

**Minutes
Human Relations Commission
May 11, 2010**

**Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, May 10, 2010
6:00 P.M. at City Hall, 3rd Floor Conference Room, 31 East Fifth Street, Tempe, Arizona.**

(MEMBERS) Present:

Florence Boyle, Chair
Colleen Byron
Belinda Chiu
Kathy Dietz
Armando Espinoza
Robert Marshak
Joseph Mann
Frank Morales
Jay Scherotter
Thaddeus Swiecki
Kade Twist
Patricia Young

(MEMBERS) Absent:

Josephine Vega

Diversity Staff Present:

Rosa Inchausti, Diversity Manager
Ginny Belousek, Sr. Diversity Specialist

Guests Present:

Kent Kortsen, GSA Co-Chair
Jayson Matthews, Tempe Community Council
Tiffany Dayton, Corona del Sol
John Dolan, Marcos de Niza
Emily Monahan, Corona del Sol
Jan O'Malley, Corona del Sol
Dr. Eileen Yellin, Tempe High

Meeting convened at 6:05 P.M.

Chair Florence Boyle called the meeting to order and invited members of the public to address the Commission.

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Consideration of Minutes

April 13, 2010, Commission Minutes December 30, 2009 MLK Subcommittee Minutes

Kathy Dietz made a correction to the April 13, 2010 minutes, requesting that the phrase, “Kathy Dietz asked the Commission to send thank you notes to the Mayor and Councilmember Woods for attending the Regional HRC meeting” be added.

Motion made by Commissioner Espinoza to ACCEPT minutes as amended.

Second by Commissioner Jay Scherotter.

Minutes APPROVED.

Agenda Item 3 – Welcome New Commissioner

Chair, Florence Boyle introduced Belinda Chiu, the newest HRC Commissioner. Commissioner Chiu shared that she is a senior at ASU majoring in CIS and piano performance. She thanked the Commission for their welcome.

Agenda Item 4 – Diversity Unity Grant Presentations

Jayson Matthews from Tempe Community Council introduced the Unity Grant recipients and asked them to share their diversity programming with the Commission. Jan O'Malley from Corona del Sol thanked the Commission for their continued support, and reported that Corona had much success with their diversity events and programming. They organized six diversity awareness days, in which all freshmen participated. In addition, their Anytown Camp last November had 44 participants and 15 volunteer staff members. The next camp is scheduled for November 10 – 13, 2010. Corona and Marcos are considering partnering for a future camp. John Dolan then reported for Marcos de Niza. Mr. Dolan also thanked the commission for their support. He reported that Marcos de Niza changed their program from a Unity Day to a Diversity Week. They also focused on freshmen, with their lectures and activities. They had daily diversity luncheon activities that mainly focused on music. On Tuesday of Diversity Week they brought in speakers on various diversity-related topics. Dr. Eileen Yellin reported for Tempe High School, where the Unity Grant money went to supporting their GSA Club. They took their club members to see “The Laramie Project,” which is a play produced by Stagebrush Theatre, took some students to Gay Pride, held Safe Space training, invited former Mayor Neil Giuliano to speak to the students, sponsored the *Day of Silence*, and sponsored/hosted a valley-wide GSA dance.

The Commission thanked the school representatives for their presentations. Rosa Inchausti clarified to the Commission that the Unity Grant money was not eliminated during the budget process. Council took the HRC's letter of concern seriously and recommended that rather than eliminate the funding, they reduced it from \$36,000 to \$16,000.

