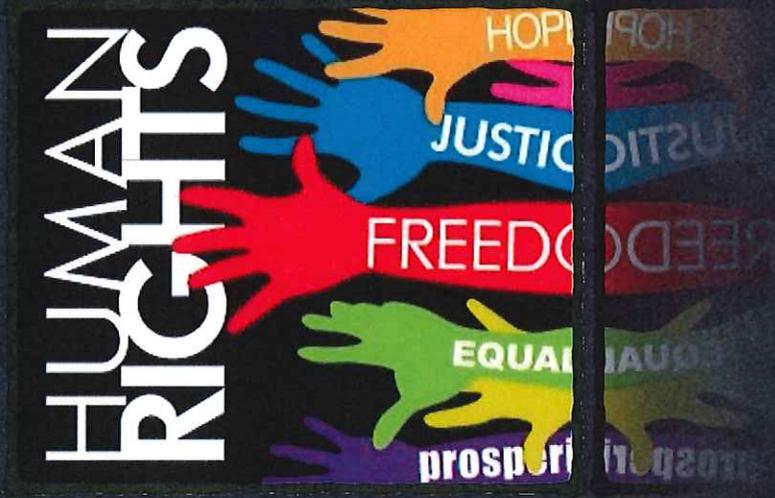
TABLE VIII
UNHCR Resettlement Statistics by Resettlement Country CY 2013 Admissions

RESETTLEMENT COUNTRY	TOTAL	PERCENT OF TOTAL RESETTLED
United States	47,875	67.04%
Australia	11,117	15.57%
Canada	5,140	7.20%
Sweden	1,832	2.57%
Germany	1,092	1.53%
Norway	941	1.32%
United Kingdom	750	1.05%
New Zealand	682	0.96%
Finland	665	0.93%
Denmark	475	0.67%
Netherlands	362	0.51%
Belgium	100	0.14%
France	100	0.14%
Switzerland	78	0.11%
Ireland	62	0.09%
Brazil	56	0.08%
Rep. of Korea	31	0.04%
Japan	18	0.03%
Uruguay	14	0.02%
Argentina	7	0.00%
Portugal	6	0.00%
Austria	4	0.00%
Chile	3	0.00%
Czech. Rep.	1	0.00%
TOTAL	71,411	100.00%

**THEME: MASS MIGRATION OF REFUGEES
& THE ORGANIC UNITY OF HUMANKIND**

**SUNDAY DECEMBER 13TH @ 3-5PM
6910 E. SHEA BLVD.
SCOTTSDALE, AZ 85254**

**...HEAR THE
OVERWHELMING
STORIES OF WHY
REFUGEES FLEE THEIR
HOME COUNTRIES AND
SEEK SAFE-HAVEN
ELSEWHERE**



HUMAN RIGHTS DAY 2015

BAHÁ'Í FAITH COMMUNITY CENTER

***CO-SPONSORED WITH UNITED NATIONS ASSOCIATION (UNA-USA)**



Name of Board or Commission Annual Report

Prepared by Name, Title on Date

Approved by the Name of Board or Commission on Date Approved

Web Site Address: www.ScottsdaleAZ.gov/boards/insert link here

Number of Meetings Held: #

Public Comments: #

Major Topics of Discussion / Action Taken:

- one sentence description of topic and action taken, if any
- one sentence description of topic and action taken, if any
- one sentence description of topic and action taken, if any

Current Member Attendance:

Member Name, Title	Present	Absent	Service Dates
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*
Name, Title	#	#	From Month to Month*

*Add note(s), if applicable, stating if they resigned, were term limited, etc. and who they were replaced by

Subcommittees: Briefly describe the subcommittee(s) purpose, justification, membership, and when its work is anticipated to be complete. If no subcommittees, than insert "None"

Ethics Training: Yes/No on Date

Selected Officers: Yes/No on Date.

Reviewed Bylaws/City Code: Yes/No on Date. Summarize changes

Anticipated Key Issues:

Future Significant Work Products:

Upcoming Opportunities, Challenges, or Outcomes:

Additional Comments/Recommendations: If the Board/Commission wishes to add additional comments or recommendation(s) to the City Council, it can go in this section.

