

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, April 4, 2017, 6:00 p.m., at the City Hall, 3rd Floor Conference Room, 31 E. Fifth Street, Tempe, Arizona.

Minutes Human Relations Commission April 4, 2017

(MEMBERS) Present:

B.J. Ayers
Amanda Lee Faustini
Carl Hermanns
Tesi Sedeno
Ira King, Jr.
Jeanne Powers
Stefanie Garcia
David Kader
Dino Castelli

(MEMBERS) Absent:

Chris Houk
Rochelle Johns

City Staff Present:

Ginny Belousek, Diversity Manager
Megan Hutchison, Diversity Executive Assistant
Angel Carbajal, Assistant Police Chief
David Humble, Commander

Guests

Dianne Post, CEDAW
Jana Granillo, CEDAW

Call to Order

Chair Hermanns called the meeting to order at 6:02 p.m.

Agenda Item 1 – Public Appearances

There were no public appearances.

Agenda Item 2 – Consideration of Minutes: HRC – March 7, 2017 Minutes (Motion Required)

MOTION: Commissioner Castelli moved to ACCEPT the minutes

SECOND: Commissioner Faustini

DECISION: Minutes unanimously APPROVED

Agenda Item 3 – CEDAW Presentation

Chair Hermanns introduced Dianne Post & Jana Granillo from CEDAW. Dianne made a presentation to the commission. CEDAW, The Convention on the Elimination of All Forms of Discrimination against Women, was adopted in 1979 and signed by Jimmy Carter. It is often referred to as the Women's Bill of Rights. Currently 186 out of 193 countries have ratified the

treaty. Bill Clinton, George W. Bush, and the full Senate have voted favorably for the convention, though it has not yet been accepted. San Francisco, California was the first city in the United States to adopt the treaty and there are currently 200 Mayors and 50 cities across the country who have signed the treaty. Phoenix Women's Commission and the City of Tucson are presently looking at creating a resolution that would align with the principles of CEDAW. Dianne suggested a resolution for Tempe and offered to assist the Commission with any questions or concerns that they may have. Dianne also recommended that the commission google CEDAW for further information.

Assistant Chief Angel Carbajal was in attendance and addressed several issues as they pertain to CEDAW. He reported on the increase in sexual assault crimes in Tempe. The recent rise could be a result of the City's encouragement of victims to report crimes. Also, the Police Department has recently hired an expert for the Sex Crimes Unit. This position, along with the Victim Advocate position, will help to follow up with those victims who fall out of the process. A Victim Advocacy Center is in the works as well.

Diane Post discussed the current bills in the legislative that would change the language from prostitution to rape/molestation, regarding children. Assistant Chief Angel Carbajal addressed the issue and let the Commission know that the city currently follows state law. The officers are empowered to use their own discretion with the main goal being to punish the facilitator, or pimp.

The Commission discussed moving forward with a resolution and it was decided that more information was needed so Commissioner Kader would further explore CEDAW and report back to the commission at the next meeting for a discussion and decision.

Agenda Item 4 – Police Department Update

Chair Hermanns reintroduced Assistant Chief Angel Carbajal and Assistant Chief Carbajal then introduced Commander David Humble to the Commission.

Chair Hermanns proceeded to read some questions that Commissioner Houk had written up for the Assistant Chief regarding the monument process the Police Department used when creating the Public Safety Memorial Monument.

Question #1: Describe steps for obtaining a monument for police? Assistant Chief Carbajal responded that the first step they took was to work with a 501c3, Tempe Police Foundation. The next step was to determine how much money would be needed for the monument. They determined they would need to raise \$350,000, based on the cost of other similar monuments. After they determined how much money they needed, they started to reach out to the community for donations. They spoke to Mayor & Council for assistance and funding. The city agreed to match whatever funds the Tempe Police Foundation was able to raise. A letter was drafted, signed by Council, and sent out to potential donors. Several fundraisers were coordinated: food was sold at a flag football game with Police versus Fire, cook off at Culinary Dropout, and a bowling competition. Due to the amount of time it took to coordinate events, mail out letters, and follow up with businesses, an officer was assigned to these duties full time. Assistant Chief Carbajal advised that Maja Aurora, City of Tempe Arts Engagement, was key in the success of the monument.

