



HUMAN RELATIONS COMMISSION NOTICE & AGENDA

5 p.m. Monday, December 14, 2015

Civic Center Library Board of
Directors Conference
Room/Administration- Level 2

3839 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 November 9, 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 to staff liaison regarding Civil Dialogue event "Interfaith Civil Dialogue" on January 27, 2016 – Chairman James Campbell

4. Presentation and discussion regarding City Council's Nov.17, 2015 direction to staff regarding public outreach for a nondiscrimination ordinance – Sharon Cini

5. Presentation, discussion and recommendation regarding room location for upcoming Human Relations Commission meetings – Chairman James Campbell



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.

6. 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.

7. 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.

8. 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.

9. 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**

**November 9, 2015
DRAFT MINUTES**

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

- PRESENT:** James Campbell, Chair
Joseph Ettinger, Commissioner
Laurie Coe, Commissioner
Daria Lohman, Commissioner
Andrew Song, Commissioner (arrived 5:44 p.m.)
- ABSENT:** Ragan Grossman, Vice-Chair
Ricoh Danielson, Commissioner
- STAFF:** Sharon Cini
David Simmons
- GUESTS:** Florita Campbell
Ted Ciccone, Scottsdale Center for Performing Arts

CALL TO ORDER/ ROLL CALL

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

Members present as noted above

Chair Campbell welcomed Commissioner Lohman.

Commissioner Lohman introduced herself and spoke about her interest in the issue of diversity.

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

COMMISSIONER LOHMAN MOVED TO APPROVE THE OCTOBER 12, 2015 HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES. COMMISSIONER ETTINGER SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF FOUR (4) TO ZERO (0). COMMISSIONER SONG WAS NOT PRESENT. VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

2. Public Comment

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

3. Presentation, discussion and recommendation regarding community diversity event, "Out at SCPA"

Ted Ciccone, Director of Marketing and Audience Engagement, Scottsdale Center for Performing Arts, gave a presentation discussing the Scottsdale Museum of Contemporary Art (SMoCA) event "Called Out". The event would support the Scottsdale Cultural Council's mission and values by being geared towards giving the LGBT community an opportunity to meet in Old Town Scottsdale and enjoy innovative art exhibitions at SMoCA, network while enjoying happy hour snacks, listen to community announcements, and participate in a raffle. It is envisioned that the event would occur quarterly with the first one being scheduled the first part of 2016. The event would be funded through the Cultural Council's audience development budget. The City of Scottsdale and the Human Relations Commission can help by agreeing to support the event through marketing and creating awareness and in turn would be recognized on marketing materials. Mr. Ciccone is working with David Simmons on the planning process and will reach out to ONE Community about a possible partnership.

COMMISSIONER ETTINGER MOVED TO OFFER SUPPORT TO THE SCOTTSDALE CENTER FOR PERFORMING ARTS IN THEIR DIVERSITY PROGRAMS. COMMISSIONER LOHMAN SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF FOUR (4) TO ZERO (0). COMMISSIONER SONG WAS NOT PRESENT. VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

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

Sharon Cini presented the UNITY Pledge outreach report, reporting that since 2014 a total of 390 Scottsdale residents have signed the pledge as well as 281 Scottsdale-based businesses representing approximately 24,200 employees. A campaign letter was sent from the City Council to residents through utility bills, reaching an estimated 66,000 people. The goal of outreach was to have a key measurement of the plan and to identify partners in the community. Ms. Cini noted that the report includes community feedback; information outlining other resources and networking opportunities that are being utilized to share information on the UNITY Pledge; and Office of Communications data regarding social media results.

Brief discussion ensued regarding the method of gathering signatures and the percentage of response over the three-month period, which was approximately one percent.

Ms. Cini noted that funding has come from the Office of Diversity budget. The Council report a recommendation that if City Council wishes to continue with outreach activities, the City allocate alternate funding; that the Mayor and Council issue a public service message reiterating that the City supports non-discrimination and commitment to equality, inclusiveness, and fair treatment to all citizens of Scottsdale; and recommends that information on the UNITY Pledge continue to be presented to the various City boards, commissions, and task forces. The report will be presented to City Council on November 17th as part of the non-discrimination work study session.

