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**MINUTES  
HUMAN RELATIONS COMMISSION  
REGULAR MEETING  
Monday, January 12, 2008  
5:00 p.m.  
Human Resources  
Pinnacle Training Room  
7575 E. Main Street  
Scottsdale, Arizona**



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**PRESENT:** Enid Seiden, Chair  
Carol Padwe, Vice Chair  
Jeff Jameson, Commissioner  
Kuros Lamé, Commissioner  
Linda Simmons, Commissioner

**ABSENT:** Nolan Harrison, Commissioner

**STAFF:** Linda Walton, Staff Liaison  
Luis Santaella, Assistant City Attorney  
Velicia McMillan, Assistant General Manager, Human Resources  
La Verne Parker-Diggs, General Manager, Human Resources

1. **Call to Order:**

Chair Seiden called the meeting of the Scottsdale Human Relations Commission to order at 5:12 p.m.

2. **Review and Approval of Minutes:**

**COMMISSIONER SIMMONS MOVED TO APPROVE THE MINUTES OF THE DECEMBER 8, 2008 REGULAR MEETING. COMMISSIONER LAMÉ SECONDED. THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF FIVE (5) TO ZERO (0).**

3. **Election of Officers**

Vice Chair Padwe nominated Commissioner Jameson for Chair. Commissioner Jameson declined the nomination.

Commissioner Jameson nominated Commissioner Simmons for Chair. Vice Chair Padwe nominated Chair Seiden to continue as Chair. Commissioner Simmons expressed her support for Chair Seiden, preferring that no transition occur at this time.

**COMMISSIONER JAMESON NOMINATED ENID SEIDEN TO CHAIR THE HUMAN RELATIONS COMMISSION, AND LINDA SIMMONS TO SERVE AS VICE CHAIR. THE COMMISSION APPROVED THE NOMINATIONS UNANIMOUSLY BY A VOTE OF FIVE (5) TO ZERO (0).**

4. **Revision to the Bylaws**

Mr. Santaella briefly reviewed the proposed changes to the bylaws. In discussing the section on attendance, Chair Seiden felt it would be preferable to have the number of absences tallied through a calendar year, rather than a fiscal year.

Mr. Santaella noted that under Section 209, the Commission could recommend that Council remove a Commissioner with good cause, by stating the specific reasons for the recommendation. Commissioner Jameson felt that two sections in the bylaws were redundant when it comes to addressing the reasons a Commissioner could be recommended for removal. Mr. Santaella clarified that one section refers specifically to attendance, while another details other behaviors that could lead to removal.

Commissioner Jameson asked whether the Commission wanted to allow some attendance leeway for a commissioner who actively participates in HRC-related community events, but cannot make all the meetings. Commissioner Simmons said attendance at meetings is a measurable standard of commitment, but it would be more elusive to apply it to community events. Commissioner Jameson suggested language that would encourage commissioners to attend these events, but not establish it as a benchmark for removal. Mr. Santaella suggested the bylaws could encourage attendance at one HRC-related activity every three months, and that Section 209 be eliminated altogether.

Vice Chair Padwe said it is imperative that the Commission be represented at HRC-sponsored events. Commissioner Simmons felt those considerations should be part of the recruitment and selection process, as a way to measure a person's commitment to the role of commissioner. Ms. Walton noted that Section 209 was brought into being to address other commissioner behavior outside of attendance, and would provide the Commission with a way to address those behaviors.

Vice Chair Padwe inquired whether other boards and commissions have attendance requirements outside of regular meetings. Mr. Santaella responded that it would depend on the nature of the particular board or commission. Commissioner Jameson questioned whether the Commission really should remove commissioners who were not active outside of the regular meetings. Mr. Santaella reminded the Commission that Council could always decide not to agree to the recommended removal. Commissioner Simmons noted that a previous commissioner had argued that their attendance at special events should be balanced against their attendance at regular meetings. Mr. Santaella noted that City ordinance, as a rule, says that if a commissioner does not attend three meetings within a certain period, their position would become vacant upon vote of the Council. Regardless of whether they attend many special events, the ordinance would regulate it.

The Commission agreed to Commissioner Lamé's suggestion that Section 208 strongly encourage attendance at one HRC-sponsored event every three months. Vice Chair Padwe questioned the use of such equivocal terminology in a bylaw. Mr. Santaella noted the City has

used aspirational statements that are not mandates, but establish standards that the Council wanted people to live up to. Bylaws are generally less strict than laws, and it would be appropriate to use aspirational statements in them. Commissioner Simmons felt the Commission should not have to police the behavior of individual commissioners. An aspirational statement would allow the Commission the freedom to decide on each particular case.

