

**Minutes
Human Relations Commission
August 14, 2007**

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, August 14th, 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
Gail Paredes-Ewen
Safali Patel-Evans
Linda Ritland
Fentress Truxon
Janis Webb
Muhammed Zubair

(MEMBERS) Absent:

Arlene Chin
Zach Berning
Joel Navarro
Irina Pohoata

City Staff Present:

Rosa Inchausti
Andrea Groves

Guests Present:

Wendy Springborn-Pitman, Public Works/Engineering

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

May 8, 2007 and June 12, 2007

MOTION: Commissioner Fentress Truxon made a motion to accept minutes.

SECOND: Vice Chair Colleen Byron

DECISION: Motion passed unanimously.

Agenda Item 3 – Hate Crime Follow Up

Staff Rosa Inchausti asked Commissioner Fentress Truxon to lead discussion on a hate crime incident:

- 1) Commissioner Truxon followed up on incident in Tempe involving a City of Scottsdale police officer directing racial slurs to a taxi cab driver. Commissioner Truxon commented that he heard about the incident from a third party source.

- 2) Commissioner Truxon added that the officer was later only charged with a misdemeanor and the crime had not been considered a hate crime.
- 3) City staff Rosa Inchausti followed up with City of Tempe Assistant Police Chief John Rush. She was informed that the details of the crime show that the offender was not motivated by the victim's demographics (race, religion, sexual orientation, or ethnicity) and therefore was considered a hate crime. Actually, hate crime is not a charge; it only enhances the sentencing if found guilty.
- 4) The City of Tempe Police Department thought it would be good idea to post information and on a public website defining a hate crime, how offenders are prosecuted, and steps to take if someone becomes a victim of a hate crime.

General Discussion of Hate Crimes included:

- One commissioner asked for a copy of the police report outlining details of the case, since the commission did not know of the facts in the incident. The commission would like to be informed on the sequence of events.
- Staff offered to invite City Attorney Office, Deputy City Attorney Robert Hubbard, to next HRC meeting to discuss the specifics of the case and why the case wasn't deemed a hate crime.
- Hate crimes will also be a topic of discussion at the September Regional HRC meeting in Gilbert.
- Another commissioner asked staff to follow up with the Diversity and Dialogue Office at the City of Scottsdale about the incident.

Agenda Item 4 – Regional HRC Update

Chair Janis Webb requested updates from the following subcommittees:

A. Subcommittee for Development of Emerging Issues Report:

No report.

Chair, Janis Webb, provided an update on the following topic:

1. GLBT Issue

Chair Webb attended the city's Gay/Straight Alliance group. She reported that this energetic group is putting together a fact sheet to get some information out to the community, while they explore the creation of a formal brochure. The group is in the exploration stage; still thinking of an appropriate group name, goals, and with which organizations and/or community groups to form partnerships.

One commissioner suggested partnering with similar groups at ASU.

A. Subcommittee for Community Network and Outreach:

No report. Chair of subcommittee, Linda Ritland, asked the commission for feedback on what they wanted the subcommittee to accomplish. Commissioner and Chair of Subcommittee on Strategic Oversight, Gail Paredes-Ewen, suggested that it is time for the commission to revisit its strategic plan and the subcommittees. She requested that a subcommittee be established to revisit the strategic plan and report back to the commission. Commission agreed. Commissioners Truxon, Paredes-Ewen, Ritland, Zubair, and Vice-Chair Byron volunteered to form the subcommittee. This subcommittee will meet before the next HRC meeting in September.

B. Subcommittee on Strategic Oversight:

Covered under A.

D. Supplier Diversity Committee Report

Subcommittee Chair Muhammed Zubair provided an update:

1. Race Neutral Diversity Supplier Program Update

No update, but introduced Wendy Springborn-Pitman, Public Works Department Engineering Division, to review data gathered from engineering contracts. Data was gathered from new contracts only. Wendy also reported on the steps involved in applying for a city contract and the city's process for reviewing those applications. Procurement diversity supplier data will be available for the next meeting.

General Discussion of Hate Crimes included:

- The commission overall requested that engineering staff begin tracking the contracts as they roll over in order to know the total percentages of Disadvantage Business Enterprise (DBE) contracts.
- Some commissioners inquired about making the survey portion of the request for proposal (RFP) mandatory. The commissions thought this would be a great way to capture demographics that could otherwise be missed. Staff will investigate this inquiry and report back to the commission.

Agenda Item 5 –Regional HRC Agenda

Staff Rosa Inchausti reviewed the template agenda for future Human Relations Commission meetings at the Regional level:

- 1) In the past, cities were free to decide the structure and topics for discussion at the regional commission meetings. This resulted in inconsistent and often extra long meetings. Staff liaisons created one specific agenda that all cities would use when hosting.
- 2) According to the new agenda, each city will have an opportunity to present a quest speaker and have some time for a question-and-answer piece at the conclusion of the presentation.
- 3) The new agenda will also give the commission an opportunity to discuss local issues or events specific to their city; however, the discussion on topics would be limited to items coming up in the next 3 months.

General Discussion of the Regional HRC Meeting included:

- One commissioner inquired about the process for recording highlights of the meeting. Staff replied that although there are minutes taken, nothing has been formally decided on how those minutes are filed or even how they are formatted. Staff will follow up and report back to the commission.

Agenda Item 6 – Diversity Office Update

Staff Rosa Inchausti shared an update on the Diversity Office:

A. Diversity Supplier Program Update

Updated provided along with the Diversity Supplier Subcommittee Report in agenda item C.

B. Unity Walk

There are two options in which to host the Unity Walk event in Tempe: February 23, 2008 in conjunction with Empty Bowls or September 11, 2008 in conjunction with Healing Fields. The HRC preferred February 23, 2008. The commission also directed staff to obtain a recommendation from Tempe Community Council Director Kate Hanley.

Agenda Item 7 –Current Events Announcements

- A.** Diversity Dialogues program applications are being accepted through September 18, 2007. Program begins September 25, 2007. Applicants can also apply for Diversity Dialogue II, an advanced program designed to explore new areas of thinking.
- B.** There were 3 finalists for the ADA Accessibility Specialist position. Second interviews will be held Monday, August 20, 2007.
- C.** The next Women In Networking (WIN) event will be Tuesday, August 21, 2007 at The Center Bistro in the Orchid House in downtown Tempe. Seating is limited.
- D.** 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.
- E.** Tempe Symphony will be performing at the new Tempe Center for the Arts September 25, 2007.
- F.** Chair Janis Webb will be directing a play at the new Tempe Center for the Arts in May. It will be a play by Allen Bough.

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

Meeting adjourned at 7:13 P.M.

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager