



HUMAN RELATIONS COMMISSION NOTICE & AGENDA

5 p.m. Monday, February 8, 2016

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 January 11, 2016 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 recommendations to staff liaison regarding adding Asian Pacific Community in Action (APCA) to Community Diversity Partners list – Presentation by Lloyd Y. Asato, Executive Director

4. Presentation, discussion and recommendations to staff liaison regarding adding Morning Star Youth Leadership Foundation (MSYL) to Community Diversity Partners list – Presentation by Debbie Manuel, Executive Director

5. Presentation, discussion and recommendation to staff liaison regarding Community Diversity Partner List and allocating funds for proposed civic or corporate sponsorships requests – Commissioner Andrew Song

6. Staff updates regarding upcoming diversity events and activities

Staff will provide a summary of upcoming diversity events and activities.

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



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.

activities, upcoming events, current issues, and program highlights, including correspondence received or sent since the last commission meeting.

8. Commissioner Items, including diversity activities attended

Commissioners will provide an update on the status of current events and activities of the Human Relations Commission including, but not limited to diversity events attended, 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



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.



DRAFT MINUTES

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

5:00 p.m., Monday, January 11, 2016

**Civic Center Library
Board of Directors Conference Room/Administration-Level 2
3839 N. Drinkwater Blvd.
Scottsdale, Arizona 85251**

PRESENT: James Campbell, Chair
Ragan Grossman, Vice-Chair
Laurie Coe
Joseph Ettinger
Daria Lohman
Andrew Song

ABSENT: Ricoh Danielson

STAFF: Sharon Cini

Call to Order/Rollcall:

Chair Campbell called the meeting to order at 5:03 p.m.

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

COMMISSIONER COE MOVED TO APPROVE THE REGULAR MEETING MINUTES OF THE DECEMBER 14, 2015 MEETING AS PRESENTED. VICE-CHAIR GROSSMAN SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF SIX (6) TO ZERO (0). COMMISSIONER DANIELSON WAS ABSENT.

2. Public Comment

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

3. Annual election for Human Relations Commission Chair

COMMISSIONER LOHMAN MOVED TO RETAIN THE CURRENT HUMAN RELATIONS COMMISSION CHAIRMAN AND VICE-CHAIRMAN FOR THE YEAR 2016. COMMISSIONER SONG SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF SIX (6) TO ZERO (0). COMMISSIONER DANIELSON WAS ABSENT.

4. Annual election for Human Relations Commission Vice-Chair

Voted on as part of Item 3.

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

Chair Campbell presented the flyer advertising the Interfaith Civil Dialogue event. The flyer is available for distribution both in paper and digital format and will be included in MLK Dinner packets. Ms. Cini shared the Scottsdale news release will be done and sent out by the Office of Communications.

Commissioner Coe volunteered to contact religious studies teachers at the various colleges and suggest they encourage their students to attend.

Chair Campbell noted that the panelists have been confirmed as: Dr. Zuhdi Jasser, Dr. Jaswant, Singh Sachdev, Reverend Gregory Schlarb, Rabbi Micah Caplan, and Sister Bridget Nielsen and Sister Lisa Watson.

Discussion ensued regarding marketing and questions that will be posed to panelists and a meeting with the panelists prior to the event. It was agreed that the meeting would be scheduled for Thursday, January 21st at 1:30 p.m.

Commissioners discussed assigning tasks to be fulfilled by Commissioners during the event, food offerings during the event, and extending invitations to City Council members.

6. Presentation, discussion and recommendation to staff liaison regarding upcoming diversity collaborations with Scottsdale Center for Performing Arts

Ms. Cini announced that a Sunday A'Fair is scheduled from noon to 4:00 p.m. on January 17th in Civic Center Mall. The Commission has an opportunity to have an outreach booth if there are enough Commissioners available to volunteer. It will be discussed during the February meeting whether or not the Commission will continue to participate in an upcoming event on March 6 called *La Gran Fiesta*.

Ms. Cini noted the April 3rd Festival called *Origination* will focus on various cultures, including Native American dance and would be an outreach opportunity for the Commission.

