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## Minutes Human Relations Commission April 14, 2015

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Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, April 14, 2015, 6:00 P.M. at City Hall, 3<sup>rd</sup> Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.

**(MEMBERS) Present:**

Hannah Auckland  
Don Calender  
Dino Castelli  
Armando Espinoza  
Isabel Hochhaus  
Peter Hodgson (on phone)  
Christopher Houk  
Ira King Jr.  
Jeanne Powers  
Jay Scherotter

**(MEMBERS) Absent:**

Belinda Chiu

**Diversity Staff Present:**

Rosa Inchausti, Diversity Director  
Dee Hodson, Diversity Office Assistant

**Guests Present:**

Marie Raymond, Tempe Education Coordinator  
Chelsea Duran, ASU Student  
Nina Knoph, ASU Student  
Audris Lim, ASU Student  
Annie Rice, ASU Student  
Amanda Saractner, ASU Student  
Emily Vester, ASU Student

**Meeting convened at 6:00 P.M.**

**Commissioner Espinoza** called the meeting to order and invited members of the public to address the Commission.

**Agenda Item 1 – Public Appearances**

No comments.

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**Agenda Item 2 – Introduce New Human Relations Commissioner, Dr. Ira C. King, Jr – Armando Espinoza**

Commissioner Espinoza introduced newly appointed Human Relations Commissioner Dr. Ira C. King. Commissioner King has been a Tempe resident since 1980, is a long time Tempe volunteer and worked in the Scottsdale School District as Assistant Superintendent for Human Resource Services.

**Agenda Item 3 - Introduction of Tempe's New Education Coordinator, Marie Raymond – Rosa Inchausti**

Rosa explained the Education Coordinator is a new position the City of Tempe created recently. Marie Raymond said when she was interviewed for the position, she thanked Tempe officials for valuing the importance of education by creating the position. Marie explained that the role of the Education Coordinator is to serve as a liaison between city government and their school districts while supporting the education continuum from prekindergarten and beyond for optimum success.

**Agenda Item 4 – Consideration of Minutes: HRC – March 10, 2014 Minutes (Motion Required) March 10, 2015 HRC Commission Minutes**

**Motion made by Commissioner Calender to ACCEPT minutes.  
Second by Commissioner Castelli.  
Minutes unanimously APPROVED.**

**Agenda Item 5 – BuildUp Campaign Presentation – Isabel Hochhaus with ASU Students**

Commissioner Hochhaus welcomed the ASU students and explained that they will be graduating from the Interior Design Program in ASU's College of Architecture, in May 2016. The ASU team of students created the BuildUp Campaign as their Senior Studio Project by looking at health care design from a different angle. Commissioner Hochhaus said the students began by looking at diversity and how the diversity element can be applied to design. The students have been very successful in social media and already have over 1,000 followers on Instagram in the three months they have been working on the BuildUp Campaign.

ASU Students Chelsea Duran, Nina Knoph, Audris Lim, Annie Rice, Amanda Saractner, and Emily Vester, proceeded to show commissioners a PowerPoint presentation describing the BuildUp Campaign in more detail. The students began by looking at what makes up diversity in a community. People's diverse identities include such factors as gender, race, political beliefs, etc. The team determined that when intolerant behaviors occur, they escalate into worse behaviors and ultimately can result in bullying.

The ASU team then looked at current anti-bullying programs. They discovered most programs targeted the negative behaviors but chose to emphasize positive behavior and acceptance in their program. The BuildUp Campaign's mission statement is to strive to build up respect and acceptance of diversity within communities by informing parents, empowering students, and involving educators. Campaign information targets parents, students and educators with three different packets. The following environments are targeted in each packet, the home environment for parents, social media for students and the school environment for educators. The three packets and website include such resources as posters and ideas to create more positive and transparent common areas, walkways, restrooms and innovative school bus designs. Additional campaign information as well as how to get involved can be found on their website at: <http://www.buildupcampaign.com/>

Commissioner Espinoza asked how long the ASU team had been working on the campaign. They replied, approximately three months. Commissioner Castelli inquired what age group was targeted. The team's original focus was middle school students but after additional research they determined the focus should be more on elementary school students. Commissioner Castelli commented the BuildUp Campaign focused on the victim versus the aggressor. Commissioner Castelli said that alternative children generally have better self confidence, where as the aggressors are more damaged children with lower self confidence.

Commissioner Scherotter asked what will happen to the campaign after graduation. The students said they are currently discussing options but would like to see it continue and asked commissioners for suggestions. Commissioner King suggested considering socio-economic factors as well as researching the Southern Poverty Law Center's teaching tolerance message. Rosa said the Diversity Office could be a liaison to the Tempe school districts and suggested contacting the Anti-Defamation League, the LGBT community and Equality Arizona. Commissioners agreed they were impressed with both the campaign and the presenters.

