

**Minutes
Human Relations Commission
May 10, 2011**

**Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, May 10, 2011,
6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.**

(MEMBERS) Present:

Florence Boyle
Kathy Dietz
Armando Espinoza
Frank Morales
Josephine Vega
Dr. Patricia Young

(MEMBERS) Absent:

Belinda Chiu
Joseph Mann
Kade Twist
Jay Scherotter
Thaddeus Swiecki

Diversity Staff Present:

Rosa Inchausti, Diversity Administrator
Dee Hodson, Diversity Office Assistant

Guests Present:

Caterina Mena
Jan O'Malley
John Dolan
Suzanne Pachuta

Meeting convened at 6:07 P.M.

Commissioner Young 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

No motions were made due to a lack of quorum.

Agenda Item 3 – Diversity Unity Grant Presentation – Caterina Mena

Caterina Mena invited the 2011 Diversity Unity Grant recipients to speak about their programs in the Tempe Union High School District. One administrator, two teachers and eight students representing Marcos de Niza, Corona del Sol and Tempe Union High School addressed the Commissioners. The students eloquently shared their experiences and how the funded programs raised their awareness of diversity on a multitude of issues. The programs discussed included Awareness Day, Unity Club, Unity Leader Program, Aztec Town, a GSA Dance and Diversity Week which included multiple speakers. Several of the students spoke highly of motivational speaker Calvin Terrell and his positive impact. The teachers thanked the Commissioners for their financial support saying that most of the programs would not be possible without the Diversity Unity Grant.

Agenda Item 4 – MLK Diversity Awards Feedback – Florence Boyle

Commissioner Boyle asked if any Commissioners were interested in viewing the 2011 MLK Brunch DVD. Interested Commissioners should contact the Diversity Office and a viewing will be arranged. Commissioner Young agreed with Commissioner Boyle that a critique of the DVD by the MLK Subcommittee was important before the planning of next year's event. Rosa explained that the subcommittee gathers in the fall to begin planning with Ginny Belousek. The consensus was that the best time to watch the DVD would be when the subcommittee convenes in the fall.

Agenda Item 5 – Teen Diversity Dialogue Subcommittee Update – Kathy Dietz and Armando Espinoza

Commissioner Dietz shared the Teen Diversity Dialogue information with the Diversity Unity Grant presenters before their departure. Many of the students were excited to hear about this new opportunity. Rosa Inchausti will send Teen Diversity Dialogue specifics to Caterina and to the school representatives who attended this HRC meeting.

A. Teen Diversity Dialogue's Facilitator Outline

Commissioner Espinoza reviewed his Draft Agenda for training the Teen Diversity Dialogue facilitators via a handout. Commissioner Espinoza has created a four hour training outline. The training would take place in July with a review in August for those selected. Rosa created a "job description" for the Teen Diversity Dialogue Facilitators. The application process makes it a more of a special opportunity in addition to providing skill improvement and volunteer hours. Commissioner Young suggested sending Teen Diversity Dialogue information to our contacts in addition to the schools and City of Tempe outlets. Rosa agreed that information would be sent to past MLK award winners such as Jennifer Rauhouse.

Commissioner Espinoza explained he would like to conduct a facilitator training dry run sometime in June for Commissioners. Commissioner Dietz wondered if this could be part of a regular HRC meeting. Commissioner Young would like it to be a separate training so participants would be fresher. Rosa said if one of the regular HRC summer meetings was cancelled the dry run could possibly be a working meeting instead. It was decided to finalize a training date at the next Teen Diversity Dialogue subcommittee meeting.

Agenda Item 6 – Immigration Update – Armando Espinoza

Commissioner Espinoza reported that President Obama was currently in Texas discussing immigration issues. From information gathered on his trip so far, Commissioner Espinoza felt President Obama might be taking a more centrist stance on immigration.

Commissioner Espinoza continued with the news that fourteen additional states are proposing similar legislation as Arizona's SB1070. One of the fourteen states included is Utah.

Commissioner Espinoza then spoke about an Arizona Republic article dated May 1, 2011 titled "Restoring AZ Heart". This article contains new proposals including a coalition uniting to improve the tone of the immigration conversation. Commissioner Dietz asked if a coalition member could be invited to speak at a HRC meeting. Commissioner Espinoza will attempt to get someone from the coalition to the next HRC meeting.

Agenda Item 7 – HRC Dissemination of Meeting Information – Florence Boyle

Commissioner Boyle is interested in getting the information discussed at HRC meetings out to interested parties and wondered how to best accomplish that goal. Commissioner Young suggested links on an HRC web site. Rosa reported that she is in the process of scheduling a meeting for the Commission on Disability Concerns regarding Social Media and researching the best ways to get information dispersed. Rosa asked if a commissioner would like to attend the Social Media meeting. Rosa added that the City of Tempe is not allowing individual Commissions to have their own Facebook accounts. Commissioner Boyle said she would be interested in attending the Social Media meeting. It was decided to invite all Commissioners once the meeting had been scheduled.

Commissioner Boyle suggested designing a strategy to grab people and offered bullying as a possible topic. Commissioner Young suggested "bullying strategy" might be put on the agenda for a future meeting since that is a specific topic and currently the discussion is for all HRC topics.

The discussion continued with various ideas including a notice in citizen's water bills, publicizing HRC's meeting schedule so guests are more involved and advertising HRC's agendas. Rosa said that historically moving the meeting to a location outside of City Hall and/or advertising HRC meetings has not helped. Surveying citizens to find out what issues people are interested in was another idea. Rosa shared that in a recent EEOC seminar they warned about asking questions you may not be prepared to answer. Rosa suggested a strategy was needed to address possible action required from survey responses. This strategy should include what the commissioners plan to do with survey answers.

Agenda Item 8 – Diversity Department Update – Rosa Inchausti

A. Inclusion Training Update

Rosa reviewed an evaluation synopsis of the first six months of Inclusion Training compiled by the Diversity Office. The responses were overwhelmingly positive with eight being the lowest averaged numerical score on twelve questions asked on a scale of zero to ten (zero being strongly disagrees and ten being strongly agrees). Rosa reported that the classes are getting more difficult to fill and that may continue to be a problem since the training was never made mandatory. Commissioner Morales said that government contractors are required to have inclusion training. Commissioner Espinoza said that inclusion training was found to produce more productive employees because they feel included in the work process.

B. HRC Summer Meeting Schedule

Rosa inquired about HRC's summer meeting schedule wanting to confirm a quorum would be present when factoring in summer vacation plans. It was decided that an e-mail would be sent out inquiring about what summer meetings the Commissioners could attend. The summer HRC meetings are currently scheduled for June 14th, July 12th and August 9th. After that information is gathered a decision would be made.

Meeting adjourned at 7:45 P.M.

Prepared by: Dee Hodson

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Administrator