
**Human Relations Commission
Tuesday, September 14, 2021
6:00 p.m. – Call to Order**

Virtual

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 480-498-8745](tel:+14804988745) United States, Phoenix

Phone Conference ID: 936 327 717#

Notice of Meeting

Pursuant to A.R.S. § 38-431.02 notice is hereby given to the members of the Human Relations Commission and the general public that the Commission will hold a meeting open to the public on Tuesday, September 14, 2021 at 6:00pm for the purpose of discussing matters on its agenda.

This meeting will be held in-person and virtually through Microsoft Teams at the following link: [Click here to join the meeting](#) or by dialing the conference number and entering the ID listed above. Public comments may be submitted to Jonae Harrison by email or phone no later than 5:00 p.m. on September 14, 2021.

AGENDA

1. Public Appearances

The Human Relations Commission welcomes public comment at this time. There is a five-minute time limit per person. ** Please note we encourage the community to attend, participate and contact us. If we can assist or partner with you on an issue, we ask you to place the topic on the agenda for the next meeting. In this way, the Commission will serve notice to the community of our discussion, consideration, and possible action on the topic. Please feel free to speak with any Commissioner or Commission staff member so we may assist you.

2. Consideration of Minutes: HRC – August 10, 2021

3. Discussion: HRC Reporting Template

4. Discussion: MLK 2022 and Unity Walk 2022

5. Discussion: Crown Act

6. Discussion: Diversity Library

7. Proposed Future Agenda Items – Opportunity for Commission members to raise potential future agenda items. No discussion or legal action will be taken on items requested for future agendas.

8. Upcoming Meeting – Tuesday, October 12, 2021

For those of you who may not be able to attend the next Commission meeting in person, please remember that you can "officially attend" by using the virtual conference function above. An attempt will be made to have the conference meeting set-up by 5:50 p.m. If for some reason you are unsuccessful in getting connected, please contact Equity & Inclusion Manager, Jonae Harrison at 480-549-4528 or jonae.harrison@tempe.gov.

According to the Arizona Open Meeting Law, the Commission may only discuss matters listed on the Commission agenda. The City of Tempe endeavors to make all public meetings accessible to persons with disabilities. With 48 hours advance notice, special assistance is available at public meetings for sight and/or hearing-impaired persons. Please call 350-2905 (voice) or 350-8400 (TDD) to request an accommodation to participate in a public meeting.

ADOPTED BY THE
MAYOR AND COUNCIL

April 20, 2021

ORDINANCE NO. 11829

RELATING TO CIVIL RIGHTS; AMENDING THE TUCSON CODE, SECTION 17-11 TO IMPLEMENT A CITY OF TUCSON "CROWN" ("CREATING A RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR") ACT; AMENDING DEFINITIONS TO INCLUDE HAIR TEXTURE AND PROTECTIVE HAIRSTYLES HISTORICALLY ASSOCIATED WITH RACE WITHIN THE DEFINITION OF "RACE" FOR THE PURPOSE OF EXTENDING PROTECTIONS AGAINST DISCRIMINATION; AND DECLARING AN EMERGENCY.

WHEREAS, discrimination targeting hairstyles commonly or historically associated with race is in fact racial discrimination; and

WHEREAS, Chapter 17 of the Tucson Code, "Human Relations," and its Article III., "Civil Rights," incorporate provisions intended to eliminate prejudice and discrimination due to race, color, religion, ancestry, sex, age, disability, national origin, sexual orientation, gender identity, familial status or marital status in places of public accommodation, and in employment and housing; and

WHEREAS, the Mayor and Council desire to adopt and implement a Tucson CROWN (Creating a Respectful and Open World for Natural Hair") Act and extend the anti-discrimination provisions of Chapter 17 to discrimination based on hair texture, hair type or a protective hairstyle (e.g. afro, braids, twists, locks) commonly or historically associated with race:

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF TUCSON, ARIZONA AS FOLLOWS:

SECTION 1. The Tucson Code, Article III, Section 17-11 is amended to add a new subsection (o) and to renumber the subsequent subsections, to read as follows:

**ARTICLE III.
CIVIL RIGHTS**

* * *

17-11. Definitions.

In this chapter, unless the context otherwise requires:

* * *

(o) *Race* includes ancestry, color, ethnic group identification, and ethnic background. "Race" is inclusive of hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. For purposes of this subsection, "protective hairstyle" includes such hairstyles as afros, braids, locks and twists.

* * *

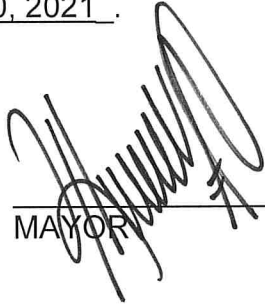
[all subsequent subsections renumbered to conform]

SECTION 2. The various City officers and employees are authorized and directed to perform all acts necessary or desirable to give effect to this Ordinance.

SECTION 3. WHEREAS, it is necessary for the preservation of the peace, health and safety of the City of Tucson that this Ordinance become immediately

effective, an emergency is hereby declared to exist and this Ordinance shall be effective immediately upon its passage and adoption.

PASSED, ADOPTED AND APPROVED by the Mayor and Council of the City of Tucson, Arizona, April 20, 2021.




MAYOR

ATTEST:



CITY CLERK

APPROVED AS TO FORM:



CITY ATTORNEY

REVIEWED BY:



CITY MANAGER

MR/dg
3/31/21