5. Presentation, discussion and recommendation regarding the City's Diversity and Inclusion framework and goals (3-year plan)

Sharon Cini presented the vision for diversity and inclusion initiatives that the City will follow over the next three years. She reviewed the City of Scottsdale's mission, vision, Council priority, and the Diversity and Inclusion purpose statement. The citywide diversity and inclusion three-year plan goals include:

- 1) Help Scottsdale become a more diverse workforce
- 2) Train the workforce to be skilled at working inclusively
- 3) Demonstrate the City's commitment to serving our community's diverse needs.

She briefly reviewed the four layers of diversity. Ms. Cini noted that the third goal is a focus area for the Human Relations Commission and the areas in which Commissioners can work with staff and Council.

6. Presentation, discussion and recommendation regarding the Human Relations Commission's focus for the year and review of upcoming HRC annual report criteria

Sharon Cini presented the draft annual report that will be presented to City Council. The report outlines Commissioner attendance, service dates, ethics training, and upcoming opportunities, challenges and outcomes. The report documents activities of the Commission over the past year, the vision of the Commission for the upcoming years, and issues that the Commission supports. She asked that Commission members forward any recommendations or suggestions to her. Ms. Cini noted that City employees are now being required to participate in a diversity training session.

Chair Campbell suggested that Commissioners take an opportunity to meet one-on-one with Councilmembers and the Mayor to discuss diversity issues.

Commissioner Lohman suggested that the Commission review and give input on the diversity training modules that are being taught to employees.

COMMISSIONER SONG MOVED THAT COMMISSIONERS MEET INDIVIDUALLY WITH COUNCIL MEMBERS TO DISCUSS DIVERSITY ISSUES. COMMISSIONER COE SECONDED THE MOTION, WHICH PASSED BY A VOTE OF FIVE (5) TO ZERO (0). VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

Chair Campbell requested that staff provide the Commission with a priority listing of City department managers and commissions. Ms. Cini suggested that the Commission plan

ahead and determine whether there are any points of common interest that could be discussed as part of a presentation or meeting with individual City departments, boards, and commissions.

Commissioner Coe suggested that the Human Relations Commission could offer information to be included as part of the Scottsdale 101 program.

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

Chair Campbell reviewed the list of speakers from various faith communities that have been invited to speak thus far. Brief discussion ensued regarding roadblocks that have been encountered in communication with some potential speakers, focus points of the forum, and suggestions for additional faith communities that are part of Scottsdale's demographics.

Ms. Cini noted that Zak Ebrahim is the speaker for the 2016 Martin Luther King, Jr. celebration dinner. He speaks on the topic of speaking out against terrorism and spreading his message of peace and nonviolence. This speaker's topic would complement the interfaith dialogue topic of the Civil Dialogue event. The Civil Dialogue event will be packaged with the MLK Dinner as part of the marketing campaign.

Ms. Cini suggested that the Commission consider creating visual aids that include religious symbols for the marketing of the Interfaith Civil Dialogue.

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 Ettinger reviewed the information and statistics that he has obtained dealing with immigrants seeking asylum and in particular those coming from the Middle East into the United States and how it might impact the City of Scottsdale. One point of interest he noted was that in order to lessen the fear of deportation, illegal immigrants can obtain a special visa if they report and are found to be a victim of a crime. He noted that in order to achieve entry they must prove that they fear that they will be persecuted because of race, religion, nationality, membership in a particular social group, or for political opinion. States that are dealing with immigration are expending additional resources on linguistic specialists and systems for checking validity of claims. He said that the federal government has recently placed the cost of dealing with immigrants on local communities.

Commissioner Ettinger suggested that an informational report be prepared for submission to City Council outlining particular concerns and possible impacts to the City of Scottsdale.

