

Minutes Human Relations Commission May 9, 2017

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, May 9, 2017, 6:00 p.m., at the City Hall, 3rd Floor Conference Room, 31 E. Fifth Street, Tempe, Arizona.

(MEMBERS) Present:

Rochelle Johns
Amanda Lee Faustini
Carl Hermanns
Ira King, Jr.
Jeanne Powers
David Kader
Dino Castelli

(MEMBERS) Absent:

Chris Houk
B.J. Ayers
Stefanie Garcia

City Staff Present:

Ginny Belousek, Diversity Manager
Megan Hutchison, Diversity Executive Assistant

Guests

Sarah Toler, Marcos de Niza High School, Assistant Principal
Molly Saddler, McClintock High School, Assistant Principal
Dana Lineberger, Compadre High School, Assistant Principal

Call to Order

Chair Hermanns called the meeting to order at 6:06 p.m.

Agenda Item 1 – Public Appearances

There were no public appearances.

At the request of Chair Hermanns, the agenda items were taken out of order.

Agenda Item 3 – Unity Grants

Chair Hermanns welcomed the three school administrators to the meeting.

Ginny Belousek gave a brief history on the Unity Grants. Five schools were awarded grant money last year, and as part of the grant process each school is to report back to the HRC and detail how the funds were spent. Ginny then let the commission know that due to conflicts with school event schedules, two of the five schools were unable to attend the meeting to present. They did, however, submit their paperwork stating how they spent the funds. Ginny also informed the commission that most of the schools awarded the grant used the funds to support the Challenge Day program.

Sarah Toler, Marcos de Niza High School Assistant Principal, introduced herself to the commission. She then gave a presentation on how Marcos de Niza spent the Unity Grant

money they received last year. Chair Hermanns inquired as to what extent they had seen the relationships maintained after the Challenge Day event last year. Ms. Toler responded that the benefits of Challenge Day have been seen throughout the year, including the sustainment of the relationships built that day. She also mentioned that the event reminded many of the teachers and administrators why they became educators in the first place. She also commented on how powerful it was to see high level city employees fully participating in all aspects of the day, including the cross the line activity.

Molly Saddler, McClintock High School Assistant Principal, introduced herself and gave a presentation on how McClintock spent the Unity Grant money they received last year. Commissioner Kader inquired regarding the participation of disabled students in Challenge Day. Ms. Saddler responded that they did have one female student in a wheelchair who was able to participate fully in Challenge Day. Commissioner King inquired regarding Challenge Day's message and how that would impact the schools when hiring staff. Ms. Saddler responded that there has been no impact from Challenge Day when hiring. The school has already been hiring individuals who are involved and embody the values of Challenge Day. However, they have seen more of an impact on current teachers who have been struggling. She also mentioned the impact Challenge Day has on letting the students know that the volunteers, which consist of teachers and community members, care about them.

Dana Lineberger, Compadre High School Assistant Principal, introduced herself and gave a presentation on how Compadre spent the Unity Grant money they received last year. Ms. Lineberger gave the commission a hand-out highlighting Compadre's implementation of PBIS, Positive Behavior Intervention Supports. Chair Hermanns mentioned that PBIS has a history of showing lower referrals but not disproportionately. He then inquired if the school was tracking proportionality or disproportionality in the reduction of referrals and disciplinary actions. Ms. Lineberger responded that she would have to look in to that but mentioned that disproportionality would likely not be a factor at Compadre due to the student body ethnicity. Dana also mentioned how important it is for the success of Challenge Day to have the community involved and to have the partnership between the City of Tempe and the school faculty.

Commissioner Kader inquired about the Unity Grant budget, how many grants are given out annually, and if more money could be requested from the Council. Ginny Belousek responded that the current budget is \$16,000 annually with a maximum of \$4,000 for the schools that are selected. There is also money in a TCC account from unused past Unity Grant funding that we are able to use to supplement the \$16,000. Last year five schools were awarded \$3,500 each. A supplemental would have to be done to request more money and those have already been submitted and approved for the upcoming fiscal year, 2017-2018. Ginny then mentioned that the Council has supported the Unity Grant funding for the past fifteen years, even through a recession.

The commission thanked the school administrators for the update.

Ginny Belousek gave an update on the 2017/18 Unity Grant process. Ginny explained that before she could distribute the Unity Grant applications to the schools she needed to meet with the Police Chief to determine if PD would be funding Challenge Day for the 2017/18 school year. If PD was not able to fund Challenge Day, then the HRC could advise Ginny to use the Unity Grant money to partially fund Challenge Day. Ginny met with Chief Moir and the assistant chiefs, and learned that there was a change to how RICO grants could be spent at the state level, and the Police Department would only be able to contribute \$15,000 towards Challenge Day next year. Ginny then proposed to the commission that the \$16,000 Unity Grant funding for

FY 2016/17 be used to fund Challenge Day, along with the Police Department's \$15,000 contribution.