Ms. Cini noted that the Commission has agreed to help promote the *Out at SMOCA* event scheduled for March 21st. In addition, Commissioner Grossman has volunteered to work on the planning committee for the event.

Commissioner Grossman recalled that the Commission had voted earlier in the year to partner with other organizations in putting on events in lieu of continuing the Civil Dialogue Series as it

has historically been. Commissioner Grossman said that depending on the number of events that the Commission is being asked to participate in for the fiscal year, there might not be enough manpower if the Civil Dialogue continues.

7. Presentation, discussion and recommendation to staff liaison regarding Human Relations Commission annual report

Ms. Cini presented the HRC Annual Report and solicited comments.

It was the consensus of the Commission to add under the "Additional Commissioner Comments" section and send to staff liaison by the end of the week if they have something to add. Commissioner Ettinger attended the *Human Rights Day* at the Baha'i Community Center in December and would like it referenced in the list of attended events. Commission members are welcome to email Ms. Cini any additional items they would like to be added to the report.

8. Presentation, discussion and recommendation to staff liaison regarding review of Community Diversity Partners list

Ms. Cini distributed an informational packet which included a list of potential new community partners.

The Commission discussed the financial commitments with the Diversity partners and what, if any, benefits that the City is receiving from those partnerships. Commissioner Song suggested that instead of paying for membership, organizations be invited to register with the City as a partner and each year be offered an opportunity to apply to put on an event that the HRC can support financially.

The Commission reviewed and commented on a list of current and potential partners in detail, discussing membership benefits and costs.

Ms. Cini concluded with a reminder of the process currently taking place, e.g. inviting Community Diversity partners or potential partners to present their organization at an upcoming HRC meeting. For February, the presenters will include the Asian Pacific Community in Action and possibly the Morning Star Youth Leadership Council.

9. Presentation, discussion and recommendation to staff liaison regarding diversity activities with Scottsdale school districts

Ms. Cini noted that the Mayor's Youth Council Town Hall is scheduled for January 21st and will focus on diversity and in particular religious, socioeconomic and race diversity. She will find out if Commission members would be needed as volunteers during the town hall.

Ms. Cini said that she will bring the Scottsdale Unified School District's Five-Year Diversity Platform to the February meeting.

10. Staff updates regarding upcoming diversity events and activities

Ms. Cini had no further updates.

11. Report from the Chair

12. Commissioner Items, including diversity activities attended

Commissioner Lohman recommended that everyone go see the movie "The Danish Girl" which is a story based on the diaries of the first transgender woman in the 1930s.

Commissioner Song met with Vice-Mayor Smith to discuss activities of the Commission. He expressed concern that Council members are not aware of what the Human Relations Commission does. He attended the meeting of the Phoenix Police Advisory Group and noted that it would be beneficial to have diversity groups work with the Scottsdale Police Department. He will be meeting on Wednesday, January 13th with the Phoenix Anti-defamation League director who is interested in talking with the City of Scottsdale about curbing bullying in schools. Commissioner Song stressed the importance of agendaing an item to discuss creating guidelines regarding how diversity membership and the budget work together.

Vice-Chair Grossman said she will be attending the Martin Luther King dinner.

Commissioner Coe met with Councilmember Korte to discuss HRC activities. She is very supportive of the Commission's activities and will be running for office again. Commissioner Coe will be attending the Martin Luther King dinner.

Commissioner Ettinger announced that he was selected by Chief Justice Scott Bales of the Arizona Supreme Court to create legal education videos and webinars. He is working on four for the year including one on the topic of protecting inactive service members from predators, law for kids, elder law, and continuing law for veterans. He noted that the New York Times recently published an article about a serviceman who was denied the Congressional Medal of Honor for 35 years because he was Jewish. Members of his company testified that their commanding officer used anti-Semitic tactics in his command. A group is suggesting to the Holocaust Commission that a memorial be created for service members who were denied recognition because they were Jewish.

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

No additional items were suggested.

Adjournment

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 7:07 p.m.

