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**Minutes  
Human Relations Commission  
December 13, 2016**

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**Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, December 13, 2016, 6:00 p.m., at the City Hall, 3<sup>rd</sup> Floor Conference Room, 31 E. Fifth Street, Tempe, Arizona.**

**(MEMBERS) Present:**

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

**(MEMBERS) Absent:**

**City Staff Present:**

Ginny Belousek, Diversity Manager  
Megan Hutchison, Diversity Executive Assistant  
Angel Carbajal, Jr., Assistant Police Chief  
Maja Aurora, Arts Coordinator

**Call to Order**

Chair Chiu called the meeting to order at 6:08 p.m.

**Agenda Item 1 – Public Appearances**

There were no public appearances.

**Agenda Item 2 – Consideration of Minutes: HRC – October 11, 2016 Minutes and November 22, 2016 Minutes (Motion Required)**

**MOTION: Commissioner Calender moved to ACCEPT the minutes of October 11, 2016**

Commissioner Castelli voiced his concern on the wording of the minutes of October 11<sup>th</sup>, page 3, paragraph 9 regarding the qualifications needed to participate in Challenge Day. The minutes read, "Commissioner Castelli commented on the qualifications needed to participate in Challenge Day." Commissioner Castelli felt that the verbiage did not communicate what he was really trying to say. He would like the minutes to be amended to say, "Commissioner Castelli inquired on the qualifications needed to participate in Challenge Day."

Commissioner Hermanns pointed out a typo on Page 3, paragraph 2 regarding the topic of SRO's. The minutes read, "Commissioner Hermanns asked if the dialogue group discussed the topic of SRO's, School Resource Officers, and their training unique?" The minutes should read, "Commissioner Hermanns asked if the dialogue group discussed the topic of SRO's, School Resource Officers, and is their training unique?"

**SECOND: Commissioner Hermanns**  
**DECISION: Minutes unanimously APPROVED**

**MOTION: Commissioner Calender moved to ACCEPT the minutes of November 22, 2016**  
**SECOND: Commissioner Faustini**  
**DECISION: Minutes unanimously APPROVED**

### **Agenda Item 3 – Police Department Update – Assistant Chief Angel Carbajal**

Assistant Chief Angel Carbajal updated the commission on the role of SRO's. The process to become an SRO is very selective and each candidate must first work a specified amount of time as an officer. In addition, each SRO receives an additional two weeks of training, one at the state level and one with the City of Tempe. Assistant Chief Carbajal opened the floor to the commission for any questions or special concerns.

Commissioner King inquired about the school's involvement in communicating to the students the roles of civilian and officer when contact is made to help lessen the fear and lack of trust from the students.

Assistant Chief Angel Carbajal responded that the students have built an almost family like relationship with their SRO's through the daily face to face interaction in not only the classrooms but at all school events as well. Since the SRO's are assigned to the Detective Bureau, which falls under his supervision, if any issues were to arise he himself would be in direct communication with the schools.

Commissioner Hermanns commented on the most recent Challenge Days and how involved the SRO's were in the event. He then inquired as to the recent movement of schools from a zero tolerance approach to a restorative justice approach with students and whether the SRO's were trained in that method.

Assistant Chief Carbajal responded that type of training is on the horizon. He then gave an example of an already established approach that is being used for young men of color, My Brother's Keeper. Tempe is currently one of only three cities in Arizona involved with this

program. Misdemeanor crimes are being looked at through the My Brother's Keeper program and Tempe's Care 7 has also aligned with the schools for mandatory counseling.

Commissioner Hermanns provided an example of a situation where a school Vice Principal wanted to use restorative justice on a student caught in possession of a controlled substance and the SRO would not allow that to happen and instead the student was charged with a misdemeanor. Carl then inquired if there was a way to grow the restorative justice approach within the schools and offer training to the SRO's.

Assistant Chief Carbajal responded that a school official cannot determine legal actions, that is the SRO's decision.

Commissioner Houk inquired as to whether the SRO's have permission to just give warnings.

Assistant Chief Carbajal responded that the current SRO mindset is that once a crime is committed, it triggers a specific response. He agreed that it should instead be based on a case by case basis and that approach is being worked towards. Again, My Brother's Keeper is a great example of moving towards a more restorative justice approach that is currently being expanded to include all youth.

Chair Chiu thanked Assistant Chief Carbajal and commented that the commission would be interested in hearing more if changes were to arise.

Assistant Chief Carbajal updated the commission regarding the City's relationship with both the Muslim and Sikh communities. Currently the City has a great relationship with the Muslim community. Assistant Chief Carbajal is currently a member of the Muslim Police Advisory Committee and attends meetings and events. Tempe Police Department has taken a more proactive approach when it comes to the security of Tempe Mosques. For example, PD will reach out to the Mosques to offer support after any nationwide event involving hate crimes against Muslims.

Ginny Belousek inquired about the current hate crimes of Muslims within Tempe and whether we as a community are mirroring what is going on nationally.

Assistant Chief Carbajal responded that there has been no recent increase of hate crimes against Muslims within Tempe. There was only one hate crime in 2016 and that incident was not directed towards a particular group. PD is currently looking to groups to help them get the word out on reporting all hate crimes. There is a worry that individuals are reluctant to come forward and file a police report.

Assistant Chief Carbajal then gave an update regarding the relationship the City has with the Sikh community. Currently Tempe has a small number of Sikh groups, with very little interaction with the City. If PD was made aware of an event the Sikh community had, they would be interested in attending.

Chair Chiu again thanked Assistant Chief Carbajal.

#### **Agenda Item 4 – Public Art Process Discussion – Maja Aurora**

Maja Aurora introduced herself to the commission. She currently oversees the public art program for the City of Tempe. She explained the public art process to the commission and said that the funding for public art comes from one of two places, CIP's, or the Municipal Art Fund. She stated that commissions are not allowed to raise funds unless they were paired with a non-profit organization. Maja then explained why CIP's would not be a feasible route for the commission to pursue a Diversity monument. CIP's, which are funds provided by bonds, are for specific streets projects where 1% of the total goes towards art. Only the people affected by the project, or those with a connection to what is being updated, will become part of the art selection process.

Chair Chiu inquired as to the possible cost of a monument, should the commission wish to pursue one.

Maja Aurora responded that the cost can range widely but that the most recent monument that the City completed was the Tempe Public Safety memorial and the cost for that was \$350,000.

Commissioner Hermanns inquired if the City currently has an arrangement with developers where they must contribute a percentage towards art.

Maja Aurora responded, yes, since 1991 that policy states that if a developer builds a structure that will be 50,000 square feet or larger, excluding residential or condominiums, \$0.44 per square foot must be spent on art for the property. If desired, the developer can choose not to place art on their property and instead give the money to the City. Currently Tempe is the only city where this applies to the entire city and not just specific areas.

Commissioner Castelli inquired as to if the commission should approach the Council or possibly the Arts Commission regarding a Diversity Monument.

Maja Aurora responded that the Council and the Arts Commission could be possibilities. The Council does not dictate the budget but there may be other funds available. Also, the Arts Commission does not have the ability to make budget decisions, that aspect is handled by staff. The commission does have the option of getting involved in a project that is currently under way in their respective areas.

Commissioner Castelli inquired about integrated and freestanding art and if that would be a viable option.

Maja Aurora responded yes and she also recommended that the HRC might want to consider starting with a temporary piece. This consists of art that is up no more than a year and is located in vacant spaces and areas throughout the city, influx spaces. They will be looking for new spaces in the spring and it would be a great place for the HRC to start. Also, the cost is relatively low, \$4,000, site specific.

Commissioner Hermanns commented that the use of revolving art would be a more effective tool as it changes frequently and would keep the commissions message at the forefront. Carl also inquired as to the possibility of doing a three-month rotation on the temporary art pieces instead of a year.

Maja Aurora responded with a brief description of the process for influx art. The city works with partners to put the word out on upcoming opportunities. A selection panel is then created based on the site and what is needed. Artists will then submit their qualifications for review and selection. Since there is a limited budget, the art would need to stay in place for no less than one year. Maja commented that the commission could recommend a location for a temporary piece and then become part of the selection panel. A great place to start would be [influxaz.com](http://influxaz.com). The commission can look at the projects done over the years to get an idea on what to expect.

Commissioner Castelli asked why we do a request for qualifications and not proposals from artists. Maja Aurora responded that a RFQ, Request for Quote, goes out that describes the theme and budget for the project. Artists will then submit their qualifications which will include five to ten images of their work. Once an artist is selected, the design will then be created based on what the community desires. Proposals are rarely requested because of the amount of effort and time an artist would have to invest in just the initial phase of the selection process.

Commissioner Houk asked if Maja was aware of any existing art pieces within the City that celebrates Diversity. He also inquired regarding the next steps for the commission in requisitioning a statue.

Maja Aurora responded that since each art piece celebrates the area for which it was designed, in a way they all celebrate and represent Tempe's Diversity. As far as the next steps for the commission, she would recommend they defer to a liaison and approach the Council. Another option would be to reach out to Tempe Leadership for any partnership possibility.

Chair Chiu commented that the commission's long-term goal should be to lobby the council for a champion and the short term goal could be to utilize the influx art option.

Chair Chiu thanked Maja Aurora.

#### **Agenda Item 5 – Anti-hate Council Resolution Update – Ginny Belousek**

Ginny Belousek gave an update on the Anti-hate resolution. A memo from the HRC was sent to City Council asking them to consider adopting the Anti-hate resolution. Ginny learned from the Chief of Staff that non-binding resolutions, such as this, are not typically done. That said, the Council saw your memo and know of the HRC's concerns. Additionally, the HRC Annual Report, which is read by all Council, lists the goal of creating outreach and communication with the Muslim community. Ginny said that as Assistant Chief Carbajal reported, Tempe is not seeing any increase in Muslim related hate crimes. Should circumstances change, we can always re-address the resolution.

Chair Chiu commented that the resolution was done in the spirit of being proactive and the commission just wanted to communicate that to the Council.

Commissioner Hermanns remarked that most hate crimes do not get reported. He then inquired with the commission on how to be more proactive and how to get the message out to people so they will start reporting.

Ginny Belousek recommended a possible public relations campaign in lieu of a resolution. She will speak with the City's PIO, Public Information Officer, on working with the commission on a speak up campaign.

**Motion made by Commissioner Calender to further investigate a public relations campaign  
Second by Commissioner Hermanns**

Commissioner King remarked about the earlier comments on Tempe not having any problems with hate crimes. There are active hate groups in Arizona and we do have a problem. Tempe may not be seeing these hate crimes right now, but eventually we will. The commission not taking a position does not make sense. He then inquired if the City Council has a passion for equality.

Ginny Belousek responded yes, our Council is passionate about inclusion and equality. Prior to Council receiving the resolution, the mayor had written a letter which was sent out as a press release proclaiming Tempe's commitment to, and pride for our culture of inclusion. Recently Tempe High School students marched to City Hall, and upon learning this was to happen, Council Member Kuby also wrote a letter. Both letters were distributed to the students upon their arrival at City Hall. Ginny will forward the letters to the commission for review.

The commission voted unanimously to have Ginny Belousek investigate a public relations campaign to encourage people to report hate crimes and hate related speech.

**Agenda Item 6 – Boards & Commissions Annual Report for the HRC – Ginny Belousek (Motion Required)**

Ginny Belousek recapped to the commission the timeline on the Boards & Commissions Annual Report. A rough draft was compiled and presented to the commission during the October meeting where the commission recommended changes. The meeting in November was cancelled due to the Presidential Election and the report was submitted to the Clerk's office with the recommended changes from October. Ginny reminded the commission that the report can still be modified if there was a desire to make additional changes.

**Motion made by Commissioner Auckland to accept the report as prepared  
Second by Commissioner Calendar**

**Agenda Item 7 – Strategic Plan Update – Ginny Belousek**

Ginny Belousek commented that she spoke with the Wydale Holmes regarding the commission's strategic plan. It was recommended that the commission focus on the action items located in the strategic plan and assign duties to each commissioner. Ginny reminded the commission that there will be three new members in January and asked if the commission would like to table the Strategic Plan until then.

**Motion made by Commissioner Calender to table Strategic Plan until January  
Second by Commissioner Faustino**

Ginny Belousek then announced the names of the three new commissioners, David Kader, Tesi Seden, & BJ Ayers.

**Agenda Item 8 – Diversity Office Update – Ginny Belousek**

Ginny Belousek announced that the MLK nominations are now closed and there was a total of 14 applications submitted. Ginny then reached out to the commission for volunteers in selecting the winners. They would need to meet with in the next week so the winners can be notified and press releases done.

Commissioners Faustino, Garcia, King, and Houk all volunteered.

Ginny Belousek then gave an update on Challenge Day letting the commission know that recently all 200 volunteers were invited to a recap meeting.

Chair Chiu inquired about the next steps to continue the movement from Challenge Day. Belinda mentioned a mentorship program could be initiated.

Ginny Belousek commented that she will be meeting with the Vice Principal of Corona this coming Thursday to discuss their concerns over their lack of resources to handle the issues that arise once the Challenge Day facilitators and volunteers leave.

Commissioner Castelli remarked that the school should help create the same environment that the Challenge Day facilitators produce while they are there. He also commented that the bell ringing was quite disruptive to the process and that should be addressed before the next Challenge Day sessions. Ginny Belousek commented that the facilitators of Challenge Day do address the bells with the schools and it seems that was overlooked this year.

Commissioner Faustino inquired as to what the issues were at Corona and if they were overwhelmed. Ginny Belousek responded that the school received quite a lot of names of students that had been flagged for follow up by the volunteers and facilitators.

Commissioner Auckland remarked that there are RICO funds available to the schools to help mitigate that issue. She also mentioned the use of Tempe's Care 7 as a possible resource.

Commissioner Calender commented that the school should look at those who are making the recommendations for follow up and whether they are based on emotions or situations. Also, the

school districts should consider looking in to the reallocation of people to help assist with the after Challenge Day. The HRC can also be used as a resource if needed.

Commissioner Hermanns discussed how this issue would tie in to restorative justice and that Challenge Day could be utilized as a lever. The problems they are experiencing need to be dealt with now and it would benefit the schools to have someone on site available to work with the teachers. Ginny Belousek stated that she would discuss the HRC concerns in her Thursday meeting.

Ginny Belousek commented on the progress of the Equal Pay for Equal Work Initiative. Commissioners Johns and Houk are facilitators for the negotiation training. The first negotiation class occurred December 7<sup>th</sup> and it was a big success. We are currently looking for twenty business to join the beta group to become an Equal Pay Business Partner and test the tool and give feedback. So far there are two businesses that have signed on and Ginny will be reaching out to the community for more businesses.

Commissioner Castelli volunteered his business to be a part of the beta group.

#### **Agenda Item 9 – Nominations for Chair and Vice Chair – Belinda Chiu**

Chair Chiu opened the floor for the nominations for Vice Chair.

Commissioner Faustino nominated himself.

Chair Chiu called out for other nominations, three times.

#### **Motion made by Commissioner Powers to approve Commissioner Faustino as Vice Chair**

#### **Voted Unanimous**

Chair Chiu opened the floor for nominations for Chair.

Commissioner King nominated Commissioner Houk

Commissioner Houk declined

Commissioner King nominated Commissioner Castelli

Commissioner Castelli declined

Commissioner Garcia nominated Commissioner Hermanns

Second by Commissioner King

Commissioner Hermanns accepted the nomination

Chair Chiu called out for other nominations, three times



**Voted Unanimous**

**Agenda Item 10 – Acknowledge Outgoing Commissioners – Ginny Belousek**

Ginny Belousek handed out engraved pens to the three commissioners, Calender, Auckland, and Chiu, who will be departing the commission as of December 31, 2016. The remaining commissioners thanked all the outgoing commissioners for their support through the years and the applause was abundant.

Commissioner Chiu announced that the next meeting will be on January 10, 2017.

**Motion made by Commissioner Calender to adjourn the meeting**  
**Second by Commissioner Castelli**  
**Meeting adjourned at 8:08p.m.**

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Prepared by: Megan Hutchison

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Reviewed by: Ginny Belousek