Report Approved on:

CITY COUNCIL REPORT



Meeting Date: November 17, 2015
Charter Provision: *Provide for the orderly government and administration of the affairs of the City*
Objective: *Enact local legislation*

STUDY ITEM

Non-Discrimination Work Study Session. Presentation, discussion and possible direction to staff regarding recommended elements appropriate for a Scottsdale non-discrimination ordinance that may be the basis for subsequent public outreach.

BACKGROUND

On August 31, 2015, the City Council directed the City Manager and City Attorney to investigate non-discrimination ordinances in other municipalities and from this research determine the elements of a non-discrimination ordinance that would protect the LGBT community, while also preserving individual rights and freedoms of all Scottsdale citizens, businesses, and organizations. Based on this research, staff was directed to present to City Council, within 90 days, recommended elements appropriate for a Scottsdale non-discrimination ordinance that may be the basis for subsequent public outreach.

ANALYSIS & ASSESSMENT

Policy Implications

Different types of anti-discrimination laws can be found at all levels of government. These laws vary from jurisdiction to jurisdiction, sometimes significantly. Laws traditionally prohibit discrimination based on a person's race, color, religion, sex, national origin, age or disability. In general, discrimination is to afford a person less favorable treatment than others similarly situated because of that person's membership in a protected class.

Neither federal law nor state law currently specifically protects persons from discrimination based on their sexual orientation, gender identity or gender expression. Although some courts in limited circumstances have extended existing protections to such persons, other courts have declined to do so. Certain federal agencies have also taken the position that in some circumstances discrimination based on sexual orientation or gender identity may constitute sex discrimination. In addition, federal contractors are prohibited from discriminating based on sexual orientation or gender identity. Both federal and state laws include certain exemptions, such as for religious organizations.

Scottsdale currently has two ordinances that provide civil rights protections: Scottsdale Revised Code Section 14-2 provides employment opportunities with the city to all persons based solely on ability, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability. S.R.C. Section 15-17 relates to fair housing and is intended to mirror federal protections and does not cover sexual orientation, gender identity or gender expression.

Other than as noted above, there are not currently any Scottsdale-specific ordinances that cover discrimination against LGBT persons in these areas:

- private employment,
- housing,
- public accommodations

This means that people can be denied employment, fired from their jobs, denied service, or denied housing in Scottsdale based solely on their LGBT status. There is no way to know to what extent such discrimination occurs in Scottsdale because no such statistics are kept, nor is there any practical way for them to be kept since the discrimination is not illegal.

Some states have statewide prohibitions; others do not, as in Arizona. In some states where discrimination is not prohibited by statute, individual cities have adopted local non-discrimination ordinances. These include Flagstaff, Phoenix, Sedona, Tempe and Tucson, as well as 210 other cities or counties nationwide including Austin, Texas; Plano, Texas; Myrtle Beach, South Carolina; Miami, Florida, and Orlando, Florida.

Scottsdale has taken a number of steps to increase awareness and understanding of these issues, including hosting a Civil Dialogue on LGBT issues at the Civic Center Library in April 2014, and appointing LGBT liaisons for the city in general, and the police department specifically. The Council's adoption of the Unity Pledge was also a step taken by the city. Each of these steps helps encourage non-discrimination, but stops short of making discrimination on the basis of sexual orientation, gender identity or gender expression illegal in Scottsdale.

If the city wants to take this next step then the non-discrimination ordinances utilized by other cities would seem to be the appropriate way to do so. Such an ordinance would expand on the city's existing non-discrimination law that applies to its own hiring practices to include local businesses and employers. It would set forth what is required for compliance with the law, and would also provide a mechanism for responding to complaints of discrimination. Finally, if discrimination occurs, means to redress the violation, including possible civil prosecution, would be available.

Significant Issues to be Addressed

Our review of existing non-discrimination ordinances reveals that, while there are differences in detail, most of them in substance address essentially the same issues. At the work/study session we will be asking Council for direction on whether it wants staff to proceed with public outreach in developing an ordinance, and, if so, what provisions such an ordinance should contain for public comment. The basic issues fall generally into the following categories.