Agenda Item 5 – Teen Diversity Dialogue Subcommittee

Kathy Dietz reported for the Teen Diversity Dialogue Subcommittee. She stated that this subcommittee was formed as a replacement to the Unity Grant programming, whose funding has been reduced. The subcommittee met just prior to the HRC meeting of the whole, with attendees consisting of Thaddeus Swiecki, Frank Morales, Kathy Dietz and Ginny Belousek. Also on the committee but absent from the meeting were Jay Scherotter, Florence Boyle and Josephine Vega. Ginny brought the facilitator outlines from the existing Diversity Dialogue program to the meeting, and the committee members also brought their thoughts for the teen dialogue. Potential topics for the dialogues were discussed, such as family, peers, values, and community issues. Subtopics in the discussions would include gender, sexual orientation and disabilities. The program would last six or seven weeks, with a potluck on the final night. It was discussed that the facilitators would be adults to begin with, who could mentor teens to facilitate at later sessions. Location was also discussed, with the consensus that the Library would be a good neutral and central meeting space. However, the committee will also look into working with the schools to explore offering the program during school hours, since teens are busy with other extra-curricular activities and homework after school hours. The committee will utilize the existing Unity Grants contacts at each school.

Commissioner Marshak commented that as an educator, he believes this is a great program and the topics selected are important ones that must be discussed with teens. He stated that the discussions need to take place early, such as freshman year.

Commissioner Young suggested having students as co-facilitators, which could give them service hours and also give them the experience to facilitate on their own one day.

Commissioner Espinoza asked how someone becomes a facilitator for the Diversity Dialogue program. Chair Boyle responded that the best way is to be a participant first, then move into facilitating.

The next meeting of the Teen Diversity Dialogue subcommittee will be immediately prior to the June HRC meeting at 4 p.m. in the City Hall 2nd Floor Conference Room.

Agenda Item 6 – HRC Letter in Support of Mandatory Diversity Training

Colleen Byron handed out copies of the letter she wrote on behalf of the Human Relations Commission to the City Council regarding Diversity Training. The Commission reviewed the letter and discussion followed. Discussion centered on the term, “in a timely manner,” and if that phrase should be left in the letter.

Rosa Inchausti reported that the Diversity Office has been working very hard in partnership with the GSA and the Tempe Learning Center to develop the curriculum for the Inclusion Training. The groups have set a deadline of June 15th to be done with the curriculum. It will then go to the City Attorney’s Office for review, then “train-the-trainer” sessions will be conducted before the training program can be implemented. Rosa further stated that everyone is working feverishly to get the curriculum completed; however, the issue now is not the time-frame, but whether the training will be mandatory or not. Kent Kortsen, co-chair of the GSA recommended that the training be mandatory for all managers and supervisors.

Commissioner Twist stated that the letter is not coming from staff, but rather it is coming from the Commission. He stated that he would like to leave in the "in a timely manner" phrase.

Commissioner Scherotter said that the letter as written is a statement. He asked if the Commission is looking for a response. It was clarified that no response from Council is requested, however if no action is taken by the City regarding the Inclusion training then the Council will hear from the Commission again.

Commissioner Marshak asked why it took so long for the Inclusion training to be developed. He stated that the City already does training for their employees, so this topic should have been placed as a priority with the other in-house training. Kent Kortsen responded that the GSA met with Charlie Meyer when he started as City Manager almost three years ago, however the process was stalled as the new management came in. Everyone was at a standstill, however they are finally moving ahead.

Commissioner Morales stated that it is important for the Commission to make a recommendation to establish a time frame for the training. He then asked where Human Resources fits into the development of this training? Rosa answered that the Tempe Learning Center (TLC) works under HR. However, there has been discussion to move the TLC under the Diversity Office. HR has no function in this particular training except that TLC currently is under their supervision. Commissioner Morales stated that HR should have a feeling for the liability involved if the City doesn't conduct this training. He further stated that that attendance in this training should be integrated into the performance appraisals of managers and supervisors.

Rosa stated that the City Attorney's Office reviewed the Inclusion training concept over eight months ago, and followed up with a letter to the City Manager endorsing the training. She then reiterated that the current issue is whether the training will be mandatory. The GSA and Diversity Office would like to see it mandatory to be able to establish expectations and accountability for supervisors and managers.

Commissioner Marshak asked if the Mayor and Council support the training. Kent Kortsen replied that they have not been involved yet in any discussions.

Motion made by Kade Twist to accept the Diversity Training letter as amended
Seconded by Robert Marshak
Approved unanimously

Commissioner Twist inquired if the Commission has a resolution template? Rosa Inchausti agreed to look into it and get back with the Commission at the next meeting.

Rosa Inchausti told the board that she will distribute the letter to the proper parties once she receives the amended version from Commissioner Byron.

Agenda Item 7 – SB 1070

Commissioner Dietz suggested that the HRC encourage the City Council to look into SB 1070, address the issue at a City Council meeting, and offer the citizens of Tempe a chance to make comments. She stated that this is an issue that must be brought out publicly, as Tempe is known for its diversity. Commissioner Dietz also stated that she feels strongly that the HRC has a responsibility to respond to SB

1070. She also referenced a situation in the Phoenix Union High School District where the district has elected to follow a Supreme Court ruling in that the schools cannot require papers. They have their city police involved in this issue.

Commissioner Byron suggested that the HRC ask Chief Ryff or his representative to come speak to the HRC at the next meeting before proceeding with a statement to the elected city officials. Commissioner Marshak stated that the commission has to be very careful as to how any statement is phrased, because after July 30th SB 1070 becomes law.

Commissioner Twist agreed that the HRC is morally obligated to do something. He also brought up HB 2281, which prohibits diversity ethnic studies, which he feels is even more disturbing. It was discussed to possibly hold an open forum to discuss these issues at a location such as the library and not at a Council meeting.

Rosa Inchausti suggested that the HRC look into holding a community forum with a panel consisting of representatives from the PD, Fire, health care, education and other community leaders to offer clarification of what the bills mean. Commissioner Marshak suggested the "Let's Talk Tempe" program, where the Mayor can discuss this topic with guests such as the Police Chief and City Attorney. He acknowledged that this program has been cancelled, but thought that perhaps the Mayor would agree to hold one last show.

Commissioner Byron volunteered to chair a subcommittee to develop a forum to discuss the SB 1070 and HB 2281, similar to the community forum produced by the Regional HRC on day labor issues that was held a few years ago. Commissioners Espinoza and Twist volunteered to serve on the subcommittee. Commissioner Byron volunteered to draft a letter of concern, along with the subcommittee members, that the commission can rework and approve at the next meeting. In the meantime, Commissioner Byron requested that staff arrange for a discussion of these topics for the next HRC meeting and ask the Police Chief to attend to give his thoughts on the law. She also asked that the meeting agenda be limited to this discussion.

Motion: Commissioner Byron moved that while we still cover the other business brought before the commission, that we devote the bulk of the next regularly scheduled meeting to a study session focused on the impact of SB 1070 and HB 2281, and we craft at the end of the meeting, a response that will include a community forum and other action deemed necessary. We will invite PD, Fire, someone from the legislature, school representatives and legal staff to the meeting.

Second: Armando Espinoza

Motion approved unanimously.

Agenda Item 8 – Diversity Department Update

Kent Kortsen, co-chair of the GSA, reported that the City of Tempe GSA is working with the City of Scottsdale GSA on a Habitat for Humanities build on May 22. Additionally, the Tempe GSA has partnered with the groups 1 n 10 through support and mentoring and volunteered to work at the Tempe High School GSA dance. Kent then thanked the Commission for their support of the GSA's training efforts.

Agenda Item 9 – Current Events

Commissioner Twist asked for an update of the Diversity Workforce Assessment for all departments in Tempe government. He would like to revisit it and make sure this happens. He also wondered about the status of Medicaid cutbacks and how it will affect children of color. Discussion about whether this program was reinstated ensued. Rosa Inchausti agreed to look into this matter and e-mail the commissioners with her findings.

Motion: Armando Espinoza moved to adjourn the meeting

Second: Colleen Byron

Meeting adjourned at 7:55 P.M.

Prepared by: Ginny Belousek

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager