
**Minutes
Human Relations Commission
February 9, 2016**

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, February 9, 2016, 6:00 p.m., at City Hall, 3rd Floor Conference Room, 31 E. Fifth Street, Tempe, Arizona.

(MEMBERS) Present:

Hannah Aukland
Don Calender
Dino Castelli
Belinda Chiu
Armando Faustini, Jr.
Stefanie Garcia
Chris Houk
Rochelle Johns
Ira King, Jr.
Jeanne Powers

(MEMBERS) Absent:

City Staff Present:

Rosa Inchausti, Diversity Director
Ginny Belousek, Diversity Specialist
Jeffrey Glover, PD Commander

Guests:

Alyssa Hesketh, ASU Student
Jay Scherotter

Chair Chiu called the meeting to order at 6:00 p.m.

Agenda Item 1 – Public Appearances

There were no public appearances.

Agenda Item 2 – Consideration of Minutes: HRC – December 8, 2015 (Motion Required)

MOTION: Commissioner Castelli moved to ACCEPT the minutes of December 8, 2015

SECOND: Commissioner King

DECISION: Minutes unanimously APPROVED

Agenda Item 3 – Welcome New Commissioners

Chair Chiu introduced the new HRC Commissioners and welcomed them to the Commission. Rochelle Johns, Stephanie Garcia and Armando Faustini introduced themselves and shared with the commission what inspired them to apply.

Agenda Item 4 – Drone Impact – Dino Castelli and Commander Jeff Glover

Commissioner Castelli recapped prior HRC discussions on unmanned aircrafts (drones) regarding the impact on the city and what charge the Human Relations Commission may have on this matter. He stated that at the December HRC meeting the commission voted to draft a letter to the Council's Unmanned Aerial Vehicles Subcommittee with the intention of not making any demands, but rather making the subcommittee aware of the HRC's concerns regarding quality of life issues with drones. Commissioners Houk and Castelli drafted the letter, which was read to the commission by Commissioner Castelli.

Commander Jeff Glover reported for the Police Department regarding drone-related calls for service. He stated that there have been only a few calls for service related to drones. Commander Glover spoke with Kevin Renwick from the Homeland Security and relayed that there has been a small issue with ASU students using their model helicopters by the stadium. The students get warnings because this area and events are worked jointly by the FBI and other federal agencies. The FAA governs all rules and regulations for drones. Enforcement-wise, the PD is currently looking at potential situations of voyeurism with camera-mounted drones. They have not had any calls of this type to date. There was one incident where a drone was being flown close to a vehicle and clipped the person by the drone blade as they exited the car. The person was cut by the drone. The drone owner was not found, but an endangerment report was written and filed. Commander Glover reported that the Council subcommittee, headed by Councilmember Navarro, is looking into quality of life issues related to drones. At the meeting last month it was decided that the City Attorney will draft an ordinance that already coincides with the remarks made in the HRC's letter. They are, however, waiting to hear back from other agencies that are also looking at this issue to see what they are doing. They are also looking at how far they can use this ordinance for enforcement purposes.

Commissioner Houk asked Commander Glover if there are any reports of drones being used to target particular minority groups for hate crime? Commander Glover replied no. There have only been two drone-related calls total in the past 18 months.

Chair Belinda Chiu thanked Commander Glover for his report. She then asked the commission for a motion regarding the draft letter to the Council Unmanned Aerial Vehicle Subcommittee.

Motion made by Commissioner Calender to send the letter to the ad-hoc committee chaired by Councilmember Navarro for review.

Seconded by Commissioner Garcia

Motion unanimously approved

Agenda Item 5 – Challenge Day Update – Jay Scherotter

Jay Scherotter said he has three topics to discuss regarding Challenge Day: 1) he would like those who volunteered at Challenge Day to share their experiences, 2) is there interest in continuing the program next year, and 3) discuss a larger Challenge Day community event. Chair Belinda Chiu provided a description of Challenge Day for the benefit of the new commissioners.

Commissioners Castelli, King, Chiu, and Calender shared their positive and moving experiences as volunteers at Challenge Day, and Commissioner Powers shared input from her husband. Rosa Inchausti said she heard a comment from one of the adult volunteers that we now have over 200 adult volunteers who also want to be the change and are looking for the next step.

Jay Scherotter thanked the commissioners for their input and went on to say that the Challenge Day organization looked at Tempe as extraordinarily unique. Rarely do communities bring leaders, council members, city staff, volunteers and school faculty and superintendents together to make Challenge Day happen.

Jay then asked the commission if they are interested in keeping Challenge Day on the table for next year. This would include taking the lead in sustaining the partnership and securing funding. Jay indicated that he would be supportive in assisting, but would not be taking the lead again next year. Commissioner Aukland asked if there is funding from the Police Department for next year. Jay responded that he will be scheduling a meeting with Assistant Police Chief Angel Carbajal in the next month to discuss potential funding.

Commissioner Calendar stated that he would like to know if Challenge Day changed the students' attitudes around school and if it helped with anti-bullying. Rosa shared that the students took a pre-test the morning of Challenge and will be doing a post-test within 5 weeks of completing Challenge Day. We are waiting for the results of the post-survey from the school district.

Rosa said if the commission would like to continue with Challenge Day the Diversity Office will have the conversation with the Police Department regarding future funding.

