
Minutes Human Relations Commission August 9, 2016

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

(MEMBERS) Present:

Don Calender
Dino Castelli
Belinda Chiu
Ira King, Jr.
Armando Faustini, Jr.
Chris Houk
Jeanne Powers

(MEMBERS) Absent:

Hannah Auckland
Rochelle Johns
Stefanie Garcia

City Staff Present:

Rosa Inchausti, Strategic Management and Diversity Director
Ginny Belousek, Diversity Specialist
Megan Hutchison, Diversity Executive Assistant
Sylvia Moir, Police Chief
Angel Carbajal Jr., Assistant Police Chief

Call to Order

Vice Chair Powers called the meeting to order at 6:03 p.m.

Agenda Item 1 – Public Appearances

There were no public appearances.

Agenda Item 2 – Consideration of Minutes: HRC – May 10, 2016 (Motion Required)

MOTION: Commissioner Calender moved to ACCEPT the minutes of May 10, 2016

SECOND: Commissioner Castelli

DECISION: Minutes unanimously APPROVED

Agenda Item 3 – Police Department Update

Rosa Inchausti introduced the new Tempe Police Chief, Sylvia Moir, and Assistant Police Chief Angel Carbajal Jr.

Chief Moir spoke to the commission on her decision to relocate to Tempe from El Cerrito, California, and to her 28 years of experience in law enforcement.

Chief Moir then gave an update on the recent organizational changes in the Police Department. PD is aligning their Special units together under one commander versus by area, north, south, etc. A Special Events unit has also been created which will now contain a Threat Mitigation unit.

Chief Moir touched on several hot topics currently in the community. Crime is up regarding robberies with force and the PD is examining what they are going to do to combat the rise. They are also working with ASU regarding the 12,000 incoming Freshman. The Citizen Review Board process is being examined and the diversity of the applicants needs to be expanded upon.

Chief Moir discussed the Police Department's short-term plan and their 20-year plan for the next generation. They are concentrating on five key initiatives: Crime & fear of crime, Traffic & multi-modal safety, Strategic criminal analysis, Community & regional engagement, and finally Employee development, support, & resilience. PD is also looking to give more permission to the officers to de-escalate and walk away from a situation.

Chief Moir opened the floor for questions from the committee.

Commissioner Houk inquired about body cameras and if they were no longer a pilot program.

Chief Moir responded that the cameras are no longer in the pilot phase and have been distributed to half of the police force so far. It is currently in the policy that the camera is to be turned on at the beginning of an external event as soon as it is practical. PD is going through scenarios to work on changing the muscle memory so turning on the camera becomes second nature. ASU recently conducted a survey on the body cameras and people do want the cameras. However, there is the concern about the cameras being on when dealing with people in crisis. Chief Moir also mentioned that the entire PD Executive Team recently went to a presentation on video evidence that raised some concerns. The presentation showed how flawed video can be and how evidence you receive from cameras should not be inherently trusted. Despite the flaws, the cameras are still a necessary tool that helps to increase trust and openness with the public.

Commissioner King commented that he was pleased to hear that the cameras would not always be turned on for not only privacy sake, but battery life. Camera activation during a police contact is assumed. He further asked about the quality of the cameras that the police department is using. Assistant Chief Carbajal responded that the Police Department is currently using a camera that ranks 10 out of 10 in terms of the industry.

Ginny Belousek reported that she reached out to the Chinese student who was assaulted on the light rail. The victim was happy to have been contacted and is looking for continued counseling.

Ginny then asked Chief Moir and Assistant Chief Carbajal if the assault was considered a hate crime.

Chief Moir responded that the suspect had been convicted and that it was not prosecuted as a hate crime due to the mental health issues of the suspect. The suspect was paranoid and thought that the victims were speaking about her in Mandarin.

Chief Moir mentioned that they want to increase the Diversity in the Police Department. One way is to hire more officers and volunteers with different backgrounds and/or languages.

Assistant Chief Carbajal mentioned the Community Conversations program. This program helps to reach out to the Hispanic community and those most affected by SB1070. The PD works with leaders of small churches and goes to the Mexican Consulate once a month. The program started off slowly but as time has passed people are becoming more engaged.

Commissioner Chiu thanked Chief Moir and Assistant Chief Carbajal for their updates.

Agenda Item 4 – MLK Committee

Ginny Belousek discussed the upcoming MLK breakfast event at the Marriot Buttes in Tempe. A request for volunteers for the committee went out to the commission and it was noted that the committee can meet via email if necessary.

Commissioners Chiu, Faustino, and Powers all volunteered for the committee.

Agenda Item 5 – Challenge Day

Belinda Chiu commented that there are seven schools participating in Challenge Day this year and each will need volunteers.

Ginny Belousek reported that a survey had been created, through Survey Monkey, and sent out to past volunteers. It was also noted that before the request goes out to new volunteers it will be offered to the Human Relations Commission first and then the need will be assessed. The schools also expressed a desire to fill the volunteer spots with teachers, counselors, and school staff before the invites go out to the public. The dates of the Challenge Days were discussed amongst the commission members and they will be updated on the progress.

Agenda Item 6 – Diversity Dialogues & Community Conversations

Commissioner Chiu reminded the commission that the Conversations on Community Policing will be held on August 10th at 10:00am.

Ginny Belousek gave an update on the Diversity Dialogues which will take place from September 12th thru October 24th. This session will focus on community policing with Chief Moir attending one evening of the dialogue.

Agenda Item 7 – Regional HRC Meeting

Ginny Belousek informed the commission of the upcoming Regional HRC Meeting, hosted by the City of Chandler. The event will take place on September 21st and is a great opportunity to share resources amongst the different cities. The commission will rsvp to Ginny.

Commission Chiu thanked Ginny for the update.

Agenda Item 8 – HRC Strategic Plan Follow Up

Commissioner Chiu reminded the commission that it had been three months since the initial planning session. The commission discussed what the next steps should be in the process.

Rosa Inchausti recommended that the commission process the packet of information provided to them from Aaron Peterson and Wydale Holmes based on the initial strategic planning meeting. Rosa also recommended a separate 3-hour session for the follow up meeting. The commission discussed and agreed. An email stream will go out with possible dates for the follow up meeting.

Agenda Item 9 – Announcement of Next Meeting

Commissioner Chiu announced that the next meeting will be led by Vice Chair Jeanne Powers and will be on September 13, 2016.

**Motion made by Commissioner Calender to adjourn the meeting
Second by Commissioner Castelli
Meeting adjourned at 7:29p.m.**

Prepared by: Megan Hutchison

Reviewed by: Ginny Belousek