
**Minutes
Human Relations Commission
April 12, 2016**

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, April 12, 2016, 6:00 p.m., at the Tempe Public Library, 2nd Floor Board Room, 3500 S. Rural Road, Tempe, Arizona.

(MEMBERS) Present:

Don Calender
Hannah Auckland
Dino Castelli
Belinda Chiu
Rochelle Johns
Ira King, Jr.
Armando Faustini, Jr.

(MEMBERS) Absent:

Stefanie Garcia
Chris Houk
Jeanne Powers

City Staff Present:

Rosa Inchausti, Strategic Management and Diversity Director
Ginny Belousek, Diversity Specialist
Megan Hutchison, Diversity Executive Assistant

Guests:

Patricia Rodriguez, East Valley Hispanic Chamber of Commerce

Call to Order

Chair Chiu called the meeting to order at 6:05 p.m.

Agenda Item 1 – Public Appearances

There were no public appearances.

Agenda Item 2 – Consideration of Minutes: HRC – March 8, 2016 (Motion Required)

MOTION: Commissioner Johns moved to ACCEPT the minutes of March 8, 2016

SECOND: Commissioner Calender

DECISION: Minutes unanimously APPROVED

Agenda Item 3 – East Valley Hispanic Chamber of Commerce STEM Program – Patricia Rodriguez

Commissioner Chiu welcomed Patricia Rodriguez from the East Valley Hispanic Chamber of Commerce. Patricia made a presentation to the commission on their STEM Program. The program is funded by The Melinda and Bill Gates Foundation and is a four week program that is currently in its fourth year. The program is housed at Wilkes University. The purpose of the program is to help students who are underrepresented in Science, Technology, Engineering, and Math. Currently the numbers of Latino students going into these fields is very low. The program concentrates on incoming freshman to stay in school, go on to college, and finally have a career in these fields. Previously the students were only from Mesa schools, but this year there will be five students from Tempe schools as well.

There are three components to the program: Summer institution, Mentoring, and Scholarships. With the Summer Institute, the students are brought in for what is called the 4-4-4, which is 4 days a week, 4 hours a day, for 4 weeks. The group meets Monday thru Thursday, 9:00 am – 1:00pm. The students tour different Community Colleges and Universities. They also visit businesses and organizations to see STEM careers in action. There is also classroom time where the students look at different topics coinciding with the areas they are looking at in the field. The Mentoring component consists of selecting students who previously went through the program to come back and serve as mentors. They also have a STEM teacher that is hired to serve as a mentor as well. The third component is Scholarships. The EVHCC will raise \$1,000 and the family will also contribute \$1,000. The money is placed in an IEA account which is managed by a third party non-profit organization, New Leaf. At the end, the student is then rewarded a \$4,000 scholarship.

There have been some recent changes to the program. Over the past summer a full time STEM teacher was hired, there is now training for the mentors, and the program now offers lunch. Some more recent changes have also occurred this year. The name changed from STEM to STEAM, which now represents the addition of the Arts to the program. The program has also been expanded to 25 students, and there has been interest from other school districts. A new teaching tool has been added to the program, K'Nex construction toys. The teens are also going on more field trips, with a recent one at Empire Cat. Recently a reporter from ABC 15 did a story on the program. A link is available and can be emailed to the commission if desired. At the end of the program there is a closing ceremony and the families are invited.

Commissioner Auckland asked what Wilkes University is and how many students they have. Patricia Rodriguez explained that it is a small non-profit university that was invited by the City of Mesa to provide additional programming. The main campus is in Pennsylvania. They currently offer an MBA program and consist of only 60 students.

Commissioner Chiu asked if they are finding any new challenges or difficulties as they continue to grow and expand. Patricia explained that the students only come in over the summer, but they stay engaged with social media. They are looking to find a way to continue with the program and create programs that would bring them back. Challenges are focused on funding and their small staffing.

Commissioner Faustino asked what type of arts program they are going to offer for these students. Patricia explained that the program is still being developed and they are currently

looking for ideas. They recently took the students on a field trip to the Musical Instrument Museum. The HRC commissioners suggested the following ideas: adding animation and a Mesa program called College Bound Mesa. The commission stated they would be on the lookout for new ideas and any businesses looking to donate. Rosa Inchausti also mentioned that Robin Arredondo-Savage focuses on youth leadership, youth employment initiatives, College Connect program, and a new entrepreneurial center in the Library.

The commission thanked Patricia Rodriguez for her time.

Agenda Item 4 – HRC Strategic Plan and Community Engagement – Belinda Chiu

Commissioner Chiu discussed the need for strategic planning within the commission and asked what is the commission's current engagement with the community. The discussion was opened as to what the commission's strategy should be. The commission currently hosts the MLK Breakfast and Diversity Dialogues.

Commissioner Calender recommended that the commission needs to let the community know what they currently do, what they have done, and what they are involved in. Should the commission publicize?

Rosa Inchausti recommended a half-day of Strategic Planning. The City of Tempe has two staff who are trained in Strategic Management. They would be provided with the past Strategic Plans for the HRC commission.

Commissioner Castelli commented that the commission is a community service and resource and that the community needs to know the commission exists and is there to help. He also stated that the City of Scottsdale Human Relations Commission appears on the radio show, Sunday Affair.

Rosa Inchausti commented that a Strategic Plan would align with the Council Priorities that the City of Tempe is currently undertaking.

Commissioner Calender recommended that the commission start with the Council Priorities to see where the commission can help and what projects are on the horizon for next year and long range planning.

Commissioner Castelli recommended a workshop with the commission and the City of Tempe facilitators. The idea was brought up during the last HRC meeting that there would be an annual meeting with the City Council for an exchange of ideas and direction.

