

## **Minutes Human Relations Commission January 14, 2014**

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, January 14, 2014, 6:00 P.M. at City Hall, 3<sup>rd</sup> Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

**(MEMBERS) Present:**

Hannah Auckland  
Don Calender  
Belinda Chiu  
Kathy Dietz  
Armando Espinoza  
Isabel Hochhaus  
Peter Hodgson  
Frank Morales  
Jay Scherotter  
Thaddeus Swiecki

**(MEMBERS) Absent:**

**Diversity Staff Present:**

Rosa Inchausti, Diversity Director  
Dee Hodson, Diversity Office Assistant

**Guests Present:**

Laura Kajfez, Tempe Community Council

**Meeting convened at 6:02 P.M.**

**Commissioner Espinoza** called the meeting to order and invited members of the public to address the Commission.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2 - Consideration of Minutes: HRC – December 10, 2013 Minutes and December 30, 2013 (Motion Required)**

**December 10, 2013, HRC Commission Minutes**

**Motion made by Commissioner Calender to ACCEPT minutes.**

**Second by Commissioner Auckland.**

**Minutes unanimously APPROVED.**

**December 30, 2014, HRC Commission Minutes**

**Motion made by Commissioner Calender to ACCEPT minutes.**

**Second by Commissioner Auckland.**

**Minutes unanimously APPROVED.**

### **Agenda Item 3 – Diversity Unity Grants – Laura Kajfez**

Laura Kajfez representing Tempe Community Council (TCC), reported to the Human Relations Commission regarding the Diversity Unity Grants. Laura explained that \$16,000 total funds were available with a maximum of \$4,000 awarded per program. Four program requests were received from three Tempe high schools. After a review and scoring from six TCC Board Members and two Human Relations Commissioners, funding recommendations were decided and presented to commissioners via a TCC Memo. The following is a list of the recommended awards: Corona del Sol - \$3,600 for their Unity Club, Marcos de Niza - \$3,600 for a Diversity Awareness Program, Tempe High School - \$3,200 for a Diversity Leader Workshop and a second program at Tempe High School - \$4,000 for their Stand & Serve group. Laura explained the remaining \$1,600 would be rolled over to the 2015 Unity Grants. Laura then asked for any questions or comments from commissioners.

Commissioner Calender said he was impressed when reviewing the applications. Commissioner Espinoza inquired what level of follow up was included in the programming. Laura explained the participants report back after programs are held but that funding is not available to determine long term impact. Commissioner Scherotter asked if the timing of when funds must be used is based on a calendar year or must be used in the current school year. Laura replied that it is a calendar year although Commissioner Auckland added that most programs applied for funds to be used in the current school year. Commissioner Dietz asked how many students are reached with each program. Laura said those numbers were included in the applications and she would get those numbers to the commissioners.

Rosa asked if any applications have ever been received for programs outside of the Tempe High School District. Laura replied no outside programming that she is aware of, but that TCC was open to new ideas if commissioners are interested in making changes to the Diversity Unity Grant parameters. Commissioner Dietz asked Laura if she is aware of any attempts to get the Diversity Unity Grants back to their original funding of \$32,000. Laura explained that the Unity Grants are a direct appropriation from Tempe City Council but that she can confirm those discussions are not currently taking place within TCC.

### **Agenda Item 4 – Future Leaders Development Project Update – Armando Espinoza**

Commissioner Espinoza reported that in his additional conversations regarding the Future Leaders Development Project, he has continued to receive supportive responses but now needs to confirm sponsorship interest. Commissioner Espinoza explained a component of the Future Leaders Development Project is to include long term follow up which is a solid indicator on the return of investment. Additional updates and information will be included at future meetings.

### **Agenda Item 5 – Update Challenge Day Update – Jay Scherotter**

Commissioner Scherotter shared three items regarding the Challenge Day update.

1. New funding sources are being explored.
2. Commissioner Scherotter, Commissioner Dietz and Rosa are meeting with Councilmember Arredondo-Savage tomorrow regarding her interest in Challenge Day and possible restructuring of City funding sources. The original estimate of a \$12,000 budget has been reduced to \$8000 based on discussions with Challenge Day staff.
3. Marcos de Niza and Tempe High School are the two schools that will be the focus of Challenge Day programs based on their current expressed interest.

Rosa added that Councilmember Arredondo-Savage will be Co-Chairing the Education Committee, which is interested in looking at educational partnerships between Tempe schools and the City. As that committee is just getting started, it is the perfect time to convey the information that the Human Relations Commission is currently working towards a Challenge Day program. Rosa reported she is researching the legal implications of the commission's desire to look at the Unity Grant as a possible Challenge Day funding source.

**Agenda Item 6 – Regional HRC Meeting Agenda – Armando Espinoza**

Commissioner Espinoza reported the commissioner's idea of acquiring U.S. State Representative Kyrsten Sinema as a speaker for the February Regional HRC's meeting was unsuccessful. Commissioner Auckland added that Kyrsten Sinema's office replied that she was unavailable but offered a pre-recorded message with a senior official in attendance to answer questions. The offer was declined.

Commissioner Espinoza asked for additional speaker ideas. Commissioner Auckland suggested asking House Representatives Ed Ableser and/or Juan Mendez. Commissioner Espinoza will contact them. Commissioners agreed the Representatives could speak of upcoming legislative action. Commissioner Dietz suggested someone speaking about the MEI. Rosa is attending the One Community Conference Friday, January 17, 2014 and will inquire about a possible speaker.

Commissioners agreed they have found breakout groups conducted at past regional meetings, to facilitate productive discussions. A small table design was suggested but may be difficult with the size of the Regional HRC group which has historically been approximately forty attendees. Commissioner Calender suggested discussions could take place during dinner.

As included on the draft agenda shared with commissioners, Chandler has requested that participation in the 2014 Pride Festival be discussed. Commissioner Espinoza said that Mesa Police Officer Sherry Burlingame has been instrumental in the Boeing Company partnering with the Mesa Police Department in prior Pride Parades. Commissioner Espinoza will invite Officer Burlingame to the February 11, 2014 Regional HRC meeting.

Commissioners asked what Mayor Mitchell planned to discuss at his Regional HRC appearance. Rosa explained he had only been asked to provide an opening welcome. Commissioner Espinoza asked if the Mayor might talk about the passing of the Anti-Discrimination Ordinance. Rosa explained the timing of the Regional HRC meeting would place the ordinance in between the first and second Council hearing.

Rosa suggested a wrap up of the Unity Walk be added to the Agenda.

**Agenda Item 7 - Diversity Department Update – Rosa Inchausti**

**A. Municipal Equality Index (MEI)/Anti-Discrimination Ordinance** – Rosa thanked the commissioners for their thoughtful review and recommendations on the Anti-Discrimination Ordinance. Rosa reported the HRC recommendations have been by and large, incorporated into the new document by the City Attorney's office. One item still to be determined is adding the Human Relations Commission as an appellate to any complaints. The Mayor and City Council will be addressing the appellate process at a future discussion. Judi Baumann, City Attorney, has reviewed the duties and powers of the Human Relations Commission. The City Attorney determined the document stating the HRC powers would have to be amended by the Mayor and City Council to change the HRC from an advisory board to include appellate responsibilities. The legal wording will continue to be worked out. The Mayor and Council requested further discussions be held to determine if the appellate component should include more than one board and who that would involve. The Mayor and Council are aware that the Human Relations

Commission is very interested in being the appellate entity. The Ordinance was presented to the Council of the Whole (COW) and was approved to move forward to the formal agenda with one additional review at COW.

Commissioner Dietz asked if Rosa thought the ordinance would be approved. Rosa replied she is very optimistic and added that letters of support had been received from numerous stakeholders. In addition to the letter of support from the HRC, letters were received from the Downtown Tempe Community (DTC), Tempe Tourism Office, the Mayor's Commission on Disability Concerns, One Community, Human Rights Campaign and LAMBDA Legal from LA. Commissioner Calender asked if a letter of support was received from the Chamber of Commerce. Rosa explained the Chamber decided to stay neutral.

**B. MLK Brunch, January 20, 2014, 9 a.m.** – Rosa reminded everyone the MLK Breakfast is next Monday and Dee received a final list of RSVPS from commissioners.

**C. Unity Walk – Saturday, February 1, 2014, 10 a.m.** – Rosa relayed that Ginny asked if any commissioners would be interested in holding the Human Relations Commission banner.

**D. Adult & Teen Diversity Dialogue Program – Tuesdays, February 4th, 11th, 18th, 25th, March 4th and ending with a potluck on March 11th, 2014** – Rosa reported that Diversity Dialogue flyers will be available at the MLK Breakfast. Commissioner Chiu invited everyone to the Diversity Dialogue potluck scheduled for the last meeting on March 11, 2014. Commissioner Chiu added that having Frank and Flora returning to co-facilitate the teen program will allow for more sub-groups permitting additional opportunities for sharing.

Commissioner Dietz expressed her support of the various youth programs that the Human Relation Commission are conducting and hoping to organize in the future. Commissioner Dietz continued saying our youth are our leaders of tomorrow and it's very important to support them in any way possible. Commissioner Espinoza added that he liked that the HRC programs are pro-active programming versus reactive programs.

Commissioner Scherotter asked to include his positive endorsement of the Diversity Office's next Who's Your Neighbor program entitled "Your Atheist Neighbor". It will be held on Wednesday, January 22, 2014 at noon in Tempe Council Chambers. Commissioner Scherotter is familiar with the speaker, Holly Schineller, who is active with Atheist Meet-Ups which grow in size with each event.

**Next REGIONAL HRC Meeting – February 11, 2014 in the Don Cassano Room  
on the second floor of the Transportation Building**

**Motion made by Commissioner Calender to adjourn the meeting.  
Second by Commissioner Dietz  
Meeting adjourned at 6:45 p.m.**

Prepared by: Dee Hodson

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Director