

**Minutes
Human Relations Commission
November 9, 2010**

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, November 9, 2010, 6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

(MEMBERS) Present:

Dr. Colleen Byron
Belinda Chiu
Kathy Dietz
Joseph Mann
Frank Morales
Jay Scherotter
Josephine Vega
Dr. Patricia Young

(MEMBERS) Absent:

Florence Boyle
Armando Espinoza
Robert Marshak
Thaddeus Swiecki
Kade Twist

Diversity Staff Present:

Rosa Inchausti, Diversity Administrator
Dee Hodson, Diversity Office Assistant

Guests Present:

none

Meeting convened at 6:10 P.M.

Dr. 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

**September 14, 2010, HRC Commission Minutes
Motion made by Commissioner Scherotter to ACCEPT minutes.
Second by Commissioner Morales.
Minutes APPROVED.**

September 2, 2010 Teen Diversity Dialogue Minutes
Motion made by Commissioner Morales to ACCEPT minutes.
Second by Commissioner Vega.
Minutes APPROVED.

Commissioner Dietz requested that it be noted that small changes were made in the "Values" section of the curriculum at the September 23, 2010 Teen Diversity Dialogue meeting.

Agenda Item 3 – Inclusion Training

Rosa Inchausti said the Inclusion Training is going very well. Kent Kortsen wanted an opportunity to thank the Commissioners but was ill today. He will plan on attending next month's meeting. Commissioner Morales asked what Supervisor guidelines are included in the class regarding enforcement. Rosa said that the training presents a section reviewing the federal, state and local guidelines. The training discussion includes where the City of Tempe currently is and what the repercussions would be for any violations. Rosa said the training begins with explaining the laws and then explains more of the programs, such as the GSA. Commissioner Byron asked if the Inclusion Training was a national model. Rosa said it was difficult to find anything that specifically pertained to what we are doing. Commissioner Byron wondered if there was a way we could promote the Inclusion Training. Rosa said that yes, it would be something we could promote once all the fine tuning was completed. Commissioner Scherotter asked if the Inclusion Training was required. Rosa said that no, it is voluntary but that attendance has not been an issue. Commissioner Scherotter asked about the percentage of attendance. Rosa reported that every class has been full with a waiting list for 2011 classes, and that senior employees have been attending. Rosa reported that the culture of the work force values inclusion regardless of it being voluntary or mandatory. Commissioner Dietz asked how often the classes are offered. Rosa said they are currently scheduled on a monthly basis through 2011. Commissioner Byron asked who is facilitating. Rosa said in addition to herself and Ginny Belousek there are ten other certified facilitators, Jennifer Adams (Public Works), Debbie Bair (Fire), Paul Bentley (Police), Renie Broderick (Human Resources), Wydale Holmes Tempe Learning Center (TLC), Gretchen Maynard (TLC), Jon O'Connor (Human Resources), Aaron Peterson (TLC), Rick Rager (City Court) and Denise Rentschler (Community Relations). Commissioner Byron noted that there is a wide cross section of facilitators. Rosa agreed and said she was trying to acquire additional facilitators including some from the Police Department. Commissioner Dietz asked about Commissioner Morales attending a past training. Rosa noted that he attended the pilot program but that Commissioners are welcome to attend future classes.

Agenda Item 4 – MLK Diversity Awards

Commissioner Young began by requesting people visit the beautiful web-site for MLK. Commissioner Young, Commissioner Morales and Ginny Belousek met on October 28, 2010 to discuss possible keynote speakers. Commissioner Young passed out a handout of the four proposed speakers and their biographies. Dr. Greathouse was supposed to be the speaker last year but became ill so former Mayor Neil Giuliano spoke instead. Jose Cardenas is a prominent Phoenix attorney active in diversity areas. Fred Warren is a mediator for EEOC staff. Cecil Patterson was the keynote speaker in 2003. Commissioner Young said it might be interesting to hear his perspective on the changes in the last decade, although they have not been able to get in touch with him yet. Commissioner Scherotter asked who approves the Keynote Speaker. Rosa said the sub-committee makes recommendations and the HRC typically makes the decision. Commissioner Young asked for any additional recommendations or comments. Commissioner Dietz wanted to vote for Dr. Greathouse and Commissioner Byron seconded. Commissioner Morales reported that the sub-committee agreed that Mr Patterson was the first choice

followed by Dr. Greathouse. Rosa asked if anyone had an objection to moving forward with the decision since it is on a tight deadline. Commissioner Byron suggested a motion be made to give the sub-committee the authority to ask Mr. Patterson to speak, and as a secondary measure to contact Dr. Greathouse if they are unable to contact Mr. Patterson in a reasonable amount of time.

Motion made by Joseph Mann to give the sub-committee the authority to invite Cecil Patterson as MLK Keynote Speaker with Dr. Greathouse as back-up.

Seconded by Kathy Dietz

Approved unanimously

Commissioner Scherotter suggested sending out the speaker recommendations via e-mail for final approval but as Commissioner Byron brought up, that was not in accordance with open meeting laws. She suggested that Commissioners who would like to offer additional input, attend the sub-committee meeting which is not closed. Commissioner Young confirmed the sub-committee is meeting Wednesday, November 10, 2010 at 3:30pm on the second floor of the Tempe Library.

Commissioner Dietz asked if it was possible to pay the \$5.00 admission at the door. Commissioner Byron said pre-payment on-line was encouraged but that people could pay at the door.

Referencing the MLK Diversity Awards nomination flyer, Commissioner Young noted that the deadline of December 17th is fast approaching. Commissioner Young asked for clarification if Commission Members are able to nominate. Rosa said this question has come up before and it was decided that yes, members could nominate as long as they were not on the sub-committee. Commissioner Byron, who is not on the sub-committee, would be willing to listen to anyone's input on nomination ideas. Commissioner Dietz brought up that sub-committee members could abstain themselves. Commissioner Byron said this is the one committee that is not difficult to fill so Commissioners could abstain themselves without guilt. Rosa said the rule is you cannot self nominate except with the Diversity Supplier award. Commissioner Dietz wondered if the HRC decides on the award recipients. Rosa explained that the sub-committee usually makes those decisions because there isn't enough time to bring it to HRC.

Agenda Item 5 – Teen Diversity Dialogue Subcommittee

Commissioner Dietz gave an update of the Teen Diversity Dialogue's last meeting on September 23, 2010. She began with a review of past meetings which were started in January 2010. The sub-committee was established in answer to drastic cuts in Diversity grants. At the June 3, 2010 meeting, the purpose and goal was created, which Commissioner Dietz reviewed.

As Commissioner Dietz noted previously, there were limited revisions on topics. Commissioners are free to contact Commissioner Dietz with additional questions after further review.

At the September 2010 meeting, a Challenge Day was presented by Commissioner Scherotter. It was ultimately determined to be cost prohibitive. Commissioner Dietz suggested a subcommittee be formed if anyone wanted to further pursue a Challenge Day. Commissioner Scherotter discovered that HRC can not initiate working with a high school. It has to be initiated within the high school, which the Commission could then support except for funding. It was brought up that the Challenge Day was a great program and we might be able to utilize some of their ideas. Commissioner Scherotter stated the energy should be put into the Teen Diversity Dialogue and experience success there before creating another program.

Rosa handed out a Youth Town Hall Report by the Mayor's Youth Advisory Commission (MYAC). Establishing "Teen Talks" is one of the recommendations included in the report. Rosa would like this added to the Agenda for the next meeting.

Commissioner Dietz reported the best program time was determined to be Tuesdays, from 6-7:45pm starting with a fifteen minute social/pizza time. The subcommittee decided that six sessions would be best with the last session consisting of a party. The Tempe Library was chosen as the location due to available bus service and being centrally located. The group decided that after Spring Break in late March would be a good time to begin the program. Commissioner Dietz hopes to begin in March 2011. The selection process will involve five high schools, Compadre, Corona del Sol, Tempe High, McClintock and Marcos de Niza.

Commissioner Byron suggested the subcommittee get a member from MYAC involved as soon as possible and perhaps make a presentation to MYAC at their next meeting. Commissioner Dietz asked if the Diversity Department will be able to assist with the Teen Dialogue program. Rosa said yes, that the timing is good for the department although she needs to check dates with Ginny. Rosa agreed that early involvement from youth would aid the success of the program. Commissioner Mann suggested contacting the MYAC participants who are listed in the report. Commissioner Morales suggested running the program by Risk Management. Rosa agreed since youth are involved. Rosa will also contact Kim Bauman in Social Services to ask for her involvement. Commissioner Young stated that it's important to take the time for this program to be research based so the result can be a quality program. She added that training and funding still need to be addressed (i.e. would training be from TCC and what kind of funding might be available for food and supplies). Commissioner Young suggested the last meeting incorporate ideas of how they plan on bringing the information back to their schools and a plan to follow up with the participants. Commissioner Chiu agreed it was important to have a follow up date so participants feel they have a responsibility to put what they learned into action. Commissioner Byron suggested that perhaps Commissioner Chiu would be a good choice to make the presentation to the Mayor's Youth Advisory Commission.

Agenda Item 6 – Regional HRC Meeting Update

Rosa said the meeting took place September 15th which Commissioner Morales and Commissioner Espinoza attended. It was a good meeting and the minutes reflect the discussions that took place. One specific area of interest was the section defining the best practices for Commissions (i.e. being visible by having a direct connection to council, diversity dialogues, Unity Walk and community outreach). Rosa reported the meeting was a validation for what HRC currently does. They discussed a lack of funding as well as SB 1070. Commissioner Morales felt a sense of pride with where the City of Tempe is, especially compared to other cities. He saw that the City of Tempe is a leader in this field and that is owed to Rosa. Rosa thought the meeting was an affirmation of the dialogue and support we have with Tempe City Council. Rosa will find out the date and location of the next regional meeting which will be held in December.

Agenda Item 7 – SB 1070 Update

Commissioner Byron did not have any update but was glad to hear it was discussed at the Regional Human Resources meeting. She is encouraged by community members' involvement that are not bound by their relationship with the City Council, such as the HRC is. Commissioner Dietz asked if the postponed forum had been cancelled or postponed. Commissioner Byron stated that it had to be postponed indefinitely because of HRC's relationship with Tempe City Council. The material may be inappropriate for a group bound by law. Commissioner Byron explained that elected officials have to uphold the law, no matter what their personal views may be, until the courts say otherwise.

Commissioner Dietz stated she accepts the explanation but does not agree that HRC is the Tempe City Council's representatives. Commissioner Byron explained that participation is allowed individually but not as a HRC representative.

Agenda Item 8 – Diversity Department Update

Rosa announced the next Who's Your Neighbor program will be "Self Expression: Our Tattooed and Pierced Community" on Wednesday, November 17th. She hoped everyone could attend. Commissioner Scherotter asked what the City of Tempe's policy was on tattoos. Rosa replied there is no policy and that it hasn't been an issue with our organization.

Motion: Commissioner Morales moved to adjourn the meeting

Second: Commissioner Vega

Meeting adjourned at 7:26 P.M.

Prepared by: Dee Hodson

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Administrator