AGENDA ITEM 14

DATE 3-5-09

Tempe

Minutes
Human Relations Commission
January 13th, 2009

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, January 13th, 2009 6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

(MEMBERS) Present:
Florence Boyle
Arlene Chin
Joseph Mann
Linda Ritland
Josephine Vega
Janis Webb
Patricia Young (telephonically)

(MEMBERS) Absent:
Zach Berning
Colleen Byron
Fentress Truxon

City Staff Present:
Rosa Inchausti
Brandy Naleski

Guests Present:
Kelli Donley, COAR
Jayson Matthews, Tempe Community Council

Meeting convened at 6:05 P.M.

Chair Arlene Chin 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
December 9th, 2008, Commission Minutes

Motion made by Vice-Chair Linda Ritland to ACCEPT minutes.
Second by Commissioner Florence Boyle
Minutes APPROVED.

Agenda Item 3 – C.O.A.R
Kelli Donley, Executive Director of C.O.A.R, Community Outreach & Advocacy for Refugees attended the meeting to share with the commission the role of this organization. C.O.A.R. is a Tempe based nonprofit organization that supports resettled refugees in their efforts to rebuild positive, self-sufficient lives. C.O.A.R started as a student club at ASU and is now an independent nonprofit organization. For more information about C.O.A.R visit http://www.coarweb.org.

Kelli provided some statistics about refugees and the different programs available through C.O.A.R. Some of the more specific programming is the Volunteer Anchor Program which provides guidance to refugee families during their first few months in a new country. The Awareness & Advocacy programs which engage the community in refugee issues both locally and globally. And the Reaching Higher College Prep. Program which mentors refugee youth in their aspirations toward a higher education and Youth Leadership Program which cultivates the next generations of leader to value cultural exchange.

C.O.A.R directly helps about 1,200 refugees per year. Commissioner Young asked if they have had high school age volunteers mentor high school aged refugees. Kelli responded no, currently the mentors are required to have a college degree but they are looking to incorporate high school students to help with the elementary students.

Agenda Item 4 – Unity Grants

Jayson Matthews presented the 2009 Unity Grants recommendations. The applications were reviewed by four Tempe Community Council Board members and three Human Relations Commissioners. Jayson thanked everyone for participating in the process.

The awards were broken down as follows:

- Corona $7157.00
- Marcos De Niza $6078.00
- McClintock $5882.00
- Tempe $5882.00

Representatives from the schools will be invited to the Diversity Awards Brunch to receive their checks. As in years past, the schools will attend a future meeting to share with the commission their program and how the money was spent. Corona del Sol High School is continuing their successful Aztec Days. Marcos, McClintock and Tempe are partnering together for their Unity Day this year.

Agenda Item 5 – Diversity Parks

Commissioner Florence Boyle would like the commission to consider proposing that the Tempe Sports Park be renamed the Tempe Diversity Park. Florence shared with the group several reasons why this location should be considered, including the South Tempe location, variety of park usage and participation, proximity to the police station, etc. Chair Arlene Chin recommended that the commission find out from Mark Richwine what the process is for recommending a name change. Staff Rosa Inchausti will find out the process.

Agenda Item 6- HRC Strategic Plan Update

Chair Arlene Chin requested an update from the following subcommittees:

A. **Subcommittee for Development of Emerging Issues Report:**
   1) **LGBT Issue** – Commissioner Janis Webb shared that the City of Tempe GSA is having its first educational series on January 28th at the Tempe Library. Guest speakers include Unified Voice and PFLAG.
   2) **Hate Crimes Follow Up** – None
B. **Subcommittee for Community Network and Outreach:** Vice-Chair Linda Ritland shared that the Regional Unity Walk is scheduled for February 7th. There are two starting points, Lake Marina and Lot 59, culminating at the Tempe Art Park for a Unity Festival.

C. **Subcommittee on Strategic Oversight:** Chair Arlene Chin stated that for several months the commission has been trying to plan a strategic planning retreat and has been unsuccessful. She recommended utilizing the February meeting time and hold a planning meeting then. The commission was in agreement that that was the best option. Arlene will work the Diversity Department to get materials ready for the meeting.
D. **Supplier Diversity Committee Report:** Staff Rosa Inchausti shared that she is presenting at the Elite Service Disabled Veterans Owned Business Network on January 22nd. Colleen Bryon, Michael Greene and Wendy Springborn-Pitman are attending with her.
E. **Diversity Awards Subcommittee Update** –The MLK Diversity Awards is scheduled for January 19th, 2009 at The Buttes. The event is full and is expected to be a great event.

Agenda Item 8– Diversity Department Update

Staff Rosa Inchausti shared an update on the Diversity Department:

Staff Rosa Inchausti shared the COT 08/09 Strategic Plan. Rosa highlighted the priorities for the commission. These include:

- Childcare – Creating a website to share resources and childcare options among employees and also teen resources.
- Exit Interviews- Currently working with Human Resources and ITD to create an online exit interview process.
- ADA – Working with Tempe Learning Center to update and revise the educational component.
- Confidential Employees – Working to make sure that confidential employees have a voice in the organization and the option to be heard.
- LGBT Training – Gay/Straight Alliance is working with Tempe Learning Center to create LGBT training for the organization. They are currently working with Safezone from ASU to customize an educational component for the organization.
- Succession Planning – Working to set a best practices standard for all departments.
- Accountability – This is a new section of the Strategic Plan. There will be an annual city wide accountability report, Rosa stated she has already met with all departments about this new measuring tool.

Rosa asked commissioners to review the Strategic Plan and provide any feedback by the end of January.

Agenda Item 9-Current Events Announcements

The MLK Diversity Awards Brunch is scheduled for January 19th, starting at 9:30am.
The GSA Adopt a Mile cleanup is scheduled for January 24th, starting at 10am.

The commission's next meeting is scheduled for February 10th, 2009.

Meeting adjourned at 7:25 P.M.

Prepared by: Brandy Naleski

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager