Tempe

Minutes
Human Relations Commission
September 11, 2007

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, September 11th, 2007 6:00 P.M., at the Tempe City Hall, 31 E. 5th Street, 3rd Floor Conference Room, Tempe, Arizona.

(MEMBERS) Present:
Florence Boyle
Colleen Byron
Joseph Mann
Joel Navarro
Gail Paredes-Ewen
Safali Patel-Evans
Irina Pohoata
Fentress Truxon
Janis Webb
Muhammed Zubair

(MEMBERS) Absent:
Arlene Chin
Zach Berning
Linda Ritland

City Staff Present:
Rosa Inchausti
Andrea Groves

Guests Present:
Robert Hubbard, Deputy City Attorney

Meeting convened at 6:00 P.M.

Chair Janis Webb 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
August 14, 2007

MOTION: Commissioner Joe Mann made a motion to accept minutes as amended.
SECOND: Commissioner Fentress Truxon.
DECISION: Motion passed unanimously.

Agenda Item 3 – Hate Crime Follow Up
Staff Rosa Inchausti introduced Robert Hubbard, Deputy City Attorney to provide the Commission an overview of how the Prosecutor's Office interfaces with the Police Department:

1) There are three basic ways in which cases come to the Prosecutor's Office: A Police Officer is aware of the incident and either books the offender in jail or issues a citation to appear in court. The Prosecutor visits the offender in jail or when the offender appears in court according to the citation. If a police officer needs more time to investigate an incident, they will submit a police report to the Prosecutor's Office. The Prosecutor's Office will then investigate the case to see if there is probable cause to charge the offender with a crime.
2) Hate crime in and of itself if not a crime. If the police officer believes that the motivation behind the crime was a hate crime, the sentence is aggravated. All police reports are reviewed by the officer's supervisor and that supervisor is the one to make the final decision as to the offender's motivation.
3) The Prosecutor's Office also reviews the police report and can determine if the police department made the appropriate charge.

General Discussion of Hate Crimes included:

- One commissioner expressed concern over the possibility of an offender escaping from a hate crime simply because the police officer did not believe that the motivation behind the crime was hate. The commission requested that the Subcommittee for Emerging Issues further investigate the mechanism for prosecuting hate crime offenders and report back to the commission.

Agenda Item 4 – Race Neutral Diversity Supplier Update
No report.

Agenda Item 5 – HRC Strategic Planning Committee Update
Chair Janis Webb requested an update from the HRC Strategic Planning Committee:

1) Committee Chair, Commission Gail Paredes-Ewen, reviewed the minutes of the committee meeting and highlighted the proposed mission statement and issue areas. The mission statement reads: To promote mutual acceptance, understanding and respect among all groups of people who live, work, play and visit our city.
2) The committee also identified three major issue areas: visibility/marketing, city internal/external accountability and emerging/regional issues. The committee will develop a checklist of program or strategies to create measurable goals at their next meeting. The commission was asked for feedback on the committee's draft strategic plan.

General Discussion of the HRC Strategic Plan included:

- One commissioner expressed concern over HRC's proposed involvement in ensuring that the city of Tempe is held accountable. The commissioner stated that the role of the HRC is an advisory role and the commission should be careful about overstepping that role. Several other commissioners expressed similar feelings. The committee replied that the strategic plan is a work in progress and that the draft is nothing more than a draft. The commission will continue to receive updates and requests for feedback until a final strategic plan is created.

Agenda Item 6 – HRC Strategic Plan Update
Chair Janis Webb requested an update from the following subcommittees:

A. Subcommittee for Development of Emerging Issues Report:
No report.

1. GLBT Issue
No report.

A. Subcommittee for Community Network and Outreach:
No report.

B. Subcommittee on Strategic Oversight:
No report.

D. Supplier Diversity Committee Report
No report.

Agenda Item 7 – Board and Commission Orientation
Staff Rosa Inchausti announced new orientation training for all board and commission members:

1) The City Clerk's Office and the Tempe Learning Center are putting together a training program for board and commission members. The program will target new members, but all current members are encouraged to sign up for the orientation.
2) Classes will be offered Monday, October 29th and Tuesday, October 30th from 8am to noon in the Tempe Learning Center training room in the lower level of the Tempe Public Library.

General Discussion of the Board and Commissions Orientation included:
- Several commissioners asked to staff to see if the orientation could be offered in the evening since many commissioners work during the day and cannot take time off. Staff will follow-up and report back to the commission.

Agenda Item 8 – Diversity Office Update
Staff Rosa Inchausti shared an update on the Diversity Office:

A. Diversity Dialogue
Diversity Dialogue program applications are being accepted through September 18, 2007. The program begins September 25, 2007. Applicants can also apply for Diversity Dialogue II, an advanced program designed to explore new areas of thinking.

B. ADA Position
Karl Stephens was hired as the city's new ADA Accessibility Specialist. Karl comes to the position with over 20 years of experience in ADA issues.

C. Tardeada
The 2007 Tempe Tardeada event will be held October 14, 2007 from 12 p.m. to 8 p.m. at the Tempe Community Complex, 3500 S. Rural Road. The reception will be held Friday, October 12, 2007. All commissioners will receive an invitation in the mail to attend the reception.

D. Regional HRC
The next Regional Human Relations Commission meeting will be held Wednesday, September 19, 2007 at the new Perry Branch Library in Perry High School, 1965 E Queen Creek Rd in Gilbert. The program begins at 6:00pm. The commission Chair Janis Webb will meet with staff to review Tempe HRC highlights to present at the meeting. There will be special presentation on hate crimes.

Tempe City Council just approved a full-time Diversity Specialist position for the police department. The person hired for the position would serve as a Safe Haven for the police department and would work from the police department, but would report to Rosa Inchausti.

The Board and Commission City Manager Forum will take place Thursday, September 20, 2007 at the Police Auditorium from 8 p.m. to 9:30 p.m. Staff will also email the commission the date and time of the event as a reminder.

Agenda Item 7 –Current Events Announcements

- The Arizona Department of Health Services is looking to fill a position tasked with eliminating health care disparities in minority communities. Commissioner Fentress Truxon will email staff details on the position so it can be distributed to the entire commission.

The commission's next meeting will be October 9th, 2007.

Meeting adjourned at 7:30 P.M.

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager