

## Minutes Human Relations Commission August 8, 2017

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, August 8, 2017, 6:00 p.m., at the City Hall, 3<sup>rd</sup> 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  
Chris Houk  
B. J. Ayers  
Stefanie Garcia  
Beth Dietz

**(MEMBERS) Absent:**

**City Staff Present:**

Ginny Belousek, Diversity Manager  
Megan Hutchison, Diversity Executive Assistant  
Elizabeth Higgins, City of Tempe Chief of Staff

**Call to Order**

Chair Hermanns called the meeting to order at 6:01 p.m.

**Agenda Item 1 – Public Appearances**

There were no public appearances.

**Agenda Item 2 – Consideration of Minutes: HRC – June 19, 2017 Minutes (Motion Required)**

**MOTION: Commissioner Powers moved to ACCEPT the minutes**

**SECOND: Commissioner King**

**DECISION: Minutes unanimously APPROVED**

**Agenda Item 3 – City’s Naming Policy Update**

Chair Hermanns welcomed Elizabeth Higgins to the meeting. Elizabeth Higgins updated the commission on the City’s new naming policy. The changes have not yet taken effect since they still need to go to Council for approval. She then referenced the provided handout and began to go over the areas marked in red, which indicate a change in the policy. Commissioner Kader inquired about guideline 6, “The naming request shall not include a proposed facility name for an individual who has been convicted of a felony.” Chair Hermanns then recommended that the

verbiage be contextualized. Elizabeth responded that a felony related to civil right should not be included in that guideline and the wording regarding felonies will be reviewed before submittal to Council for approval. The commission thanked Elizabeth.

#### **Agenda Item 4 – Welcome New Commissioner, Beth Dietz**

Ginny Belousek welcomed Beth Dietz to the Commission and invited her to introduce herself.

#### **Agenda Item 5 – Tempe Welcomes you as you are Update**

Chair Hermanns gave a brief history regarding the creation of the posters. He then turned the floor over to Ginny Belousek. Ginny congratulated the Commission on the successful creation and implementation of the posters. She then gave an update that both the posters became available to the public on Wednesday, July 26<sup>th</sup>. They are currently being offered in three different sizes, 8 ½” x 11”, 11” x 17”, and 24” x 36” and at three different locations, Tempe Chamber of Commerce, Tempe City Hall, and Bric which is inside the Tempe Public Library. The posters have been, and will continue to be, advertised through social media. Also, Tempe’s graphic designer is currently working on a Mill Avenue banner that will mirror the Tempe welcomes you as you are poster with the verbiage on the right and the pictures of people on the left. Tempe’s graphic designer is also working with the Museum regarding an upcoming exhibit they are working on where they will be taking photographs of Tempe residents. The idea is to replace the clip art pictures currently being used in the Tempe welcomes you as you are poster with actual Tempe residents. Posters were then distributed amongst the commissioners.

#### **Agenda Item 6 – City of Tempe Transgender Policies**

Chair Hermanns turned the floor over to Commissioner Kader. Commissioner Kader voiced his concerns regarding recent social media posts made by the president referencing transgenders and the military. He inquired if the City of Tempe has a policy and were they stood regarding transgenders. Ginny Belousek referenced the Transgender Guidelines handout in the commissioner’s packets and let the commission know that the City of Tempe has had those guidelines in place for the last fifteen years. She also informed the commission that as of January 2017, the City now offers transgender health coverage. Commissioner Faustini mentioned a few issues regarding verbiage in the Transgender Guidelines. The term “trial living period” is no longer standard and the term Cross Dresser is no longer used due to its negative connotation. Ginny responded that she will research those items and update the terminology.

Commissioner Houk inquired regarding what office would investigate if an individual felt as though they had been gender discriminated against and whether the City had the ability to sue on behalf of an employee. Ginny responded that the City can only mediate and impose fines. The Diversity Office would handle the complaint and the investigation. She also reminded the commission about the Anti-discrimination ordinance and the availability of the complaint form online. Commissioner Ayers asked about the City’s restroom policy regarding transgenders. Ginny responded that the City has a policy in place and city staff is in the process of being trained.

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### **Agenda Item 7 – Diversity Office Announcements**

Ginny Belousek reminded the commission to save the date for the upcoming Tardeada on October 8<sup>th</sup>. Commissioner Garcia inquired if any help was needed. Ginny responded that there is another board specifically for the event. The Tardeada Advisory Board is always accepting new members if any of the commissioners are interested.

Ginny gave an update on the upcoming Diversity Dialogues. Applications are currently being accepted and the sessions start in September. Commissioner Dietz inquired about advertising the dialogues to kids and if there was diversity across all the schools in Tempe. Ginny responded that she does work with the school districts regarding advertising and that most of the teenagers that apply come from Corona. She also mentioned that the dialogues enrollment has fluctuated through the years with only 4-5 people one year and other years saw three groups of fifteen. The program used to be very structured and it was a requirement to attend all seven week sessions. This may have caused the dip in teenage applications. The program is still following the same curriculum but to attract a more diverse group, mandatory attendance is no longer required. Ginny requested assistance from the commission regarding advertising of the dialogues. Commissioner Dietz agreed with Ginny regarding the importance of diversity in the dialogues and the importance of the program in developing social trust within the community. Commissioner Powers suggested that the Diversity Office keep track of people requesting the new Tempe Welcomes you as you are posters and add them to our mailing list. Another suggestion would be to clip the dialogues flyer to the posters. Ginny agreed that these would both be great ways to get the word out on the program.

Ginny updated the commission on the upcoming MLK Diversity Awards Breakfast. The event will not be held on the MLK holiday, but on January 8, 2018 instead. The date change was due to the fact that none of the resorts in Tempe had availability on the day of the holiday. The commission discussed the possibility of other venues in Tempe such as the TCA and the Historical Society. Ginny responded that both of those venues were looked at but because of capacity and price, they were not viable options. Ginny then asked the commissioners for their recommendations on a key note speaker.

Ginny gave an update on the Unity Grants. This year eight schools applied, Gililand Middle School and every school in the Tempe Union High School District. Each school will be receiving \$1,250 and most of those funds will go to purchasing lunch for Challenge Day. She also reminded the commission of their decision in May to use \$16,000 from unused Unity Grant funds to fund the next Challenge Day. The need for the funds was due to the change in how the Police Department could use RICO funds at the state level. Due to the change, the PD would no longer be able to fund Challenge Day in its entirety. Ginny then mentioned to the commission that it was always the intention to have the School Districts take over the funding of Challenge Day. Commissioner Powers inquired about the possibility of adding a line to the MLK invites allowing people to donate to Challenge Day. Ginny will check with the City's legal department regarding the request.

Ginny gave an update on the upcoming Unity Walk. She recently attended a regional diversity liaison meeting where they discussed having the event in the morning versus the evening. Ginny reminded the commission regarding the original reason for the move to an evening walk was to be more inclusive of the Jewish community. During the regional meeting, it was decided that the festival would happen before the walk, around 4:30pm, and at 6:00pm the walk would begin. The festival would also be changing to include more activities and food trucks. Ginny

then turned the floor over to Commissioner Dietz to discuss her work with the school districts. Commissioner Dietz updated the commission on her work creating a curriculum and an art project for the upcoming Unity Walk. For the elementary schools a peace art curriculum was developed and an anti-war curriculum was developed for the high schools. Each curriculum will incorporate the history of symbols and open discussion. Again, the art projects will be given to the City of Tempe to be turned in to banners for the children to carry during the walk. She will be presenting her work to the schools and a copy will be given to Ginny for distribution to the other cities.

Ginny reported that a Regional HRC Meeting will be held on August 31<sup>st</sup>, 5:00pm -7:30pm. Each city takes a turn hosting the event and this time Mesa will be the host. The meeting will be held at the Museum of Natural History and Dr. Neal Lester will be presenting on unconscious bias.

### **Agenda Item 8 - Upcoming Meeting Date Discussions**

Commissioner Kader informed the commission that the regularly scheduled commission meetings in October and December pose issues with the Jewish holiday calendar, Sukkot and Chanukah. Commissioner Kader offered to host the October meeting at his home and requested that the December meeting be moved. Chair Hermanns opened the conversation up to the commission. The commission discussed the dates and it was decided to move the October meeting to Commissioner Kader's residence and the December meeting will now be held on Tuesday, 12/5/2017.

**Motion made by Commissioner Castelli to adjourn the meeting**  
**Second by Commissioner Ayers**  
**Meeting adjourned at 7:38 pm**

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Prepared by: Megan Hutchison

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Reviewed by: Ginny Belousek