AGENDA ITEM 10

DATE 04-03-08

Tempe

Minutes
Human Relations Commission
February 12th, 2008

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, February 12th, 2008 6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

(MEMBERS) Present:
Florence Boyle
Colleen Byron
Arlene Chin
Joseph Mann
Gail Paredes-Ewen
Safali Patel-Evans
Irina Pohaota
Linda Ritland
Fentress Truxon

(MEMBERS) Absent:
Zach Berning
Janis Webb
Patricia Young
Muhammed Zubair

City Staff Present:
Ginny Belousek
Rosa Inchausti
Brandy Naleski

Guests Present:
Chief Tom Ryff, Police Department
Sergeant James Click, Police Department
Sergeant Scott Smith, Police Department

Meeting convened at 6:13 P.M.

Chair Colleen Byron 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
January 8th, 2008

Commissioner Fentress Truxon had a few changes to the January minutes.
MOTION: Commissioner Joseph Mann made a motion to accept minutes as amended.
SECOND: Commissioner Linda Ritland
DECISION: Motion passed unanimously.

Agenda Item 3 – Diversity Park Discussion
This agenda item was tabled to the March Meeting, due to time constraints.

Agenda Item 4 – Offensive Literature
Chief Tom Ryff first gave an update to the commission regarding diversity initiatives he has put into place during his one year tenure as Police Chief at the Police Department. These initiatives include 1) Created a position of PD Diversity Liaison position, a direct report to Rosa Inchausti, Diversity Manager, but imbedded within the Police Department. This position is currently in the selection process. 2) Brought in an outside consultant to complete a diversity survey within the Police Department. Husk Partners was selected in part because Mr. Husk was an attorney involved in the Jamison & Gutierrez Diversity Audit for the City in 2002. To ensure that the survey had no bias, Mr. Husk worked with Rosa Inchausti in the Diversity Office to conduct the confidential survey of police department employees. He will also be conducting a survey of the community. And 3) creating a community liaison position that will report directly to the police chief. This individual will be a presence in the community and have direct access to the chief to share community concerns. Chief Ryff created this position in part after speaking with Rev. Tillman.

Sergeant James Click shared with the commission an incident that involved a business card containing offensive information that was being distributed throughout Tempe neighborhoods. It is an open investigation but the conduct of the individual has not risen to the level of a crime at this time. Srgt. Click stated that police officers can regulate conduct, but not the content of speech. They have the task of balancing the individual's right to free speech and the security of the community. The police department is also working with other agencies on the investigation. Sergeant Scott Smith told the commission about the Fusion Center, a network of detectives from all over the valley, similar to a war room, that comes together to work an investigation. They have done this in regards to this incident. The Police Department feels they need to be proactive in their approach to situations like this. When the police department can't take action, it then becomes a city issue; they need to use resources from other city departments. The city is in the process of developing a framework for handling issues like this now and in the future.

Commissioner Florence Boyle applauded Chief Ryff for his foresight. Commissioner Linda Ritland applauded Chief Ryff's innovation to come up with these changes for the police department. Commissioner Fentress Truxon also applauded Chief Ryff's efforts, and for meeting with Rev. Tillman and for reaching out to the community. Commissioner Truxon brought up the aspect of demographic surveys as something to consider.

Commissioner Truxon shared that the Arizona Civil Rights Advisory Board has been briefed on the issue relating to hate crimes and he suggested that the commission draft a letter in support of that. The commission asked Commissioner Truxon to draft the letter and bring back to the commission to review at the next meeting. Chief Ryff agreed that would be a good idea, and suggested meeting with legal counsel to review the letter before distributing. Rosa Inchausti will coordinate the meeting.

Agenda Item 5 – Day Labor
Chief Ryff shared an update on the day labor situation at Priest/Baseline, particularly at the Mobil on the Run. There are complaints from customers regarding the loitering of day laborers at the Mobil on the Run. In an attempt to be proactive, Chief Ryff invited the business owner to a meeting to discuss the issue and try another approach. The police officers have distributed literature, in Spanish, to the

individuals that they are not welcome at the Mobil property and warned them that if they remain, they are subject to arrest. They have done this for a few weeks and the individuals have left for the time being, but this issue is cyclical and they will most likely return. They have moved into the Home Depot parking lot and across the street into Guadalupe. Chief Ryff stated that issue has been displaced but it hasn't been resolved.

Agenda Item 6 – City Response Plan to Community Diversity Issues

Sergeant Scott Smith touched on it. Rosa Inchausti stated that several departments within the city came together and decided that they need to document what happens when a particular issues arises. These are steps that are already taken by departments. Rosa will bring the draft back to the commission to review.

Agenda Item 7 – HRC Strategic Plan Update

Chair Colleen Byron requested an update from the following subcommittees:

A. **Subcommittee for Development of Emerging Issues Report:** No report.
   1. **GLBT Issue** No report.
   2. **Hate Crimes Follow Up** – Given in agenda item 4.
B. **Subcommittee for Community Network and Outreach:** No report.
C. **Subcommittee on Strategic Oversight:** No report
D. **Supplier Diversity Committee Report:** No report

Agenda Item 8– Diversity Office Update

Staff Rosa Inchausti shared an update on the Diversity Office:

A. **Fall Diversity Dialogues Participant Recommendations** – The letter has been sent to Mayor & Council. The Diversity Office will be following up on the recommendations made and they will share with the commission on how changes will be implemented into future sessions.
B. **MLK Brunch/ Diversity Awards Wrap Up** – Ginny Belousek called for a subcommittee to help make some changes in preparation for next year. Two issues came up during this year's event. In regards to the Diversity Awards, Commissioner Truxon suggested writing criteria for the selection of the award winners. On the heels of the 10th anniversary, it's time to look at revamping the brunch, Mayor Hallman would like for it to be free to the community. The subcommittee will help with both of these issues in planning next year's event. Commissioners Joseph Mann, Florence Boyle and Linda Ritland volunteered. Commissioner Gail Paredes-Ewen suggested including a past award recipient as well.
C. **Unity Walk** – is February 23rd, 2008. The HRC will have a banner for those commissioners in attendance.
D. **Regional HRC Meeting-** March 3rd, hosted by City of Chandler. Rosa passed around agendas and maps for the meeting.

Agenda Item 10 -Current Events Announcements

The commission's next meeting will be March 11th, 2008.

Meeting adjourned at 7:50 P.M.

Prepared by: Brandy Naleski

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager