Tempe

Minutes
Human Relations Commission
November 13th, 2007

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, November 13th, 2007 6:00 P.M., at the Tempe City Hall, 31 E. 5th Street, 3rd Floor Conference Room, Tempe, Arizona.

(MEMBERS) Present:
Zach Berning
Florence Boyle
Colleen Byron
Arlene Chin
Joel Navarro
Gail Paredes-Ewen
Irina Pohoata
Linda Ritland
Fentress Truxon
Muhammed Zubair

(MEMBERS) Absent:
Joseph Mann
Safali Patel-Evans
Janis Webb

City Staff Present:
Rosa Inchausti
Brandy Naleski

Guests Present:
Jerry Hart, Financial Services Manager
Michael Green, Procurement Administrator

Meeting convened at 6:10 P.M.

Vice Chair Colleen Byron 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
September 11th, 2007

MOTION: Commissioner Fentress Truxon made a motion to accept minutes as amended.
SECOND: Commissioners Linda Ritland and Muhammed Zubair.
DECISION: Motion passed unanimously.

Agenda Item 3 – Procurement Race Neutral Diversity Supplier Update
Jerry Hart, Financial Services Manager and Michael Green, Procurement Administrator appeared to discuss the Procurement Race Neutral Diversity Supplier Update to the commission. They shared a preliminary report for FY06/07. Jerry Hart shared that his staff analysis reported 2/7% of total expenditures went to HUB (Historically Underutilized Businesses) firms. They currently have 327 HUB vendors. Jerry Hart shared that in the past, information of whether a vendor is a HUB vendor was not captured and his staff has launched a mailing campaign urging businesses to supply that information to

the city. Jerry Hart stated that he would like to return in January and present the final report. Commission Muhammed Zubair stated that these numbers were bismal and asked what changes need to be made for the future. Vice Chair Colleen Byron suggested to the commission that discussion of possible change wait until the final report is submitted in January. Staff Rosa Inchausti agreed that it is time to revisit the pilot program. Discussion is to be held in January after reviewing the final report.

Agenda Item 4 – HRC Strategic Planning Committee Update
Vice Chair Colleen Byron requested an update from the HRC Strategic Planning Committee:

1) Committee Chair, Commissioner Gail Paredes-Ewen, reviewed the minutes of the committee meeting held on November 7th, 2007. The committee had previously identified three major issue areas: visibility/marketing, city internal/external accountability and emerging/regional issues. The committee focused on how the major issue areas fit with the current subcommittee descriptions under the old Strategic Plan.
    a. **Task Force on Commission Orientation:** The committee decided this was no longer needed.
    b. **Subcommittee for Development of Emerging Issues:** The committee decided that this is still relevant and provides an outlet and resource. The subcommittee should provide details as to how it should operate and present to the HRC.
    c. **Subcommittee for Community Network and Outreach:** The committee decided to rename this Subcommittee for Outreach and Visibility. It's goals should be to 1)Provide awareness to the community of the existence of the HRC and its mission, and 2) Establish and develop intra/inter city collaborative relationships to create a sense of community for all residents.
    d. **Subcommittee on Strategic Oversight:** The committee no longer meets on a regular basis but can be called together by the Chair of the HRC as needed.
    e. **Subcommittee for Diversity Supplier:** The committee decided that this should remain as is.

    Committee Chair, Commissioner Gail Paredes- Ewen stated that the subcommittee will need to meet one more time to finalize recommendations.

Agenda Item 5 – HRC Strategic Plan Update
Vice Chair Colleen Byron requested an update from the following subcommittees:

A. Subcommittee for Development of Emerging Issues Report:
Done in Agenda Item 4.

1. GLBT Issue
No report.

B. Subcommittee for Community Network and Outreach:
Done in Agenda Item 4.

C. Subcommittee on Strategic Oversight:
Done in Agenda Item 4.

D. Supplier Diversity Committee Report
Report given in Agenda Item 3.

Agenda Item 6 – Diversity Dialogue Wrap Up

Commissioners Florence Boyle and Fentress Truxon provided a recap of the recent Diversity Dialogues Session.

1. Commissioner Florence Boyle shared with the commission the goals and topics of Diversity Dialogue. There were two levels of dialogue this year, both discussing the same topics. Commissioner Boyle stated that it is not a teaching environment but rather the opportunity to learn, listen and respect.

2. Commissioner Fentress Truxon shared that he has participated in several diversity events and participating in Diversity Dialogues was one of the most solemn and enriching experiences. He shared a saying "I'm not different from you, I'm different like you". He also shared that several participants were expecting to see more city officials present at the dialogue sessions. He also shared that Dr. Martin, who was a facilitator for the Diversity Dialogues had written a letter to the Diversity Dept. and requested that the letter be shared with the commission.

Agenda Item 7 – Regional HRC Meeting Update
Staff Rosa Inchausti and Vice Chair Colleen Byron provided an update from the Regional HRC meeting held in September.

1. Rosa Inchausti shared that the City of Tempe has created a Diversity position to be housed within the Police Department.

2. Vice Chair Colleen Byron shared that there was a Gilbert police officer that gave an excellent presentation on Hate Crimes and how the Town of Gilbert handles them.

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

A. **Police Department Update**: The diversity position is still in draft form but will be working with Human Resources for posting.
B. **Martin Luther King Event:** This year's brunch is scheduled for January 21st. Rosa Inchausti asked the commission for any suggestions for a keynote speaker for the event.
C. **Diversity Awards:** The Diversity office is accepting applications for the diversity awards.
D. **Boards & Commissions Dinner:** This year's event is being held on November 30th at the Tempe Arts Center. Rosa Inchausti urged commissioners to attend since it is in honor of them and their hard work.

Agenda Item 9 –Current Events Announcements

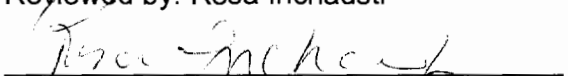
- December 5th will be the next "Healing Racism" forum. The topic will be Inter-racial Relationships.

The commission's next meeting will be December 11th, 2007.

Meeting adjourned at 7:45 P.M.

Prepared by: Brandy Naleski

Reviewed by: Rosa Inchausti



Rosa Inchausti, Diversity Manager