1. **Who is protected?** Does the city ban all discrimination, including against groups already protected, or does it just ban discrimination against groups that are not currently protected by other laws? Most ordinances include all groups.
2. **In banning discrimination in employment, what size employer is included?** Some cities include any business with one or more employees, some require a greater number. Some cities use the number of employees that are used under state law, which in Arizona would be businesses with 15 or more employees.
3. **In housing, are any sales or rentals excluded from protection?** Some ordinances exclude rentals where there are only two units and one of them is owner-occupied. There are a number of other variations on this aspect of non-discrimination ordinances.
4. **In banning discrimination in public accommodations, how is “public” defined?** “Private” clubs that generally let anyone join but exclude certain protected classes are often said not to be “private” because they are being used to circumvent the ordinance.
5. **How will the ordinance be enforced?** The primary decisions to be made in this respect are whether to have a violation be civil or criminal, and whether to offer mediation as a way to resolve issues before instituting legal proceedings.
6. **How will the individual rights and freedoms of all Scottsdale citizens, businesses and organizations be protected?** All ordinances make exceptions for religious organizations, although these exceptions differ somewhat in detail, and some ordinances also incorporate the federal and state law protections available to other groups.

For the purpose of walking through these significant issues, we will use the Sedona Ordinance (Attachment 3) for reference.

Community Involvement

On March 31, 2015, the City Council held a work-study session on the city’s current policies and possible future actions pertaining to discrimination on the basis of sexual orientation, gender identify or gender expression. The Council gave direction to staff to launch an outreach plan utilizing the UNITY Pledge, a unified effort to advance equality in the workplace, in housing and hospitality for lesbian, gay, bisexual and transgender citizens. This included direction to:

- Actively promote Scottsdale’s UNITY Pledge to the public and the business and hotel communities, including, but not limited to, posting information on the City’s website and using letters, flyers, and other communications to seek support;
- Provide the Council with an update on the City’s activities to promote the UNITY Pledge and a status report on the number of businesses and individuals who support it, along with suggestions on how the City can garner greater acceptance of the UNITY Pledge;
- Evaluate the outreach program and provide recommendations to enhance the UNITY Pledge program’s success

Since June 1, 2015, a total of 390 Scottsdale citizens and 131 Scottsdale-based businesses representing an estimated 6,650 employees, have signed the UNITY Pledge. In total, 281 Scottsdale businesses have signed since 2014 and represent 24,214 employees. The outreach efforts reached at least 66,000 Scottsdale households via a mailed letter, included in utility bill statements, from the Mayor and City Council asking citizens and businesses to endorse the UNITY Pledge (Attachment 1).

Outreach in other communities

Attachment 2 is updated to include the City of Sedona which passed an ordinance in September.

City of Sedona - On September 8, 2015, the Sedona City Council voted unanimously to adopt a non-discrimination ordinance protecting LGBT residents and visitors. Sedona as a population of about 10,000 people, but attracts between two and four million tourists annually. Sedona has not received any complaints since ordinance adoption, but has partnered with an organization for mediation services when a complaint comes in (Attachment 3).

City of Mesa - To date, the City of Mesa continues their efforts to work with stakeholders to ensure their perceptions and ideas are integrated prior to establishing a non-discrimination ordinance for Mesa. Mesa does not have a draft non-discrimination ordinance ready for review, although, elements will include veteran, marital status, and familial status protections.

City of Glendale - The City of Glendale recently completed a public outreach process and issued a "Community Conversations on an Anti-Discrimination Ordinance" report at a City Council work study session on Oct. 6, 2015. This was five months after the City Council had given direction to gather public comment on a possible local anti-discrimination ordinance in Glendale. The city hired a facilitator and hosted four community conversations in different parts of the community, and one dialogue promoted by the Chamber of Commerce to encourage business participation. On October 6, 2015, the City of Glendale City Council reviewed the report and by consensus directed staff to prepare a draft ordinance for Council review and discussion at a subsequent workshop.

OPTIONS

The City Council may want to provide direction to staff regarding recommended elements appropriate for a Scottsdale non-discrimination ordinance that may be the basis for subsequent public outreach.

Possible direction could include the following:

- A. Begin public outreach process based on the direction received from Council, or;
- B. Take no further action

RESPONSIBLE DEPARTMENT(S)

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ATTACHMENTS

The PowerPoint presentation will be provided as part of the supplemental packet.

1. Unity Pledge Outreach Report
2. Arizona LGBT Non-Discrimination Ordinance Comparisons
3. Sedona Human Rights Ordinance