***Recorded and Transcribed by AVTronics Inc
d/b/a AVTranz Transcription and Reporting Services***

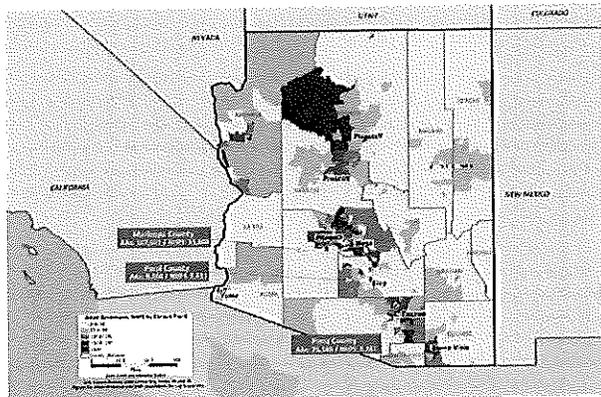
Chair Campbell asked that an item discussing the Commission's commitments for the rest of the year be agendaized for the February meeting.

Lloyd Y. Asato
Executive Director



Asian Pacific Community in Action
Advocating for Better Health

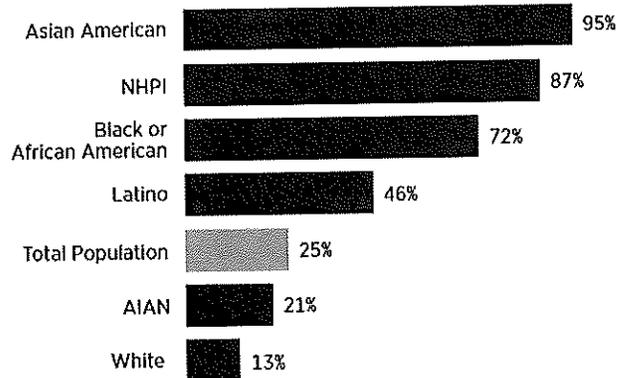
Overview:
Asian Americans, NHPI in Arizona



- **230,907** Asian Americans, 4% of population
- **25,106** NHPI, 0.4% of population
- 2014 Estimates
 - **290,000** Asian Americans
 - **32,000** NHPI

Overview:
Asian Americans, NHPI in Arizona

Population Growth by Race & Hispanic Origin
Arizona 2000 to 2010



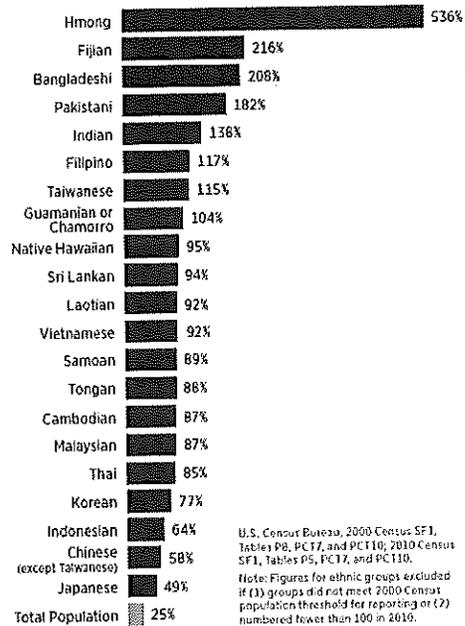
U.S. Census Bureau, 2000 Census SF1, Tables P8 and P9; 2010 Census SF1, Tables P5 and P6.

Asian Americans, NHPI in Arizona

Filipino Americans are the largest Asian American ethnic group, followed by Indian, Chinese, and Vietnamese Americans.

Native Hawaiians, and Guamanian or Chamorro, and Samoan Americans are largest NHPI ethnic groups.

Population Growth by Ethnic Group
Arizona 2000 to 2010



U.S. Census Bureau, 2000 Census SF1, Tables P8, PCT7, and PC110; 2010 Census SF1, Tables P5, PCT7, and PC110.
Note: Figures for ethnic groups excluded if (1) groups did not meet 2000 Census population threshold for reporting or (2) numbered fewer than 100 in 2010.

Key Findings

Asian Americans and NHPI are making real contributions to the economy.

Many Asian Americans and NHPI are struggling to make ends meet.

Asian Americans and NHPI are increasingly engaged politically.

Key Findings: Economic Contributions

Asian Americans and NHPI are making real contributions to the economy

business ownership



job creation

consumer spending

Key Findings: Economic Contributions

Businesses

by Race and Hispanic Origin, Arizona 2007, Ranked by Number of Businesses

Race and Hispanic Origin	All Businesses	Revenues	Employees	Annual Payroll
White	372,267	\$170,639,489,000	1,035,372	\$33,331,657,000
Latino	52,667	\$8,004,494,000	54,530	\$1,441,999,000
Asian American	16,333	\$4,529,479,000	31,339	\$805,851,000
Black or African American	10,039	\$634,558,000	5,441	\$126,554,000
AIAN	9,106	\$830,456,000	6,788	\$141,648,000
Total	491,529	\$492,599,687,000	2,299,154	\$86,513,600,000

U.S. Census Bureau, 2007 Survey Business Owners, Table SB0700CSA01.

Note: Some business owners did not report a race. Businesses are categorized based on the race of the majority owner(s). Majority owners who report more than one race or ethnicity are counted more than once. Figures do not sum to total. Total includes publicly held businesses. NHPI data unavailable due to small sample size.

About one in four Asian American-owned businesses is a small business.

Key Findings: Challenges

*Many Asian Americans and NHPI
are struggling to make ends meet*

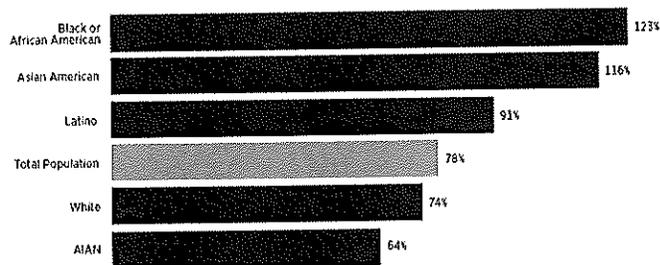
increasing numbers of unemployed and poor

many still remain uninsured

language barriers

Challenges: Unemployment

Growth in the Number of Unemployed
by Race, Arizona 2007 to 2013



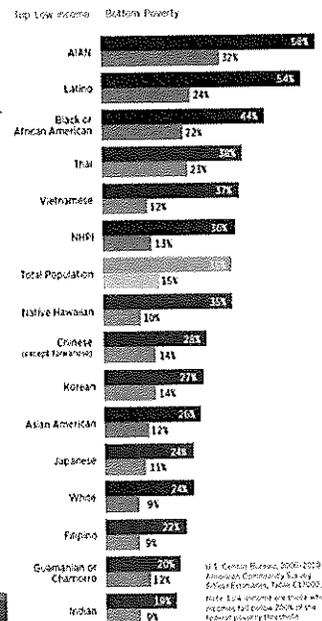
27% of unemployed Asian Americans were out of work for a year or longer in 2013.

U.S. Census Bureau, 2005-2007 American Community Survey 3-Year Estimates, Table S0203, 2011-2014 American Community Survey 3-Year Estimates, Table S0203. Data for NHPI are unavailable due to small sample size.

Challenges: Poverty and Low-Income

- Asian Americans and NHPI earn less per capita than Whites: **\$26,247** and **\$18,090** versus **\$32,800**.
- The number of Asian Americans living in poverty grew **75%** between 2007 and 2013, growth significantly higher than any other racial group.
- Among Asian American groups, **Thai and Vietnamese Americans** are the most likely to be low-income.
- Among NHPI groups, **one-tenth of Native Hawaiians** live in poverty.

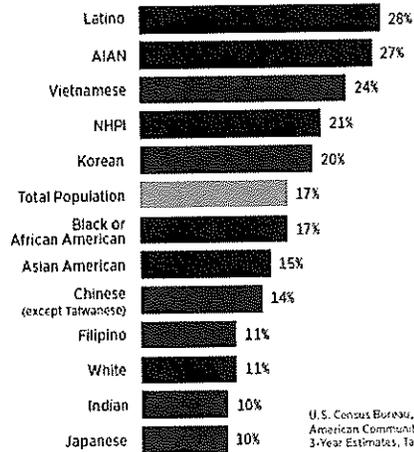
Poverty & Low-Income
by Race, Hispanic Origin, and Ethnic Group,
Arizona 2006-2010, Ranked by Percent Low-Income



U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates, Table C17002. Note: U.S.A. income and those whose response fall below 25% of the federal poverty threshold.

Challenges: Health Disparities and Lack of Insurance

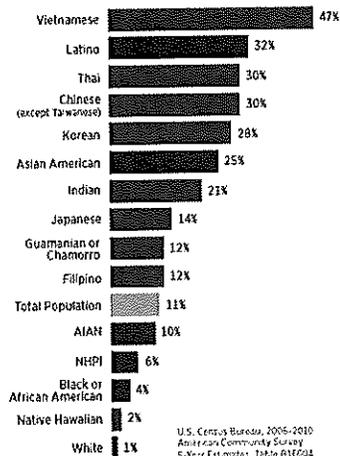
Uninsured
by Race, Hispanic Origin, and Ethnic Group, Arizona 2011-2013



U.S. Census Bureau, 2011-2013 American Community Survey 3-Year Estimates, Table S0101.

Challenges: Limited English Proficiency

Limited English Proficiency for the Population 5 Years & Older
by Race, Hispanic Origin, and Ethnic Group, Arizona 2006-2010



- One in four Asian Americans, or nearly 48,000 individuals in Arizona are limited-English proficient.
- Almost half of Vietnamese Americans, and about 30% of Chinese, Thai, and Korean Americans are LEP.
- Nearly one-fifth of Asian American households (18%) are linguistically isolated.

U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates, Table B16004.

Key Findings: Civic Engagement

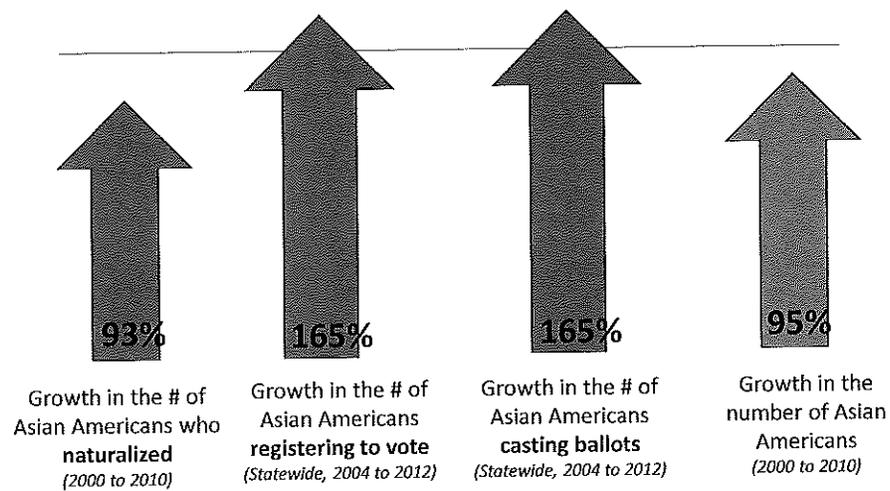
Asian Americans and NHPI are increasingly engaged politically

increasing numbers registering to vote and casting ballots

higher concentrations in certain legislative districts

full potential not yet realized

Key Findings: Civic Engagement



Key Findings: Civic Engagement

Arizona state house districts **17** and **18**, both in Maricopa County, have the largest proportions of Asian American voting-age population (**8%** and **7%**, respectively).

About **1,100** voting-age NHPI live in district **26**, which includes Tempe, Mesa, and parts of Phoenix.

Asian Americans and NHPI make up about **6%** of the voting-age population in Arizona's 9th Congressional district, located in Maricopa County.