Ginny then gave a brief history of the Unity Grant money, stating that the Tempe Community Council (TCC) formerly housed and dispersed the Unity Grant money. Their accounts had the capability of "rolling over" every year if the funds were not all used. There is currently \$42,950 in unused Unity Grant money in the TCC account, which can be used this year for the school's grant applications. Historically the HRC has been part of the Unity Grant review panel, which consists of one member from HRC, one member from the Gay/Straight Alliance, and one member from the Tempe Community Council Board. Ginny asked for a volunteer from the HRC. Commissions Faustini and Powers volunteered.

MOTION: Commissioner Kader made a motion to allow the \$16,000 Unity Grant expenditure to be used for Challenge Day

SECOND: Commissioner King

Chair Hermanns asked the commission if they had any concerns before deciding. The commission had no concerns.

DECISION: Unanimous

Ginny Belousek will move forward with funding Challenge Day and will share the dates of the upcoming events with the commission.

Agenda Item 2 – Consideration of Minutes: HRC – April 4, 2017 Minutes (Motion Required)

Commissioner Kader inquired on the accuracy of a sentence in the minutes, Page 2 & Paragraph 1. The minutes read, "Bill Clinton, George W. Bush, and the full Senate have voted favorably for the convention, though it has not yet been accepted." He referenced his research on CEDAW, and noted that the full Senate has never voted favorably for the convention. He stated that he didn't know if this was an error in minute taking or if the guest presenter, Diane Post, did indeed make that comment. He is not requesting the minutes be changed, just that the discrepancy of the statement be noted. The commission agreed the change in minutes was not necessary.

Commissioner Castelli voiced his concern on missing content from the minutes. He pointed out that during Assistant Chief Angel Carbajal's PD Update agenda item, he had requested that Assistant Chief Carbajal give an update to the commission regarding content discussed at a recent Muslim Advisory Committee Meeting. The update was regarding fair and equal policing and the modifications to police uniforms regarding headgear. It was requested that the audio tape from last month's meeting be listened to and those comments be added to the minutes.

MOTION: Commissioner Castelli moved to ACCEPT the minutes with Amendments

SECOND: Commissioner Faustini

DECISION: Minutes unanimously APPROVED with Amendments

Agenda Item 4 – CEDAW Update

Commissioner Kader gave an update to the commission on his research of CEDAW. Per several publications, the convention is known as the International Bill of Rights for Women. Twenty states have adopted it to domestic law and in 1981 it became UN law. To date, 189 countries have adopted the resolution with many of them doing so with reservations. This is not self-executing and nothing happens until laws are passed that will implement the principles of the convention. The adoption of the resolution needs to be followed up in three ways: ordinances/relative laws/statutes, analysis of community & treatment of women, and finally the

establishment of an oversight body to monitor. Very few cities have passed the resolution. Commissioner Kader reached out to Diane Post for further information regarding the City of Tempe's need to adopt the resolution, especially since the city already embodies the CEDAW principles. Diane Post responded that Tempe may not need the resolution since the city is so far ahead. However, elections happen and City Council changes. The resolution would offer Tempe a more stable and permanent standard that would be used by future City Councils. Commissioner Kader pointed out to the commission that the City Council could just as easily abandon the CEDAW resolution. Adopting the resolution would be a symbolic gesture for the city. The commission discussed whether to move forward with a recommendation to the City Council. The commission decided not to move forward with the CEDAW convention recommendation since the City of Tempe already does many things that embody the CEDAW principles. Chair Hermanns thanked Commissioner Kader for his research efforts.

Agenda Item 5 – PR Campaign

Chair Hermanns gave the commission a handout containing all the verbiage from the three Portland signs that were used as examples for the PR Campaign Initiative. The commission discussed the verbiage on the three samples and decided on using most of the wording from the third sample. The poster will read, "Tempe Welcomes: ALL races, ALL religions, ALL countries of origin, ALL sexual orientations, ALL genders. We Stand with you".

MOTION: Commissioner Castelli made a motion to approve the poster verbiage

SECOND: Commissioner Faustini

DECISION: Unanimous

Ginny Belousek will send the poster verbiage to the city's graphic designer. She will bring the sample to the next commission meeting.

Agenda Item 6 – Announcement of Next Meeting – Ramadan Dinner, date and location are TBD

Ginny Belousek informed the commission that Mohammed Zubair, former HRC Commissioner, reached out to invite the HRC and their families to a Ramadan dinner in June. Unfortunately, the Library room that was used for last year's event is not available on the HRC's next meeting date, June 13th. The room is available on Monday, June 19th, and the event time would be 5:00pm – 7:00pm. Ginny asked the commission if they would be willing to move their regularly scheduled meeting from June 13th to June 19th so they can attend the Ramadan Dinner. The commission agreed unanimously in favor of moving the meeting to June 19th at 5:00pm.

Ginny Belousek invited the commission to the upcoming HA.P.I graduation this Friday, 5/14. She then handed out invitations to the event.

Ginny Belousek requested volunteers for the MLK subcommittee for next year's awards. In a few months, the subcommittee will start working on acquiring nominations and attaining a speaker for the event. Commissioners Powers, Johns, and Castelli volunteered.

Motion made by Commissioner Castelli to adjourn the meeting

Second by Commissioner Faustini

Meeting adjourned at 7:33 pm

Prepared by: Megan Hutchison

Reviewed by: Ginny Belousek