

Minutes

Human Relations Commission

May 10, 2022

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, May 10, 2022, 6:00 p.m., held at the home of Chair Tapia, 837 E. Stephens Drive

(MEMBERS) Present:

Melissa Farling
Jana Lynn Granillo
Candyce Lindsay
William Ortega
Joe Rojas
Peggie Simmons
Hugo Tapia
Kate Vawter

(MEMBERS) Absent:

Michelle Donati-Grayman
Rabbani Furqaan
David Reynolds

City Staff Present:

Ginny Belousek, Acting Diversity Manager
Danielle Gunn, Management Assistant

Call to Order

Chair Tapia called the meeting to order at 6:15 p.m.

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Consideration of Minutes: HRC – April 19, 2022

Motion made by Commissioner Farling to approve the meeting minutes of April 19, 2022; Second by Commissioner Rojas. Motion passed on a 10-1-0 vote. Ayes: Chair Tapia, and Commissioners Jana Lynn Granillo, Candyce Lindsay, Kate Vawter, Peggie Simmons, and William Ortega. Nays: None. Absent: Commissioners Michelle Donati-Grayman, David Reynolds, and Rabbanni Furqaan.

Agenda Item 3 – Discussion: HRC Retreat

1. Introduction of commissioners
 - a. Each commissioner shared their background with the commission. Chair Tapia reflected on the introductions of commissioners and how knowing each other would be helpful in working together better to create a well working commission.
2. Revisiting the HRC mission (PowerPoint presentation)
 - a. To promote mutual understanding and respect among the many groups of people who live, work and visit our city. To eliminate conditions which enable prejudice and discrimination to exist, and to create an environment whereby people from diverse backgrounds feel welcome and at home in our community.
 - b. The mission statement for the HRC does not need to change but Chair Tapia would like to bring the mission into the working groups.
 - c. Core Values and Guiding Principles – these are listed on HRC's website.
 - d. Discussion of Events Hosted by HRC
 - i. Challenge Day – a non-profit organization goes into schools to help teens communicate their emotions. (paid by the Unity Grants)

1. This event has challenges with coordinating schedules of community, educators, and professional mental healthcare volunteers to assist with the functions of the event.
 2. Chair Tapia is researching working with the director of social learning to possibly create a program to work with a select group of students, to supplement the Challenge Day goals if Challenge Day is not a viable event anymore.
 3. Wasn't held during Covid, so the Unity Grant monies weren't spent. City Staff, Diversity Manager Ginny Belousek will check with budget dept. to see if these grants funds can be used this fiscal year. Expenditures need to go before council and there isn't much time before the end of the FY to get grant applications to schools, award the monies and go to Council before their last meeting this FY. There is a \$16,000 per year fund awarded to diversity programming for middle and high schools. These funds are in the regular operating budget and do not roll over.
- ii. MLK and Diversity Awards
 1. Diversity Manager Ginny Belousek stated that she is working on securing a contract with the Marriott at the Buttes for a breakfast event on Monday, January 9, 2023.
 - iii. Unity Walk
 - iv. Belonging Dialogues
 1. City Staff, Diversity Manager Ginny Belousek will check with the Neighborhoods Division, who was partnering with the HRC on this initiative and will provide an update on this at next month's meeting.
- e. Discussion of the HRC presenter's guidelines
 - i. City Staff, Diversity Manager Ginny Belousek handed out a hard copy of the guidelines for reference. It was agreed that future HRC meeting presentations should follow this protocol.
 - f. Discussion of HRC priorities and objectives
 - g. Next steps

Agenda Item 4 – Discussion: Proposed Future Agenda Items

1. Commissioner Vawter would like to add Chair Tapia's research from Agenda Item 3.2.i.2
2. Commissioner Granillo has an intern from the Children's Action Alliance Equity program putting together a presentation she would like presented at an HRC meeting.
3. Commissioners would like Commissioner Simmons to provide updates on the General Plan 2050 to the HRC, as well as updates from the HRC to the General Plan Committee.
4. Vote on July Meeting Recess
5. Commissioner Rojas would like the HRC to work with the neighborhood commission to learn and education on how to handle negative experiences with racial slurs, name calling, and other related issues. He would like to bring these experiences and awareness to council and promote the idea of starting a hotline for these victims.

Agenda Item 5 – Upcoming Meeting: Tuesday, June 14, 2022

Motion made by Commissioner Vawter to adjourn the meeting
Second by Commissioner Granillo
Meeting adjourned at 8:24 p.m.

Prepared by: Danielle Gunn

Reviewed by: Ginny Belousek

CITY OF TEMPE – HUMAN RELATIONS COMMISSION



HUMAN RELATIONS
COMMISSION

CITY OF TEMPE



To**g**e**t**h**e**r



We'**r**e

Be**t**te**r**

Commission Members

Name	Term Expires
Donati-Grayman, Michelle	12/31/2022
Granillo, Jana Lynn	12/31/2022
Reynolds, David A.	12/31/2022
Farling, Melissa	12/31/2023
FurQaan, Rabbanni	12/31/2023
Rojas, Joe C.	12/31/2023
Simmons, Peggie J.	12/31/2023
Lindsay, Candyce	12/31/2024
Ortega, William	12/31/2024
Tapia, Ph.D., Hugo A.	12/31/2024
Vawter, Ed.D., Kate	12/31/2024



Mission Statement:

To promote mutual understanding and respect among the many groups of people who live, work and visit our city. To eliminate conditions which enable prejudice and discrimination to exist, and to create an environment whereby people from diverse backgrounds feel welcome and at home in our community.

Core Values & Guiding Principles

The commission upholds the following core values and principles in its deliberations and actions, which will guide our commission initiatives and best practices:

- To show appreciation and value of diversity.
- To promote fairness, openness, equity, and respect.
- To support inclusiveness and full participation.
- To be vigilant of the environment and climate for diversity.
- To take a proactive and responsive approach to the needs of the community through a collaborative process.



Human Relations Commission Approach

As a Human Relations Commission we focus and act on the current and pressing needs of our community that reflect our mission.

HRC Sub-Committees

Our mission will be fulfilled through the work of the following sub-committee:

•Subcommittee for Development of Emerging Issues (chair): (members)

Activities and Initiatives

- Develop protocols for working with Diversity Office and other city entities to identify and flag diversity related issues, programs, and decisions for advisory review by HRC in a timeline that allows for HRC input and advice.
- 2. Evaluate and recommend time allocation within monthly meeting time to allow for subcommittee work, in-service for commissioners, and invited community guests who are part of HRC outreach activities.
- 3. Review specific issues reported or brought to the HRC by the public. Make and report recommendations for further discussion and exploration to the HRC.
- 4. Conduct ongoing scan of diversity issues in the Tempe area to develop programming that meets the criteria from the mission, core values, guiding principles, and philosophy of approach (not necessarily a full blown study).
- 5. Develop outreach meetings, target invites to community organizations and community leaders to meet with HRC to discuss issues of concern.
- 6. Identify regional, national, or global issues that may impact Tempe in the near future for proactive action by HRC. Examples: Immigration issues, inter-religious issues.

Purpose of the HRC

The Tempe Human Relations Commission advises the Mayor and City Council and assists City departments:

- in promoting mutual understanding and respect among the many groups of people who live, work and spend time in our community;
- on ways to eliminate prejudice and discrimination;
- on ways in which people from different cultural backgrounds can be made to feel at home in the community; and,
- on ways in which information on human relations topics can be disseminated, including conducting surveys and studies, convening forums, seminars and workshops, and sponsoring special event and award recognitions.

The Tempe Human Relations Commission is composed of 11 members who are Tempe residents. Terms are for three years.

(City Code, Chapter 2, Article V, Division 6)



HRC EVENTS



PRESENTER GUIDELINES



HRC PRIORITIES AND OBJECTIVES



NEXT STEPS???