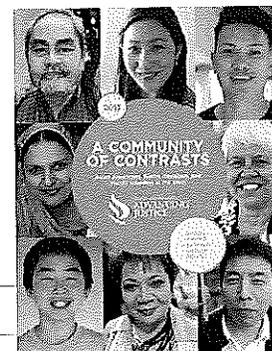


Key Findings

Asian Americans and NHPI are making real contributions to the economy

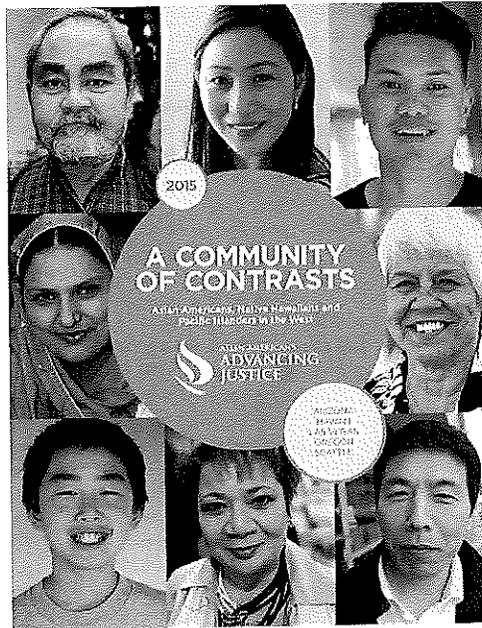
Many Asian Americans and NHPI are struggling to make ends meet

Asian Americans and NHPI are increasingly engaged politically



Lloyd Y. Asato
www.apcaaz.org

lloyd@apcaaz.org
602-621-1204 (m)



2015-2016 specific budget line items:

Item number 5: Presentation, discussion and recommendation to staff liaison regarding Community Diversity Partner list and allocating funds for proposed civic or corporate sponsorship requests.

52240 Civic events (Various civic events and corporate sponsorships)

Total amount in budget line-item = \$13,650

Sponsored what	Date paid	Organization/Name of event/Date of event	Amount spent	Amount left
Corporate Sponsorship	8/31/2015	Scottsdale Leadership, Inc. Spirit of the Community Leadership Luncheon December 11, 2015	\$5000	
Corporate Sponsorship	8/31/2015	East Valley NAACP Freedom Fund Gala/Awards banquet October 3, 2015	\$1450	
Corporate Sponsorship	9/23/2015	ONE Community, Inc. Spotlight on Success Local Heroes Luncheon/Awards October 16, 2015	\$1000	
Corporate Sponsorship	12/22/2015	Community Celebrating Diversity MLK Jr. Community Celebration dinner January 12, 2016	\$2500	
Corporate Sponsorship	Jan. 2016	One N Ten Fresh Brunch February 14, 2015	\$1000	
Other	n/a	ONE Community, Inc. Multicultural event/outreach (\$160); Bough supplies for outreach/raffle basket (\$27.80); and Employee event/Hispanic Heritage Celebration cakes (\$260.97)	\$448.77	
Total spent			\$11,398.77	
				\$2,251

Current amount left and identified annual sponsorships/potential ticket purchases:

Sponsor what	Event	Organization	Amount	Community Diversity Partner
Corporate	Silver and Turquoise Ball Location: Scottsdale Resort @ McCormick Ranch,	Phoenix Indian Center, Inc.	\$2500 for table of 10; Bronze	Yes

2015-2016 specific budget line items:

	Scottsdale, AZ Saturday, April 16, 2016 Will buy table		sponsor	
Corporate	52 nd Annual Whitney M. Young Jr. Awards Westin Kierland Resort & Spa, Scottsdale, AZ May 6, 2016.	Greater Phoenix Urban League	\$140.00 per person?	Yes
Corporate	Taste of Asia Doubletree Paradise Valley Resort, Scottsdale, AZ (<i>this was last year's location</i>) May 2016 (date TBD)	Asian Pacific Community in Action	\$100 per person?	In review
Corporate	Annual Positively Powerful Woman Awards & Conference Typically held at the Ritz-Carlton, Phoenix, AZ June 2016 (date TBD)	Triad West, Inc.	Provided sponsorship last year; Bronze sponsor; Will not provide a sponsorship, perhaps tickets?	In review

Food budget for Human Relations Commission:

Amount budgeted 2015/2016:	Amount used:	Amount left:
\$1,800	\$829.67	\$970.33