#### **Agenda Item 6 – Challenge Day Update – Jay Scherotter**

Commissioner Scherotter confirmed that a 15 minute Challenge Day presentation will be given to the Mayor and City Council on April 23, 2015 at 4pm, which will include Tempe Union High School District (TUHSD) Superintendent, Dr. Baca, McClintock Assistant Principal, Molly Sadler, and Marcos de Niza Assistant Principal, Brian Fleming. Commissioner Scherotter suggested beginning with a brief description of Challenge Day, followed by a three minute Challenge Day video and continuing with Dr. Baca's experiences from the district's perspective, Molly's experience from the student's perspective, and ending with Brian's personal reflections. Commissioner Houk asked if future Challenge Day intentions would be included in the Council presentation. Commissioner Scherotter confirmed he would include the commission's desire to host future Challenge Day programs in Tempe. Commissioners agreed with the proposed components of the Challenge Day presentation to the Mayor and Council. All commissioners are invited to attend the Council presentation.

Rosa explained that the Diversity Unity Grants have been providing funds to the community since 1994. Historically the process has involved an RFP operated through Tempe Community Council (TCC) with combined approvals required from the Human Relations Commission and the TCC Board. The process is now different for the first time, in that the funds were used for an innovative program that the commission researched and brought to the school district.

Commissioner Scherotter reported he had received a report from TUHSD Executive Director Community Relations, Jill Hanks regarding the recent TUHSD Principal's meeting. Jill Hanks confirmed that "Tempe Union High School and Compadre Academy would be the priority schools for the 2015-2016 school year. If funding allows, Corona del Sol and Desert Vista would also like to participate. Marcos de Niza and McClintock are now champions of the program and would welcome another visit in the future."

Commissioner Scherotter reported that he and Vice-Chair Commissioner Chiu will be attending a national Challenge Day weekend experience in Concord California in late May using personal funds.. They will report on the experience at the June Human Relations Commission meeting.

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**Agenda Item 7 – Mayors Advocating Marriage Equality Letter – Peter Hodgson**

Commissioner Hodgson reported seeing a press release recently announcing the following; “Mayor Mark Mitchell joins mayors to advocate marriage equality to the U.S. Supreme Court.” Commissioner Hodgson proposed a letter of support from the Human Relations Commission or possibly a card thanking the Mayor for his support of marriage equality, depending on the appropriate process. Commissioner Hodgson said he would like to make sure the Mayor’s support does not go unnoticed especially since it is in line with the work of this commission.

**Motion made by Commissioner Hodgson to have the Human Relations Commission draft a letter of support in thanks to Mayor Mitchell for advocating on the behalf of marriage equality. Second by Commissioner Calender.**

Commissioner Espinoza asked for discussion before taking a vote. Commissioner Houk said he did not have enough information regarding Mayor Mitchell’s views on marriage equality. Commissioner Calender asked for a copy of the press release which Rosa will provide to the commissioners. Commissioner Houk asked for more information on Mayor Mitchell’s views, in addition to the letter, because there are a variety of marriage equality positions such as those that include religious exemptions. Commissioner Houk cautioned the commission to get more information before making a final decision.

Commissioner Hodgson read the following Mayor Mitchell quote included in the press release, in response to the request for more information, “I am proud to join other mayors across the country in appealing to the Supreme Court for equality for every American. When two people are in love, they deserve the freedom to stand up in front of their family, friends and community and take on the rights and responsibilities of marriage.” Commissioner Hodgson further explained Mayor Mitchell had “joined 225 other mayors in signing onto a friend-of-the-court brief urging the U.S. Supreme Court to end marriage discrimination nationwide.”

After further conversation, commissioners requested Rosa to provide additional information on Mayor’s Mitchell’s marriage equality views and agreed to table this motion for the next Human Relations Commission meeting.

**Agenda Item 8 - Diversity Department Update – Rosa Inchausti**

- A. Diversity Dialogue Spring Potluck – Monday, April 20, 6:00 p.m. at the Tempe Public Library in the Lower Level Meeting Rooms A & B**  
Rosa invited commissioners to next week’s potluck at the Tempe Library.
- B. Unity Grant/Challenge Day Presentation to Council by Human Relations Commissioners and Tempe Union High School District Officials, Thursday, April 23, 2015, 4 p.m. in Council Chambers**
- C. Mayor’s Disability Awards – Wednesday, May 6, 3 p.m. at the Tempe History Museum**  
To RSVP for this event, please call 480-350-2770.
- D. City Crime Summary**  
Rosa informed commissioners the completed crime summary sheet was included in the commissioner packets for their review.

**Next HRC Meeting – May 12, 2015**

**Motion made by Commissioner Calender to adjourn the meeting.  
Second by Commissioner Castelli  
Meeting adjourned at 7:00 p.m.**

Prepared by: Dee Hodson

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Director