

---

**Minutes  
Human Relations Commission  
March 8, 2016**

---

**Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, March 8, 2016, 6:00 p.m., at the Tempe Public Library, 2<sup>nd</sup> Floor Board Room, 3500 S. Rural Road, Tempe, Arizona.**

**(MEMBERS) Present:**

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

**(MEMBERS) Absent:**

Hannah Aukland  
Armando Faustini, Jr.

**City Staff Present:**

Rosa Inchausti, Diversity Director  
Ginny Belousek, Diversity Specialist  
Angel Carbajal, Assistant Chief of Police

**Guests:**

none

**5:30 p.m. New Commissioner Orientation**

A new commissioner orientation took place at 5:30 p.m. Commissioners Chiu, Garcia, Johns, King and Castelli were in attendance.

**Call to Order**

Chair Chiu called the meeting to order at 6:10 p.m.

**Agenda Item 1 – Public Appearances**

There were no public appearances.

**Agenda Item 2 – Consideration of Minutes: HRC – February 9, 2016 (Motion Required)**

---

**MOTION: Commissioner Calender moved to ACCEPT the minutes of February 9, 2016**  
**SECOND: Commissioner Castelli**  
**DECISION: Minutes unanimously APPROVED**

**Agenda Item 4 – Community Conversation with Tempe Police Department- Assistant Chief of Police, Angel Carbajal**

Assistant Chief of Police Angel Carbajal informed the commission about an event he is working on to raise trust between the Hispanic community and the police department. It will be called a Community Conversation, hosted by the Tempe Police Department, NLPOA (National Latino Police Officers Association), NOBLE (National Organization of Black Law Enforcement Executives) and the Diversity Office. Other partners will be the Mexican Consulate and Pastor Magdalena Schwartz, who is involved with an alliance of pastors in the East Valley that has relationships with members of the Hispanic community. Chief Carbajal said that he would like support from the HRC, and stated that he has already had a meeting that included Belinda to discuss preliminary planning.

The event will take place on Saturday, May 14<sup>th</sup> from 9 a.m. – 1 p.m. at the Escalante Community Center. The day will begin with a presentation by the Police Department on various issues and to educate the community on their rights. This will be followed by break-out sessions to discuss and strategize on 4-5 different topics, then come back together to create an action plan.

Chair Chiu said that at the heart of this event is to take down barriers between different groups of people. The vision is to get different voices and perspectives and to share and learn about one another. The ultimate goal is to build relationships. Chief Carbajal said he will select Spanish-speaking officers to attend in uniform and communicate/connect with the community.

Commissioner Calendar asked Chief Carbajal what the HRC can do to assist with this event. Chief Carbajal said he would like to bring the HRC in as a partner. He explained that he is trying to connect with the Hispanic community who may be afraid to call the police, or are afraid of being deported – those “living in the shadows” and asked if the HRC members may have connections or resources in the community to assist in getting the word out about the event.

NOBLE and NLPOA would like to hold this type of town hall at all the cities valley-wide, with Tempe being the first. Additionally, the Mexican Consulate’s office would like to get all the valley police chiefs together to discuss ways to improve communication with the Hispanic community, break down barriers and sign a proclamation.

**MOTION: Commissioner Calendar moved to support the Community Conversation at the Escalante Center on May 14, 2016.**  
**SECOND: Commissioner Castelli**  
**DECISION: Unanimously approved**

The commission thanked Chief Carbajal for his presentation.

**Agenda Item 3 – Challenge Day Update/Unity Grants – Ginny Belousek**

Ginny Belousek reported that she and Jay Scherotter met with the high school administrators last week for a Challenge Day recap meeting. All the schools reported being very happy with the Challenge Day experience, and are very excited to begin planning for next year. The schools are aware that the City still needs to secure funding from the police department, and they stated that if funding is available they would like Challenge Day to take place in the fall of 2016 if dates are available. Jay and Ginny have a meeting scheduled for March 14<sup>th</sup> with the police department to discuss funding, and if funding is confirmed Jay will call Challenge Day to schedule the dates.

At the recap meeting many of the schools reported that they have already created a "Be the Change" club and are actively keeping Challenge Day alive throughout the year. The schools did offer some suggestions for future Challenge Days, such as having a "floating" counselor available, and more extensive training for the adult volunteers. They would also like to offer a Challenge Day for their teachers and staff and are looking into ways they could fund this.

The TUHSD had a videographer at the Challenge Days and they created a 4-minute video that will be shown to the high school governing board in April. The school district has given the City permission to use this video at the meeting with the police department and also at the City Council presentation. Ginny reported that the presentation to the City Council has been scheduled for Thursday, May 5<sup>th</sup>, at 4 p.m. and invited the commissioners to attend the meeting. Belinda will represent the HRC at the presentation.

Ginny then reported on the Unity Grants. The applications were distributed to all the high schools at the Challenge Day recap meeting. The schools plan to submit applications to help fund their "Be the Change" clubs and other Challenge Day follow-up activities. The deadline for submissions is April 8<sup>th</sup>. The subcommittee reviewing the Unity Grant applications will consist of two members of the HRC, two members from the GSA, and two members from the TCC Board. Ginny will e-mail the updated Unity Grant applications to the commissioners and ask for interested commissioners to let her know if they would like to participate in the subcommittee.

#### **Agenda Item 5 – Diversity Office Update**

Rosa reported that on Monday, March 14<sup>th</sup>, from 4-5:30 p.m. a meeting will be held at the Tempe History Museum on Equal Pay for Equal Work. This is one of the Council Working Groups looking at how the City can do its part to narrow the gender pay gap. The pay gap is 70 cents to the dollar that women get paid in comparison to men for the same work. A draft proposal and ordinance, along with available training and education will be shared at this meeting. All feedback from this meeting will be shared with the Council Working Group. Rosa gave the commission an overview of the Equal Pay proposal.

Rosa reported on the East Valley Hispanic Chamber of Commerce STEM program and said the EVHCC would like to attend an HRC meeting to present their program. The HRC agreed to have them attend the April meeting.

Ginny handed out invitations to the Mayor's Disability Awards and encouraged the commissioners to attend.

**Agenda Item 6 – Announcement of Next Meeting**

The next meeting of the Human Relations Commission will be April 12, 2016.

**Meeting adjourned at 6:55 p.m.**

\_\_\_\_\_  
Prepared by: Ginny Belousek

\_\_\_\_\_  
Reviewed by: Rosa Inchausti