

**Minutes  
Human Relations Commission  
August 10, 2010**

**Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, August 10, 2010,  
6:00 P.M. at City Hall, 3<sup>rd</sup> Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.**

**(MEMBERS) Present:**

Florence Boyle  
Belinda Chiu  
Frank Morales  
Jay Scherotter  
Thaddeus Swiecki  
Kade Twist  
Josephine Vega  
Dr. Patricia Young

**(MEMBERS) Absent:**

Dr. Colleen Byron  
Kathy Dietz  
Armando Espinoza  
Joseph Mann  
Robert Marshak

**Diversity Staff Present:**

Rosa Inchausti, Diversity Manager  
Dee Hodson, Diversity Office Assistant

**Guests Present:**

None

**Meeting convened at 6:10 P.M.**

**Chair Florence Boyle** 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**

**June 8, 2010, HRC Commission Minutes**

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

**Second by Commissioner Scherotter.**

**Minutes APPROVED.**

**June 15, 2010 Teen Diversity Dialogue Minutes**  
**Motion made by Commissioner Young to ACCEPT minutes.**  
**Second by Commissioner Scherotter.**  
**Minutes APPROVED.**

### **Agenda Item 3 – Welcome of New Staff Dee Hodson**

Commissioner Boyle welcomed Dee Hodson. Dee thanked Commissioner Boyle for her welcome and gave a brief description of her history with the City of Tempe.

### **Agenda Item 4 – Kid Care Update**

Rosa asked if the Commissioners had any questions since the last meeting had been held in June. Rosa referenced the two handouts in the packet and stated the issue was closed.

### **Agenda Item 5 – Workforce Demographic Follow Up**

Rosa said this item had been a request from Commissioner Twist. Rosa reported on the hiring status. Currently the directors have been hired and the city will continue with the hiring of the deputies, managers and supervisors. Rosa will present a report which will include the demographics of the displaced workers once the hiring has been completed. Commissioner Boyle inquired if the information was available as to where the displaced workers went. Commissioner Scherotter asked if there is a requirement to have a diverse slate of candidates for open positions. Rosa explained there was not a policy, but historically practices had been established by the Diversity Steering Committee. The 2002 Diversity Audit recommended looking at fair promotional practices. The developed practices were part of the Strategic Plan presented to Mayor and Council in 2002 and 2006. The City of Tempe's hiring rules and regulations are fairly standard and include a commitment to diversity but do not include any specific guidelines or practices.

### **Agenda Item 6 – Resolution Template Follow Up**

Rosa reported that she had spoke with the City Attorney, Andrew Ching, shortly after the May meeting. Rosa asked Andrew the question that had been brought up about whether there is a template that commissioners can use to pass a resolution. Andrew explained that there are no board and commissions that pass resolutions. Resolutions are the power of the Mayor and Council. The responsibility of boards and commissions is to advise the Mayor and Council. Andrew is not aware of any board that has resolution power. The letter writing process is as close to an advisory capacity for an order of the commission.

### **Agenda Item 7 – Teen Diversity Dialogue Subcommittee**

In Commissioner Dietz's absence, Commissioners Morales, Scherotter, Swiecki and Young reported on the meeting they had attended. Commissioner Morales said they reviewed the criteria and what the topic would be for the different meetings. Commissioner Young explained the five discussion parts referenced in the meeting minutes. The logistics will be ironed out in the fall with the goal being a spring implementation. They are looking for a neutral community location to hold the meetings to avoid the

participants being affected by being at their own schools. Commissioner Young said that the idea was to build trust before discussing the more sensitive issues. It was agreed that the facilitators would be very important although their training had not yet been determined. Commissioner Swiecki said that students are open if they feel safe. Commissioner Scherotter asked if the group size had been discussed. The consensus was no, but they would look to past Diversity Dialogues as a model. Rosa added that she liked that the discussions ended with community and global issues. It provides a nice thread for community involvement and leadership development for youth. Commissioner Young suggested these meetings would provide a good place to advertise City of Tempe volunteer opportunities.

### **Agenda Item 8 – Mandatory Diversity Training Reply**

Commissioner Scherotter noted a date discrepancy on Jeff Kulaga's memo and inquired on the status of the Inclusion Training. Rosa agreed she had noted the mistake regarding dates and confirmed the facilitation had actually taken place at the end of June. The first Inclusion Training Class will be conducted beginning next week on August 17<sup>th</sup> and 24<sup>th</sup>. Commissioner Boyle reported the city manager has not made a decision about making the Diversity Training mandatory.

### **Agenda Item 9 – SB 1070 Update**

Commissioner Boyle said that since Commissioner Byron was not in attendance we would get an update at the next meeting. Commissioner Boyle added that it was certainly a hot item and that the responses ranged from fascinating to disturbing. Commissioner Scherotter inquired if there had been any evidence of incidences but Rosa reported there had been no issues or controversies. Commissioner Young brought up HB 2281 and the conversation turned to the importance of teaching different cultural histories. Commissioner Twist inquired if the school statement referenced in the last meeting minutes had been issued. Rosa said she would follow up with Dr. Tate. Commissioner Twist stated that historically Arizona has been one of the most racist states and asked that the minutes include his feelings that Arizona was an embarrassing, horrible place to live. Commissioner Boyle asked why students don't have access to accurate history books. The conversation continued with describing the select, possibly elite, group that vote on school curriculums. Commissioner Vega added that prejudicial groups do not want the true facts represented. Commissioner Chiu shared a quote, "the winner writes history". She said it takes a lot of humility to admit your mistakes and that history is often selective. Commissioner Twist wondered how the commission should address this issue at the next meeting. Rosa confirmed she would present the school's statement and a discussion could follow.

### **Agenda Item 10 – Diversity Department Update**

#### **A. Regional HRC Meeting**

Rosa reported the Town of Gilbert will be hosting the regional HRC meeting this fall. Rosa will inform commissioners of the date once it has been decided as well as the location.

#### **B. Tardeada – Save the Date 10/10/10**

Rosa said they are excited about the 12<sup>th</sup> year for this event.

Rosa said that Ginny is looking for a MLK subcommittee and was wondering if any commissioners would be interested in assisting. Commissioners Young, Scherotter, Vega, Chiu and Morales volunteered.

Rosa reported that the next HRC meeting on September 14<sup>th</sup> will be catered by past HRC Commissioner Mohammed Zubar for Ramadan.

**Agenda Item 11 – Current Events**

Commissioner Vega said that LULAC called her to assist with an event supporting the Dream Act. They helped children fill out the paperwork to become United States Citizens.

Commissioner Boyle inquired about discussing ramifications of health care reform at a future meeting. Commissioner Scherotter wondered what questions he would have unless it would be regarding how it might impact City of Tempe employees. Rosa said that retirees might make a better audience for this topic.

**Motion:** Commissioner Boyle moved to adjourn the meeting

**Second:** Commissioner Scherotter

**Meeting adjourned at 7:05 P.M.**

Prepared by: Dee Hodson

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Manager