Tempe

Minutes
Human Relations Commission
April 14th, 2009

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, April 14th, 2009 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
Kathy Dietz
Frank Morales
Linda Ritland
Thaddeus Swiecki
Patricia Young

(MEMBERS) Absent:
Zach Berning
Joseph Mann
Josephine Vega
Janis Webb

City Staff Present:
Rosa Inchausti
Brandy Naleski

Guests Present:
John Rush, Assistant Tempe Police Chief
Srgt. Scott Smith, Tempe Police Department
Srgt. Trent Luckow, Tempe Police Department
Don Hawkes, Water Department Manager
Oliver Ncube, Deputy Water Department Manager
John Mann, Acting Deputy Water Department Manager
Lorinda Bush, Administrator – Organizational Development

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
March 17th, 2009, Commission Minutes
Motion made by Commissioner Linda Ritland to ACCEPT minutes.
Second by Commissioner Florence Boyle
Minutes APPROVED.
Agenda Item 3 – Hate Crimes Update
John Rush, Assistant Police Chief of the Tempe Police Department, Srgt. Scott Smith and Srgt Trent Luckow spoke to the commission and provided an update on Hate Crimes in Tempe. Srgt Trent Luckow

supervises the detectives reviewing possible hate crime cases. Sgt. Luckow began with background information on what defines a hate crime followed by an overview of activity within the past year.

In 2008, there were six documented hate crimes. None of the hate crimes were felonies and two of the six cases had enough information to assign a detective. The violations included vandalism & disorderly conduct.

The Tempe Police Department also implemented a previous suggestion that came from the Human Relations Commission which is to make Hate Crime Statistics available to the public. A link is now in place on the Police Departments webpage making this information available to the community.

Chair Arlene Chin thanked the members of the Police Department for attending and stated that she appreciates the relationship and regular updates to the commission.

Agenda Item 4 – WUD Update

Don Hawkes, Water Department Manager, along with other members of the Water Department's Senior Management Team attended the meeting. The focus of the presentation was to speak to the commission and answer questions regarding the water department and the issues referred to in the Calderon report.

Mr. Hawkes first spoke about the Kyrene Safety Issues. The safety issues raised in the report are centered on the screens building at the waste water treatment plant. The fault was determined to be in the design of the screens. The water department brought in an independent contractor to evaluate the safety of the area. They have found that the building was built properly but there are tweaks that can be implemented, and the department is currently implementing those changes. The electronic component is being brought outside the room to reduce the exposure to employees. The water department is committed to keeping all employees safe.

Mr. Hawkes shared the WUD Unity Plan. The department, together with the Diversity Department, Human Resources and TLC Tempe Learning Center, is working to overcome the trust and communication issues within the department. The department's plan of action includes 7 steps:

1. Communicate, train and follow up by working with various city departments and unions to roll out Leadership Development training to all WUD employees and supervisors
2. Inspire trust through the process of the LDP training
3. Clarify the WUD purpose collectively. Also, each workgroup will clarify their own purpose with a link to the department's and the city's mission.
4. Align systems through the use of "wildly important goals" (WIGS) that align with the department's purpose and goals.
5. Unleash talent by defining expectations and creating individual performance agreements to address departmental accountability.
6. Implement a plan-do-check cycle to enable continuous improvement.
7. Re-organization of the department structure to utilize talents of the leadership team. This has been implemented with the appointment of an additional deputy department manager.

Mr. Hawkes stated that some of these actions are already in place and he is seeing positive change within the department. Mr. Hawkes shared that a recent community survey reported that 91% of Tempe residents are satisfied with their water services compared to 70% nationwide.

Commissioner Dietz asked Mr. Hawkes about the employee issue referred to in the Calderon Report and the reconfiguration plan for safety. Mr. Hawkes responded that the issue is a work in progress and the reconfiguration had not yet started, but will soon. Chair Arlene Chin thanked Mr. Hawkes and the Water Department Management team for attending the meeting and sharing the update and stated that the

Water Department has the support of the commission in moving forward with their inclusive goals for the department.

Agenda Item 5 – Strategic Planning Discussion Continued (3 of 3)
Chair Alrene Chin passed around a list of the current commission subcommittees. Discussion began regarding the current needs for the existing subcommittees. After discussion it was decided that the following subcommittees should remain active.

- Subcommittee for Community Network and Outreach
- Subcommittee for Diversity Supplier
- Subcommittee for Diversity Awards

Chair Chin asked all commissioners to think of 1-3 objectives for each subcommittee to share and discuss next month. It was also discussed that any other subcommittees can be called together if and when the need arises.

Agenda Item 6 – Diversity Department Update
Staff Rosa Inchausti stated that she will have the employee turnover statistics for the commission next month. She will also report on the EEOC, Grievances and Merit Board statistics for the city.

A. **GSA Educational Series** – The next Educational Series has been rescheduled to May 27th. It will be held at the Transportation Center. Guest speakers will include In10 Coordinator Michael Weakley and QSpeak Director Beck.

Agenda Item 7-Current Events Announcements
Commissioner Dietz requested an update on the immigration status within the city. Staff Inchausti will invite the Police Department to come and report on the issue.

Chair Chin reminded commissioners that the deadline to apply for Tempe Leadership is April 20th. The application is available on the Tempe Chamber of Commerce's website.

Commissioner Dietz also requested that Councilmember Corey Woods attend and share with the commission what the Affordable Housing Committee is working on.

The commission's next meeting is scheduled for May 12th, 2009.

Meeting adjourned at 7:38 P.M.

Prepared by: Brandy Naleski

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager