

Minutes

Human Relations Commission

April 10, 2018

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, April 10, 2018, 6:00 p.m., at the City Hall, 3rd Floor Conference Room, 31 E. Fifth Street, Tempe, Arizona.

(MEMBERS) Present:

Carl Hermanns, Chair
Dino Castelli, Vice-Chair
Beth Dietz
Amanda Lee Faustini
Rochelle Johns
David Kader
Ira King, Jr.
Jeanne Powers
Joe Rojas

(MEMBERS) Absent:

B. J. Ayers
Stefanie Garcia

City Staff Present:

Ginny Belousek, Diversity Manager
Megan Hutchison, Diversity Executive Assistant
Braden Kay, Sustainability Program Manager

Guests

Joe Dominguez, Mountain Pointe High School Assistant Principal
Michael Hansen, Compadre High School Assistant Principal
Jolyn Gibbons, Gilliland Middle School Principal

Call to Order

Chair Hermanns called the meeting to order at 6:05 p.m.

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Consideration of Minutes: HRC – March 13, 2018 Minutes (Motion Required)

MOTION: Vice Chair Castelli moved to ACCEPT the minutes

SECOND: Commissioner King

DECISION: Minutes unanimously APPROVED

Agenda Item 3 – Innovation Fund Submission

Chair Hermanns introduced Braden Kay to the Commission. Braden thanked the Commission for allowing him to present and then gave a biography of himself and the Sustainability Office. He then briefly explained to the Commission the Innovation Fund and what type of feedback he was looking for from them. The City of Tempe established a one-time, non-recurring Innovation

Fund of \$500,000 in the 2017-18 fiscal year budget. The Tempe City Council conveyed its intent that the fund would encourage and promote new and creative ideas that significantly improve our community and keep Tempe as the regional leader in innovation. Once an Innovation Fund is submitted it is initially reviewed by Tempe City Manager, Andrew Ching, City Attorney, Judi Baumann, and Office of Strategic Management & Diversity Director, Rosa Inchausti. They will determine if the proposal will be moving forward and which Commission/Committee will be the next to review the proposal. Due to the nature of this proposal, it was decided the Human Relations Commission would review next. It is asked that the Commission review and make a recommendation to the Mayor and Council regarding the proposal, Recommend, Not Recommend, or Neutral.

He then began his PowerPoint presentation. Please see attached presentation.

The Commission discussed the presentation.

MOTION: Commissioner Kader moved to Recommend

SECOND: Commissioner Johns second

DECISION: Unanimous to Recommend proposal to Mayor and Council

The Commission thanked Braden for presenting.

Agenda Item 4 – Unity Grant Presentations

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 most of the schools awarded the grant used the funds to support the Challenge Day program.

Joe Dominguez, Mountain Pointe High School Assistant Principal, introduced himself and gave a presentation on how Mountain Pointe spent the Unity Grant money they received last year. The funds were used to hire the school's Culinary Club to provide sandwiches to all the individuals that participated in the event. The remaining funds were used on miscellaneous Challenge Day items needed.

Michael Hansen, Compadre High School Assistant Principal, introduced himself and gave a presentation on how Compadre spent the Unity Grant money they received last year. Mr. Hansen gave the commission a hand-out highlighting Compadre's implementation of PBIS, Positive Behavior Intervention Supports. He then let the Commission know that one third of the budget went to this program. The remaining two thirds budget was spent on providing food to all the individuals that participated in the event and other miscellaneous Challenge Day items needed.

Jolyn Gibbons, Gilliland Middle School Principal, introduced herself and gave a presentation on how Gilliland spent the Unity Grant money they received last year. The funds were used to provide food to all the individuals that participated in Challenge Day, Rise Up, Be the Change Club, and their PBIS program.

The Commission discussed the HRC Ambassador program and how that may benefit the schools. It was recommended that the Commissioners attend a Mayor's Youth Advisory Commission meeting as that would be an excellent starting point.

The Commission also discussed what options they had in facilitating a possible increase in the amount of funds available for the Unity Grant Funds. It was decided to add that topic to next month's agenda for further discussion.

The Commission thanked the school administrators for the update.

Ginny Belousek requested volunteers from the Commission for the Unity Grant Selection Committee. Commissioner Powers volunteered.

Agenda Item 5 - Police Update

Agenda item tabled until next meeting due to Assistant Chief Carbajal being unavailable.

Agenda Item 6 - Diversity Office Update

Ginny Belousek let the Commission know that the Pride Parade was a success with more than 50 City employees and their families participating in the walk.