Motion made by Commissioner Calender to continue with Challenge Day and ask the Police Department for funding.
Seconded by Commissioner Castelli
Motion unanimously approved

Rosa asked the commissioners to consider if they would like to take the lead with Challenge Day for next year, taking over Jay's role. The Diversity Office will help, there is now a model in place, and the schools know what to expect. The lead person for next year will have an easier time than Jay had this year.

Jay then discussed his final agenda item, a larger Challenge Day Community Event. This event would bring all Challenge Day students and volunteers together (approximately 1,000 people) for a half day event in late spring or early fall. Jay shared an outline of a potential agenda for this day. He shared that the school district would take the lead on the event, but was asking the HRC if this is something they would like to pursue. Commissioner Calender asked about the

cost of this event. Jay said he wasn't sure at this point. He is looking to see if there is interest and if there is he will create the next level of design. Chair Chiu said it sounds like there is an interest from the commission in finding out more information.

Agenda Item 6 – Unity Grant Update – Rosa Inchausti

Rosa stated that she wanted to make sure the commissioners all had a copy of the proposed Unity Grant RFP, which was enclosed in the packet. She then updated the new commissioners on the Unity Grant. She stated that Unity Grant funding is \$16,000 yearly that the Mayor and Council awards to schools for diversity-related programming. The HRC Commission has always taken the charge of working with the schools to identify the proposals, and reviews and makes recommendations to Council for funding of the grants. This is the money that initially payed for Challenge Day in 2015. In the past the RFP and grants had been handled by the Tempe Community Council Agency, but that agency is now under the umbrella of the City of Tempe so the grants are now under the HRC and Diversity Office purview. The City's Procurement Office worked with the Diversity Office and HRC to update language with the new change in procedure. Rosa asked the commission to review the updated grant and she will get the RFPs out to the schools for their submissions. One thought is that the schools can set up Challenge Day follow-up clubs or programs with this Unity Grant money.

The Commission gave Rosa direction to move forward with disbursement of the Unity Grant applications.

Agenda Item 7 – Walk for the Homeless

Commissioner Houk stated that at a prior HRC meeting the commission voted to support the I-Help Walk for the Homeless. It is taking place on Saturday, April 9th. There will be a 5K and 1 mile walk/run. The walk funds the only homeless shelter in Tempe, run by the Tempe Community Action Agency. The walk also brings attention to homelessness, which is a large issue in our county. Commissioners are urged to sign up. The cost is \$20 with pre-registration or \$25 the morning of the walk.

Agenda Item 8 – Diversity Department Update

Ginny Belousek reported on the MLK Diversity Awards Dinner that took place on January 16th. There there were over 400 attendees, and it was a very successful event. She asked the Commission for their input on selecting the date for 2017. In the past this event has been a breakfast on the actual MLK Monday holiday and would attract over 500 attendees. Saturday evenings pose the risk of conflicting events, like we saw this year with the Cardinal game. Ginny said the Buttes has tentatively been reserved for Monday, January 16, 2017, pending the HRC's direction. Commissioner Castelli asked how many Councilmembers attended the MLK Dinner this year. Ginny responded that Mayor Mark Mitchell and Councilmember Kolby Granville attended. Councilmember Woods attended the reception but had to leave to be emcee at another MLK event at the Tempe Center for the Arts. The Commission gave direction to pursue the breakfast for 2017.

Ginny reported on the Regional Unity Walk and asked the commission their thoughts on the evening walk. The commission liked the amount of television coverage the walk received, and commented on the beauty of the sunset and lights on the Tempe Town Lake. The commission gave direction to continue the walk as an evening event.

Ginny reported on the Diversity Dialogue program. The Spring Teen Diversity Dialogue program is in its second week with ten participants. There is no adult program this session due to facilitators' unavailability. Commissioner Chiu said this is the first Teen Dialogue that she is not facilitating, but there are 3 wonderful adult volunteers taking the lead. She also commented that there is a great mix of teens from various schools this semester.

Rosa Inchausti reported on the Anti-Discrimination Ordinance. She stated that the city is cleaning up some language in the ordinance. This ordinance was adopted last year, making Tempe one of the few cities to include LGBT, veterans and disabilities in this ordinance. To date there has been only one complaint filed. Rosa asked the commission for their input prior to Wednesday, February 10th so she will be ready for the working group meeting on Thursday, February 11th.

Rosa reported on the City Manager's Equal Pay for Equal Work Working Group. Council members on this working group are Council members Kuby, Arredondo-Savage and Schapira. They have been working for the last few months researching ways to locally make a difference in the gender pay gap. They are close to making a recommendation, and Rosa will share this information with the Commission next month.

Rosa shared that a few months ago the Mayor and Council adopted priorities, which she shared with the commission to keep them apprised of Council direction. The city's goal is to align everything that is done in the organization with the Council's priorities.

Rosa reported on the Diversity Office restructure. The office will change its name and have expanded functions. The new name for the office is the Office of Strategic Management and Diversity. All functions diversity-related will continue, but in addition will have responsibility for strategic management for the organization. The office will be using the council priorities, operationalizing them in the organization, and working with budget to ensure the allocations are available for the resources needed. Commissioner King asked if there would be an increase in staffing. Rosa responded yes, the two staff members from the Tempe Learning Center will be moving into our newly expanded office to assist with Organizational Development. In addition, our support staff position has been increased from part-time to full time. The Commission's next meeting will be **March 8, 2016**.

Meeting adjourned at 7:16 p.m.

Prepared by: Ginny Belousek

Reviewed by: Rosa Inchausti