Commissioner Lohman said that the Unitarian Universalist Church in partnership with the International Rescue Committee has created a refugee assistance program intended to broaden outreach to refugees in the greater Phoenix area. She suggested that the City could contact the organization as part of the research efforts.

It was the consensus of the Commission to ask Commissioner Ettinger to continue his research.

9. Staff updates regarding upcoming diversity events and activities

Sharon Cini noted that during the Mayor's Committee on Employment of People with Disabilities Awards Ceremony five \$1,000 scholarships were awarded and Ricoh Danielson received the Entrepreneur of the Year award.

Ms. Cini attended the National Diversity and Inclusion Conference in October. The focus of the conference was measurable and strategic focus with discussion from major businesses on their diversity and inclusion network.

Ms. Cini noted that today is Native American Heritage Day and November is Native American Heritage Month. She said that her lineage is Hopi and Navajo and her clans are Tsen'ji'kini from the Cliff Dwellers/Honeycomb Clan, Fire Clan from the Hopi Tribe, the Honaghaahnii, and the Hopi Sun Clan from her grandfathers.

Wednesday, November 11th is Veterans Day. The City will be sponsoring an event in Civic Center Mall with keynote speaker Congressman David Schweikert at 11:00 a.m. and a Veteran's Day Commemoration at McCormick-Stillman Railroad Park beginning at 3:00 p.m.

Ms. Cini noted that the Commission packet includes a copy of the City Council report that has been submitted to Council for the work study session scheduled on November 17th. There will be an opportunity for five public comments during the regular Council meeting and another opportunity for five public comments during the study session.

The Bahi Faith Community Center is hosting a Human Rights Day Celebration on December 13th at 6910 E. Shea Boulevard. The theme of the event is mass migration of refugees and the organic unity of humankind.

Upcoming events include the Scottsdale Leadership luncheon and the Martin Luther King Celebration Dinner. Ms. Cini will contact Commissioners who are interested in attending the events about getting tickets.

Ms. Cini noted that David Simmons updates the Office of Diversity on LGBT activities and events on an ongoing basis. Staff is working on putting together a calendar of events of all topics that the Commission might be interested in.

10. Report from the Chair

Chair Campbell attended the Mayor's Committee on Employment of People with Disabilities Awards Ceremony.

11. Commissioner Items

Commissioner Song attended the ONE Community luncheon. He said that it offered opportunities to make connections and reach out to community members about LGBT issues.

Commissioner Coe attended the ONE Community luncheon. She is looking forward to working on the upcoming Diversity event.

Commissioner Ettinger said he looks forward to attending the MLK Dinner.

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

The next meeting is scheduled for December 14th and will be held at an alternate location to the Kiva.

ADJOURNMENT

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:38 p.m.

Respectfully submitted,
AV Tronics, Inc. DBA AVTranz



American Islamic Forum for Democracy

M. Zuhdi Jasser, MD President and Founder, American Islamic Forum for Democracy

AIFD is an organization dedicated to providing an American Muslim voice advocating for liberty and genuine Muslim reform against Islamism and the ideologies which fuel global Muslim radicalization. Dr. Jasser has testified to Congress on numerous occasions as an expert on Muslim radicalization, foreign policy (Syria, Egypt, Middle East), anti-Semitism, and international religious freedom to name a few.

Dr. Jasser has authored numerous articles, is a contributing writer to a number of books and appears in several documentaries. He is a frequent guest on multiple national news outlets including the Fox News Channel, CNN, and MSNBC in addition to being a frequent guest on many national radio programs. He is the author of the book, *The Battle for the Soul of Islam: An American Muslim Patriot Fight to Save His Faith*, published by Threshold Editions of Simon and Schuster in 2013.

He served 11 years as a medical officer in the U.S. Navy and is a recipient of the Meritorious Medal. He is currently a respected physician in private practice in Phoenix, Ariz. specializing in internal medicine and nuclear cardiology.