Ginny then informed the Commission of the upcoming visit of Kazakhstan delegates sponsored by the People 2 People Organization. They will be meeting at Tempe City Hall on May 2nd, 3:00 – 5:00pm to learn about Tempe government. She invited the Commission to attend.

Agenda Item 6 – Upcoming Meeting June 13, 2018

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 at the Tempe History Museum. The Commission will have a short meeting which will then be followed by a Ramadan dinner.

Motion made by Vice Chair Castelli to adjourn the meeting

Second by Commissioner Johns

Meeting adjourned at 7:10 pm

Prepared by: Megan Hutchison

Reviewed by: Ginny Belousek

Equity in Action

Commission Report



Tempe

Making waves in the desert

Expanding the Conversation

Sustainability Manager



Sustainability Commission

Renewable energy & energy efficiency



Investing in utility-scale solar:

- water treatment plants, parking structures, park shade structures
- 10% renewable energy



Transportation



Building a city with diverse transportation options:

- Streetcar & light rail
- bike infrastructure & walkable streets
- expanded bus service



Land use & built environment



Responsible and productive land use:

- golf course → urban agriculture pilot project
- urban core plan → incentivize transit oriented development



Moving forward: Transformational Investments





Local Climate Action:

Portland's plan for an equitable,
prosperous, healthy way forward

1970's Portland = 180 Air Quality Violations



REAL PROGRESS



Mt. Hood Freeway “ghost ramp”



Car-Free Crossing of the Willamette



HEALTHY, PROSPEROUS, RESILIENT, EQUITABLE



HEALTHY, PROSPEROUS, RESILIENT, EQUITABLE



HEALTHY, PROSPEROUS, **RESILIENT**, EQUITABLE



HEALTHY, PROSPEROUS, RESILIENT, **EQUITABLE**





www.portlandoregon.gov/bps/climate

Equity in Action

Furthering the Growth of a Welcoming, Diverse & Inclusive Community



Performance Measures



2.15 Achieve ratings of "Very Satisfied" or "Satisfied" with the "feeling invited and welcomed to participate in city decision-making processes" greater than or equal to the national benchmark cities as measured in the Community Survey.

- BASELINE: 46.5%
- TARGET: 33%



Strong Community
Connections

3.13 Achieve a score of 100 on the self-assessment tool for "Disability Social Inclusion" in accordance with the Tempe Disability Inclusion Plan (T-DIP) and the National Council on Disability.

- BASELINE: Under development
- TARGET: 100



Quality of Life

Why do these measures matter?



- Community members should provide input early on in decisions that directly impact them.
- Involving the public in city decision-making creates an open and transparent process to guide public projects, resulting in a shared community vision.
- Tempe's Disability Inclusion Plan (T-DIP) facilitates social inclusion of people with disabilities to ensure all residents have a high quality of life.



How do we engage?



- Effective public engagement provides objective information to:
 1. Assist the public in understanding the proposed project
 2. Seek and encourage the involvement of all community members
 3. Provide a variety of ways for the public to contribute ideas and offer feedback through all phases of the process
 4. Make the process accessible and engaging to interested community members



Why do we need innovation?



● Innovation definition:

An opportunity for communities to develop and test new and varied solutions to systems-level challenges. Community Innovation is “a breakthrough in addressing a community issue that is more effective, equitable or sustainable than existing approaches.” (Vitalyst Health Foundation)



● Equitable public engagement:

Builds the capacity of City staff to understand the implications of race, culture, and socio-economic status on public processes and create processes that advance opportunity to achieve equity.



Why do we need equity?



Diversity

of people and perspectives
that are engaged in city
government



Inclusion

of diverse people - ensuring
their voices are heard in city
processes



Equity

of results from
city policy, programs and
investments

What can we do to further equity?



- A Coalition of five social justice non-profits will be developed through a competitive process, ensuring engagement and buy-in from members for three years
- Members will create a framework for equitable public engagement that will inform the following engagement processes:
 - Urban Core Master Planning process
 - Climate Action Planning process
 - Tempe Accelerates workshops and events
 - Character Area Planning
 - Capital Improvement Program
- Members will complete a demonstration project that will:
 - Engage underserved residents in creating change in Tempe neighborhoods
 - Test ideas and create a platform for inclusive neighborhoods engagement and communication
 - Show tangible results early on in the engagement process

Why is it Innovative and Necessary?



- Creates a replicable process that quickly builds a record of success by implementing programs and infrastructure investments that reflect Tempe's diverse population in city processes.
- Establishes a new engagement model that is calibrated to the context of Tempe. Builds on best practices from Seattle, Portland, Madison, and Providence.
- Provides a platform for Tempe to continue its local and national leadership in creating a diverse, inclusive and equitable city.

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