Mr. Santaella said in some cases the bylaws should be absolute, while in other cases they could be statements about how commissioners are expected to conduct themselves, and to define their mission. In response to an inquiry from Ms. Parker-Diggs, Mr. Santaella explained that the section on conflicts of interest was removed because that topic is already covered in the City's ethics code and in State statutes.

**VICE CHAIR PADWE MOVED TO APPROVE THE PROPOSED CHANGES TO THE BYLAWS OF THE HUMAN RELATIONS COMMISSION. COMMISSIONER LAMÉ SECONDED. THE MOTION CARRIED BY A VOTE OF FIVE (5) TO ZERO (0).**

Mr. Santaella noted that the changes would go into effect at the next meeting.

5. **Cross Cultural Communication Series:**

Ms. Walton provided an update on the Cross Cultural Communication Series. The Commission has not received any feedback yet from the letters that were sent to Scottsdale's schools. Attendance at the series has been steadily increasing as marketing efforts have intensified. The Commission discussed ideas regarding the distribution of brochures to area hotels, and to the Scottsdale Convention and Visitor's Bureau.

6. **Regional HRC Meeting Initiative**

Chair Seiden discussed her meeting with Mr. Ellison regarding how to best express the Commission's support of human rights in the Valley. She said Mr. Ellison had no objections to the Commission seeking Council's support in an appropriate manner. She noted that Chief Rodbell has also agreed. Chair Seiden proposed that it would be best to wait until the next regional HRC meeting before drafting and signing a letter to Council. The Commission agreed to wait. Ms. Walton noted that the ad hoc committee being formed to address this topic might meet before the Regional HRC meeting.

7. **Regional Unity Walk**

Ms. Walton provided an update on Unity Walk planning. The event is scheduled for February 7. Entertainment has been lined up. The various groups will meet at Tempe Town Lake and continue to the Art Walk location. A press release has been generated for each of the cities to distribute. Organizers are expecting about 800 participants.

8. **Status of Applications for Vacancies on the Commission**

Ms. Walton briefly reviewed three applications that have been submitted to fill vacancies on the Commission. The deadline to file an application is next week. Council would make two appointments to fill the vacant seats, and may make a third to fill an anticipated vacancy in March.

Commissioner Simmons asked whether Council could determine that there are not enough strong candidates to fill the vacancies. She questioned the purpose of the process if no selection actually occurs. Currently, there are three candidates for three positions. Building the Commission's viability is completely different than simply building up its number of commissioners.

9. **Follow-up to the Request for Advocacy**

Ms. Walton provided an update on citizen Mark Nagasawa, who had expressed concern about having seen an offensive portrayal on the City website. Several City employees have had conversations with Mr. Nagasawa, and two letters have been sent to him. The information was also submitted to the graffiti abatement program, because offensive graffiti was also found near his home. The Police Department has been monitoring the area more closely to catch taggers.

10. **Department of Justice Incident Training**

Commissioner Simmons requested that this item be tabled until next month.

11. **Chair Reports:**

Chair Seiden said this year's Martin Luther King Dinner was a spectacular event. She noted that some people expressed displeasure that the event was held on a Friday night, since it prevented them from attending due to religious reasons. Ms. McMillan explained that the planners encountered a scheduling problem, and the only venue that was available in January was on a Friday.

Chair Seiden noted that Chief Rodbell has offered to speak to the Commission on the immigration situation in Scottsdale and the Valley. He is expected to make his presentation at the March meeting, once the new commissioners have been appointed.

12. **Commissioner Items:**

Commissioner Jameson told the Commission about a fundraising brunch to watch the Presidential inaugural live on January 20. It is open to the public.

In response to an inquiry from Commissioner Lamé, Ms. Walton explained that the Sunday A'Fair event no longer offers booth space.

Commissioner Simmons praised the M.L.K. Dinner. Vice Chair Padwe said the efforts of the volunteer staff in organizing the event are noteworthy.

13. **Open Call to the Public (A.R.S. § 38-431.02):**

No members of the public wished to address the Commission.

14. **Staff Liaison Items:**

Ms. Walton announced that Commissioner Harrison has officially resigned from the Commission, citing work-related issues.

In response to an inquiry from Commissioner Jameson, Ms. Walton said the focus group process of the strategic plan would begin once the new Council has had a chance to get settled.

15. **Adjournment:**

With no further business to conduct, the meeting adjourned at 6:43 p.m.

Respectfully submitted:

A/V Tronics, Inc.