Commissioner Faustino asked if the future was heading towards an inclusive community, educating the public. Rosa Inchausti explained that is currently one of the Council Priorities.

The commission then discussed when to schedule the Strategic Planning meeting. There are two options to choose from: extending the next meeting on May 10 to four hours, either 4:00 – 8:00pm or 5:00 – 9:00pm. The second option would be scheduling a meeting for a Saturday and the May 10th meeting would be canceled. Megan Hutchison will send out an email to the commission to see which option would work best.

Commissioner King inquired about what happens in the schools with the resource officers in terms of what they do about relationships. He gave an example of the police pulling over a person, and how the police and citizen relationship differ from the past. The general public currently does not know how the relationship has changed. Police Officers are being disciplined based on citizen complaints. There should be an academic subject in schools discussing how to behave and respond in a police situation.

Rosa Inchausti commented that may be a great subject for the upcoming Strategic Planning meeting.

Ginny Belousek reminded the commission about the upcoming May 14th event that is being held at the Escalante Center called Community Conversation with Tempe Police Department. Assistant Chief Carbajal had given a presentation to the commission about this event at the March 8th meeting.

Commissioner Calender commented that normally the Resource Officers would give a class at the beginning of the year regarding the dos and don'ts when it comes to interacting with the police.

Commissioner Castelli commented that there is a lot of misinformation regarding policing and there should be education regarding what they do.

Commissioner Calender commented that the new Police Chief should come to one of the upcoming meetings.

Agenda Item 5 – Challenge Day Update/Unity Grants – Ginny Belousek

Ginny Belousek confirmed with Assistant Chief John Rush that the funding for Challenge Day has been approved for next year. \$35,000.00 has been approved which will include adding a Charter school this year. Challenge Day has already reserved the dates for the schools which will take place in October, per the schools' request. There will be a total of 9 schools involved consisting of: 7 High Schools, Gilliland Middle School, and the new charter school (TBD). Since the event is in October, the commission will need to begin working on getting volunteers and donations. Ginny also confirmed that Commissioner Chiu and Commissioner Johns will be assisting with Challenge Day this year with the departure of Commissioner Scherotter. Rosa Inchausti reported that the Council presentations for Challenge Day will be on May 5th during a Work Study Session. The commission is invited to attend.

Ginny Belousek reported that the Unity Grants deadline was on April 8th. McClintock, Marcos de Niza, Compadre Academy, Corona del Sol, Desert Vista, and Gilliland have all submitted applications. The selection committee will consist of Commissioners Chiu and Lopez with Commissioner Auckland as a backup. There are also 2 volunteers from the TCC Board and 2 from the GSA on the selection committee. The goal is to award the money before the end of the school year.

Agenda Item 5 – Diversity Office Update

Rosa Inchausti reported that the last press release for Equal Pay had been approved unanimously and will be going out that evening/tomorrow. She stated that the Anti-Discrimination Ordinance, which had been adopted in 2014, helps the policy side of the program, as gender is covered in the ordinance. Rosa then explained the 3 pillars of Equal Pay. The first pillar concentrates on educating women in the community, either those currently in the work force or those just entering. The second pillar focuses on training for our businesses. Finally, the third pillar consists of developing a Self-Assessment Tool for businesses, which is being modeled after the City of Albuquerque. The goal is to have businesses utilize the tool and then submit their numbers to the City. The businesses would at that time be given an Equal Pay Partner emblem if their numbers were in the acceptable range. The City Council is currently in discussions regarding the requirements to earn an Equal Pay status. It has been requested that Rosa's department develop the tool to be used by a trial group consisting of 15 various sized businesses. Commissioner Castelli commented regarding his hopes that there will be an opportunity for every business that supports Equal Pay to be represented. There are quite a few very small businesses that would be excluded. An example would be a business with just one employee, the Mom and Pop shops. Rosa Inchausti invited Commissioner Castelli, as a small business owner, to be a part of the test group.

Rosa Inchausti reported that the Anti-Discrimination Ordinance was amended on Thursday evening. There were minor language changes consisting of the definition of Vendor and Contractor. More importantly is the change in requirements of a business when awarded a contract with the City. A business with 15 or more employees must submit their Anti-Discrimination Policy and a business with less than 15 people must sign an affidavit saying they will not discriminate.

Rosa Inchausti shared a handout with the commission regarding the Roles & Responsibilities of the Board and Commission Liaisons. The Mayor and Council are requesting an annual update on what the commissions have been working on and how it aligns with the Council Priorities. The Commission on Disability Concerns currently submits an annual report to the Mayor and Council. If the commission agrees, we can use that format or we can do a formal presentation at a Council Work Study Session. Rosa will keep the commission updated on the status.

Ginny Belousek reported that the Mentoring Program is being rolled out for City employees and is currently in the recruitment phase. The program will last 9 months, September to May. The program has been running since 2005. and most employees who have been mentored have been promoted.

Commissioner Calender asked if the program was just for City employees. Ginny Belousek confirmed yes, it is only for city employees.

Commissioner King commented that an unplanned benefit of the program would be cross training. Ginny replied that the program does not mentor the employees into a certain position but instead they will learn soft skills that can be utilized in any city position.

Ginny Belousek gave an update on the upcoming Who's Your Neighbor program. The topic will be "Teen Homelessness" and lunch will be provided. The commission was formally invited and

requested to RSVP for food count purposes. Commissioners Castelli and King confirmed they would like to attend.

Agenda Item 6 – Announcement of Next Meeting

Commissioner Chiu announced the next meeting will be determined based on the responses to the commissions' availability for the Strategic Planning meeting.

**Motion made by Commissioner Calender to adjourn the meeting
Second by Commissioner King
Meeting adjourned at 6:55 p.m.**

Prepared by: Megan Hutchison

Reviewed by: Ginny Belousek