

# Minutes

## Human Relations Commission

### February 21, 2023

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, February 21, 2023, 6:00 p.m., held both In-Person & Virtually: Tempe Public Library 2<sup>nd</sup> Floor Conference Room, 3500 South Rural Road, Tempe, AZ 85282 & Microsoft Teams at the following link: [Join Microsoft Teams Meeting](#) or by telephone: +1 480-498-8745 United States, Phoenix (Toll), Conference ID: 256 724 057#

**(MEMBERS) Present:**

Tom Brown  
Pamela Chan  
Melissa Farling  
Rabbanni Furqaan  
David Reynolds  
Joe Rojas  
Peggie Simmons  
Hugo Tapia  
Candyce Lindsay  
Kate Vawter

**(MEMBERS) Absent:**

William Ortega

**City Staff Present:**

Dr. Velicia McMillan Humes, Chief Diversity Officer  
Ginny Belousek, Equity & Inclusion Manager  
Jamie Rodriguez, Executive Assistant to CMO

**Guests**

None

**Call to Order**

Chair Tapia called the meeting to order at 6:01 p.m.

**Agenda Item 1 – 2023 Chair/Vice Chair Officer Elections**

Acting Chair Tapia opened the floor for the nominations of Chair.

Commissioner Reynolds nominated Acting Chair Tapia for Chair; Second by Commissioner Vawter. Acting Chair Tapia accepted the nomination. Motion passed on a 10-0 vote. Ayes: Acting Chair Tapia and Commissioners Tom Brown, Pamela Chan, Melissa Farling, Rabbani Furqaan, Candyce Lindsay, David Reynolds, Joe Rojas, Peggie Simmons, and Kate Vawter. Nays: None. Absent: Commissioner Will Ortega.

Chair Tapia opened the floor for the nominations of Vice Chair.

Commissioner Vawter nominated Commissioner Lindsay for Vice Chair; Second by Commissioner Reynolds. Commissioner Lindsay declined the nomination.

Commissioner Rojas nominated Commissioner Simmons for Chair; Second by Commissioner Lindsay. Commissioner Simmons accepted the nomination. Motion passed on a 10-0 vote. Ayes: Chair Tapia and Commissioners Tom Brown, Pamela Chan, Melissa Farling, Rabbani

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Furqaan, Candyce Lindsay, David Reynolds, Joe Rojas, Peggie Simmons, and Kate Vawter.  
Nays: None. Absent: Commissioner Will Ortega.

**Agenda Item 2 – Public Appearances**

None

**Agenda Item 3 – Consideration of Minutes: HRC – November 8, 2022**

Motion made by Commissioner Lindsay to approve the meeting minutes of December 13, 2022; Second by Commissioner Furqaan. Motion passed on a 10-0 vote. Ayes: Chair Tapia and Commissioners Tom Brown, Pamela Chan, Melissa Farling, Rabbani Furqaan, Candyce Lindsay, David Reynolds, Joe Rojas, Peggie Simmons, and Kate Vawter. Nays: None. Absent: Commissioner Will Ortega.

**Agenda Item 4 – Introduction of New Commissioners – Tom Brown & Pamela Chan**

New commissioners Tom Brown and Pamela Chan introduced themselves to the Commission. The commission welcomed them to the HRC and introduced themselves.

**Agenda Item 5 – Belongings Dialogues Presentation – Dr. Raquel Gutierrez**

Chair Tapia introduced Dr. Raquel Gutierrez to the Commission. Dr. Raquel Gutierrez thanked the Commission and introduced herself to the Commission. Dr. Raquel Gutierrez then proceeded to present the attached PowerPoint to the Commission.

Dr. Raquel Gutierrez then opened the floor to any questions or comments. The Commission asked if neighborhoods were to participate, how many sessions would this require and how many sessions for the commission to train the neighborhoods? Dr. Raquel Gutierrez replied that neighborhood residents would participate in 6 sessions whereas the Commission would participate in a day long retreat to learn, then teach to the community. The Commission then asked if this will be a reoccurring training? Dr. Raquel Gutierrez replies this would be a reoccurring training that would also be bilingual.

The Commission thanks Dr. Raquel Gutierrez for her time.

Motion made by Commissioner Vawter to move forward with a May date to participate in a retreat that trains the Commission; Second by Vice Chair Simmons. Motion passed on a 9-0 vote. Ayes: Chair Tapia and Commissioners Tom Brown, Pamela Chan, Melissa Farling, Rabbani Furqaan, Candyce Lindsay, Joe Rojas, Peggie Simmons, and Kate Vawter. Nays: None. Absent: Commissioners David Reynolds and Will Ortega

**Agenda Item 6 – Unity Grants – Ginny Belousek**

Grants for High School Diversity Programs were received. Applications will be reviewed by committee and sent to Council for approval.

**Agenda Item 7 – Dolores Huerta Scholarship – Dr. Velicia McMillian Humes**

Reviews of application will take place and the winners will be announced at the Neighborhoods Services Awards Event.

**Agenda Item 8 – 2050 General Plan Update – Commissioner Simmons**

Tabled for future meeting.

**Agenda Item 9 – Proposed Future Agenda Items**

Chair Tapia let the Commission know that there were no items discussed during the meeting and he opened the floor to suggestions for the March meeting. The following were recommended: 2050 General

Plan Update, topic was tabled. Chair Tapia let the Commission know that if they have any additional items, they would like added to future agendas, they should contact Ginny Belousek or Jamie Rodriguez.

**Agenda Item 10 – Discussion of Upcoming Meeting Date – March 28, 2023**

Meeting will be on Tuesday, March 28, 2023

**Motion made by Commissioner Rojas to adjourn the meeting**

**Second by Commissioner Donati-Grayman**

**Meeting adjourned at 8:04 p.m.**

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Prepared by: Jamie Rodriguez

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Reviewed by: Ginny Belousek



## **Belonging Dialogues**

### **History**

Builds on the history of Diversity Dialogues in structure and the intention to build relationships across residents via Equity in Action.

### **What will be different?**

Residents increase their individual and collective engagement to positively impact their quality of life.

### **What will this difference look like?**

Increased involvement in city council meetings, boards and commissions, and ability to organize at a neighborhood and City level to respond to inequities and inform decisions that have the possibility of creating equity.

# What We Know Works



THEORY OF CHANGE



**Everyone  
Wants to  
Belong**

**Relationships  
Matter**

**Learning  
Together  
Works**

**Everyone  
Has Value**

*When Tempe residents believe they truly belong they can cultivate relationships to take collective action that create a healthy and just society.*

# Program Overview

6 COMPONENTS | 6 SESSIONS

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*Belonging Dialogues is designed to cultivate relationships and develop leadership skills to organize at a neighborhood and city level.*



Orientation: Where Are We Going



History of Belonging



Your Story



Neighborhood Strengths



Neighborhood Networks & Allyship



What Now

# Program Overview Detail



## **Orientation: Where Are We Going**

**Purpose:** To build the foundation for activities that cultivate belonging.

**Outcome:** Participants have a better sense of who is in the room and leave with a feeling of belonging or that they can belong.

**Resource:** *Civic Love*, Public Housing Museum



## **History of Belonging**

**Purpose:** To learn the history of how structural racism impacts a sense of belonging

**Outcome:** Participants will relate to how Tempe's history impacts their sense of belonging.

**Resource:** The Tempe Historical Museum, local residents, and scholars.



## **Your Story**

**Purpose:** To cultivate empathy and understanding.

**Outcome:** Participants can see themselves in each other and better understand why people show-up the way they do.

**Resource:** Experienced storytellers and community organizers.



## **Neighborhood Strengths**

**Purpose:** To increase the awareness of how the City develops impacts the quality of life in neighborhoods.

**Outcome:** Participants increase their sight and understanding of how their neighborhood's social determinants of health.

**Resource:** Videos created by the City of Tempe that explore structural influences and policy that impact belonging. Video creators and City staff.

## **Neighborhood Networks and Allyship**

**Purpose:** To increase their knowledge about how the City works to influence and engage in change efforts.

**Outcome:** Participants have the resources to begin to organize at a neighborhood level to influence and inform City efforts that impact their quality of life.

**Resource:** Community organizers and City staff.



## **What Now**

**Purpose:** To develop an action plan to be involved with City efforts that impact their quality of life.

**Outcome:** Increased representation in boards, commissions, city council meetings.

**Resource:** Community organizers and City staff.