M. Zuhdi Jasser, M.D. is the Founder and President of the American Islamic Forum for Democracy (AIFD) and is the author of *A Battle for the Soul of Islam: An American Muslim Patriot's Fight to Save His Faith* (Simon & Schuster, June 2012). On March 20, 2012, Dr. Jasser was appointed by Senate Minority Leader Mitch McConnell (R-KY) to the United States Commission on International Religious Freedom (USCIRF) where he currently serves as a Commissioner.



A devout Muslim, Dr. Jasser founded AIFD in the wake of the 9/11 attacks on the United States as an effort to provide an American Muslim voice advocating for the preservation of the founding principles of the United States Constitution, liberty and freedom, through the separation of mosque and state. Dr. Jasser is a first generation American Muslim whose parents fled the oppressive Baath regime of Syria in the mid-1960's for American freedom. He is leading the fight to shake the hold that the Muslim Brotherhood and their network of American Islamist organizations and mosques seek to exert on organized Islam in America.

Dr. Jasser earned his medical degree on a U.S. Navy scholarship at the Medical College of Wisconsin in 1992. He served 11 years as a medical officer in the U. S. Navy. His tours of duty included Medical Department Head aboard the U.S.S. El Paso which deployed to Somalia during Operation Restore Hope; Chief Resident at Bethesda Naval Hospital; and Staff Internist for the Office of the Attending Physician to the U. S. Congress. He is a recipient of the Meritorious Service Medal. Dr. Jasser is a respected physician currently in private practice in Phoenix, Arizona specializing in internal medicine and nuclear cardiology. He is a Past-President of the Arizona Medical Association.

AIFD seeks to counter political Islam the ideology that fuels radical Islamists. AIFD's current passions include the **Muslim Liberty Project (MLP)** and involvement in the American Islamic Leadership Coalition (AILC). The Muslim Liberty Project seeks to instill the ideas of liberty into young Muslim adults in order to inoculate them against the viral threat of political Islam. The project brought together its first class of Muslim Youth in March 2011 with tremendous success. AILC is a broad based coalition of diverse Muslim organizations that provide a stark alternative to the domestic and global network of Islamist organizations.

Dr. Jasser is also actively involved in the Syrian-American community as the co-founder of Save Syria Now! which was formed by Americans of Syrian descent to put pressure on the United States to call for immediate action to end the regime of Bashar Assad of Syria and to help bring true liberty to the people of Syria. Dr. Jasser briefed members of the U.S. House of Representatives on the situation in Syria in July 2011 and again on June 25, 2013.

Dr. Jasser regularly briefs members of the House and Senate on the threat of Political Islam. Dr. Jasser testified before the United States House of Representatives Committee on Homeland Security on March 10, 2011 on **"The Extent of Radicalization in the American Muslim Community and that Community's Response"** and again on June 20, 2012 on **"The American Muslim Response to Hearings on Radicalization within their Community."** On June 24, 2011 he testified before the Constitution Subcommittee of the Judiciary Committee of the United States House of Representatives on the importance of HR 963 **"The See Something, Say Something"** Act of 2011. Dr. Jasser testified before the United States House of Representatives, Committee on Foreign Affairs, Subcommittee on Africa, Global Health, Global Human Rights, and International Organizations on **"Anti-Semitism: A Growing Threat to All Faiths"** on February 27, 2013 and again on December 10, 2013 on **"Human Rights Abuses in Egypt."**

Dr. Jasser is an internationally recognized expert in the contest of ideas against political Islam and American Islamist organizations. He has been featured in the Wall Street Journal, The Washington Times, The New York Post, The Dallas Morning News, CNN, CBS, Fox News Channel, MSNBC and BBC in addition to nationally syndicated radio programs. He has spoken at hundreds of national and international events including universities, places of worship, and government venues.

Dr. Jasser was presented with the 2007 Director's Community Leadership Award by the Phoenix office of the FBI and was recognized as a "Defender of the Home Front" at the annual Keeper of the Flame Dinner of the Center for Security Policy in 2008. Dr. Jasser is a contributing writer to a number of books and is featured in four documentaries *America at Risk*, *Islam v Islamists*, *A Question of Honor* and *The Third Jihad*.

For more information, please visit the website at www.aifdemocracy.org or call 602-254-1840. For media inquiries, please contact Gordon James at gjames@gcjp.com or 602-690-7551.

Dr. Jaswant Singh Sachdev, M.D., F.A.A.N., a board certified Fellow of the American Academy of Neurology, has been practicing Neurology in Phoenix, Arizona, U.S.A since 1976.

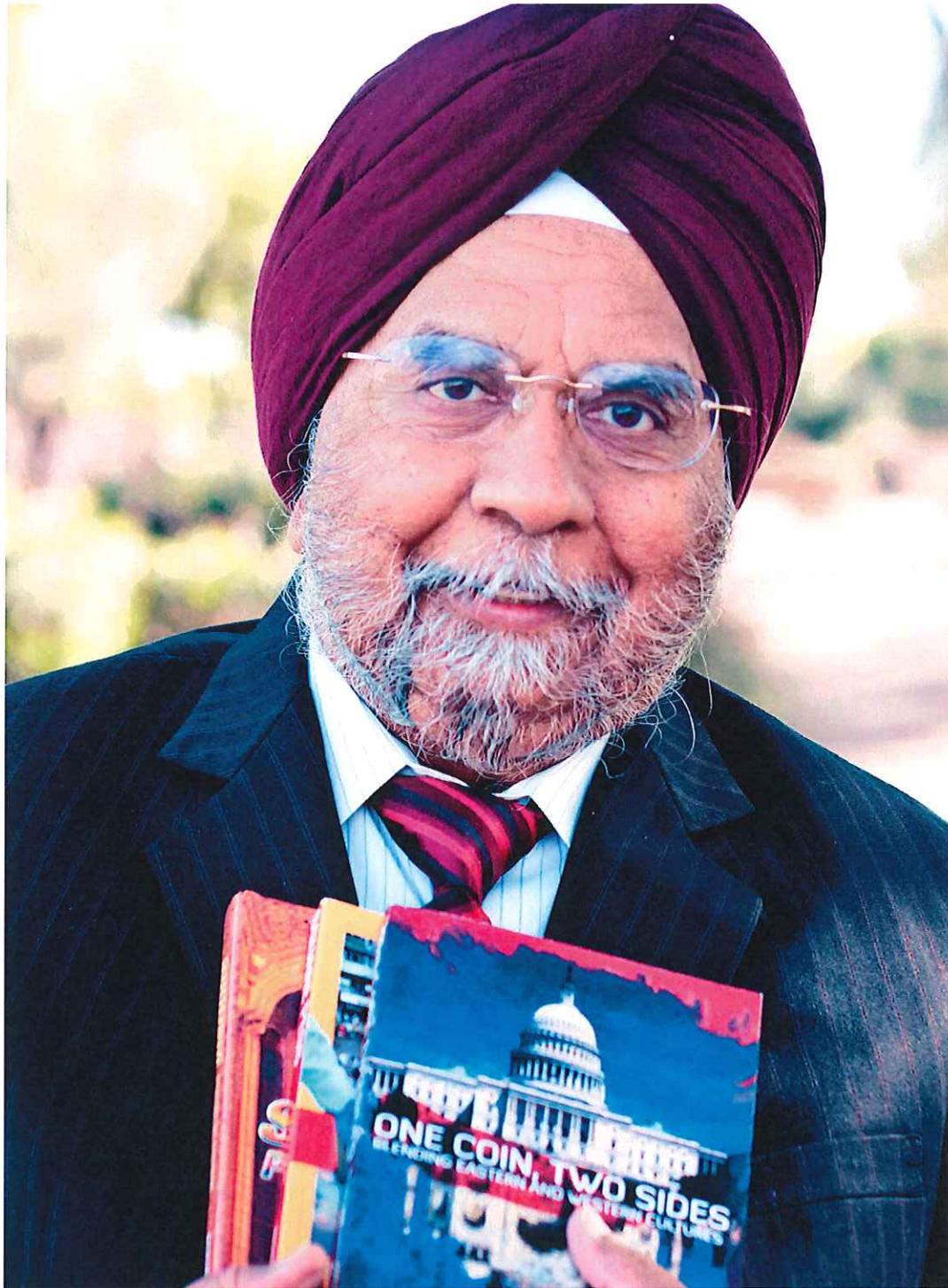
Before migrating to United States in 1972, Dr. Sachdev completed his post-graduate studies in medicine (M.D.) and taught at the Government Medical College, Patiala, Pb., India. He had a bright academic career and was the recipient of several Gold Medals including an award for the "Best Graduate" of the MBBS class of 1967.

He has been a well-known local Indian community service volunteer. Since 2,000, every month, he has been heading a Seva group with the help of his wife and several other volunteers to prepare and serve free hot fresh full meals to about 250 +- homeless citizens. He has been offering Sikh Awareness presentations to non-Sikh groups when they visit Gurdwara Sahib and he also reaches out to various colleges, community centers, groups and other religious places for presenting similar talks. He has been appointed as the convener for the Grand Canyon Zone for International Hemkunt Foundation that helps Sikh children learn the art of public speaking and Kirtan. Dr. Sachdev is also a board member for Arizona Inter Faith Movement (AIFM) representing Sikh Community.

At a personal level, he continues to be an active Rotarian now for over couple of years. Furthermore, he has been helping out in planning of the yearly event of "Discover India" arranged by India Association of Phoenix. For his various community service efforts and activities, "Arizona Asian American Association" recognized Dr. Sachdev with its "Outstanding Citizen's Award" in 2004

Besides being a physician of repute, Dr. Sachdev is an author with an interest in the issues pertaining to the Indian Subcontinent diaspora as well as Sikh faith. Several of his essays are regularly published in many ethnic weeklies in U.S. and Canada. In addition he has already published three books and fourth is in the offering by the end of 2015. His first book titled "Square Pegs, Round Holes" dealing with diaspora issues was very well received by Indian community. His second book dealing with similar matters, "One Coin, Two Sides" appeared on shelves in 2011. It was followed by a 3rd book in the same year, "Sikhism: Points to Ponder; Perspectives of a Sikh Living Abroad" that primarily deals with the diaspora Sikh issues. His fourth book "Melting Pot or Bouquet of Flowers" will be launched soon.

The columns published here under the title "Dr. Sachdev's perspectives on Cross-Cultural Dilemma of Indian Subcontinent Diaspora" are somewhat representatives of similar kind of subject matters.



Dr. Jaswant Singh Sachdev

Brian McAnally biography:

- Pastor of Evangelism at Scottsdale Bible Church, on staff since 2011.
- In full-time Christian ministry since 1998, having served in churches in Colorado, Georgia, Texas, and Arizona.
- Published author of five books, including *The Servant Principle*; *Heaven, Hell, & Life after Death*; and *World Religions & What People Believe*.
- Married for twenty years to wife Kelli, and parents to three children Kaylyn (a student at ASU), Cotter (at Desert Mountain High), and Kelsi (at Mountainside Middle School).



Reverend Gregory Schlarb received his Master of Divinity and Master of Arts from St. John Seminary in Camarillo, California and was ordained a priest on May 17, 1997 as a priest for the Congregation of the Mission (Vincentian Fathers).

He is currently serving as the Vicar of Stewardship for the Diocese of Phoenix as well as pastor of Our Lady of Perpetual Help Catholic Church in Scottsdale . He has served as pastor of St. Maria Goretti Catholic Church in Scottsdale, St. Anne Catholic Church in Gilbert, St. Paul Catholic Church in Moon Valley, AZ and Dean of the Northeast Deanery. He served as parochial vicar at St. Vincent de Paul in Maryvale and St. Paul's in Moon Valley. He was incardinated into the Diocese of Phoenix in March 2005.

Rev. Schlarb previously served on the Board of Directors for the Catholic Community Foundation as well as several other diocesan boards and committees. In May 2015, Rev. Schlarb completed his Nonprofit Executive Leadership Certificate Program at the Arizona State University Lodestar Center for Philanthropy.