Question #2: Explain design process. Assistant Chief Carbajal responded that the process was similar to the city's Request for Purchase(RFP) process. The request for artists went out nationwide and each artist supplied a proposal for the monument which included a model. The

committee then selected the artist. Once the artist was selected, they were taken to other memorials and spoke to the family members of the fallen for inspiration.

Question #4: Can you share some major lessons learned? What would you do differently and what worked particularly well? What were challenges? Assistant Chief Carbajal responded that the process highlighted the value in working with a 501c3, having the support from Mayor & Council, and following up on donation request letters. The committee was also fortunate to have a Caliente Construction volunteer as the project/site coordinator and to have had the plaques donated by Metal Products. The committee is still in the process of deciding who will be responsible for the maintenance of the monument, Parks Department or the Police Department. The entire process took roughly 2 ½ years to complete.

Assistant Chief Carbajal then gave a Police Department update. Nationally there is fear regarding immigrants and deportations. Chief Moir and Assistant Chief Carbajal recently had a meeting with the Tempe Elementary School District Superintendent, Christine Busch, regarding these concerns. It was suggested that a forum may be the best venue to address the concerns of the students and parents. The Mexican Consulate was present at the forums and to date two have been held, one at Thew Elementary and the second at Wood Elementary. Tempe Police Department has also been in contact with Tempe Union High School District Assistant Superintendent for District Operations, Dr. Anna Battle, regarding the enhancement of My Brother's Keeper. They are also discussing the possibility of a similar forum for Tempe High School.

Commissioner Castelli requested that Assistant Chief Angel Carbajal inform the commission on what was discussed at the recent Muslim Advisory Committee Meeting regarding fair and equal policing and the idea of adopting modifications of current police uniform headgear to headgear of religious preference. In answer to the fair and equal policing question, Assistant Chief Carbajal briefly described the policy and responded that the Police Department recently brought in a trainer from PERF to do "train the trainer" on implicit biases and all the assistant chiefs have attended the training sessions. Regarding the uniform policy, he let the commission know that the Police Department is reviewing the current policy and are discussing the possibility of making allowances for certain religious headgear. No decisions have been made at this time.

Chair Hermanns thanked Assistant Chief Carbajal for updating the commission.

Agenda Item 5 – Community Calendar

The commission discussed creating a Community Resource page on the City of Tempe Diversity website containing links to other organizations. It was decided anything county wide would be captured and HRC Commissioners would forward information to Ginny Belousek and Megan Hutchison to be added to website. Also, Ginny and Megan would be responsible for adding any City agencies to the website. Ginny will create the page and it will be presented to the Commission at the next meeting for review and approval.

Agenda Item 6 – PR Campaign

Chair Hermanns reported to the commission on the recent Council Meeting on March 16th where the Council approved the implementation of the "All Are Welcome" initiative. The commission discussed the two current types of artwork. The commission also discussed what type of media would be used for each of the pieces. The commissioners were asked to write the verbiage they would like to have on the more detailed poster and bring their recommendations to the next meeting.

Agenda Item 7 – Strategic Plan

The commission decided to table the discussion until the next meeting.

Agenda Item 8 – Diversity Office Update – Ginny Belousek

Ginny Belousek gave an update on Equal Pay. There will be an Equal Pay Business Designation announcement tomorrow at 10:30am in the Council Chambers. Press will be present and the Commission is invited to attend.

Ginny gave an update on the Diversity Dialogues. The program is in its second week. HRC commissioner Rochelle Johns and former HRC Chair Belinda Chiu have been facilitating the program and 15 community members are participating.

Ginny gave an update on Who's Your Neighbor. The topic that will be discussed is Autism and will take place on April 12th in the Council Chambers. The Commission is invited to attend and will need to RSVP with Diversity Staff. Megan will email the Commission the information for the event.

Ginny gave an update on the upcoming Mayor's Disability Awards on April 25th. The Commission is invited to attend and will need to RSVP to Megan Hutchison. Megan will also email the Commission the information for the event. Commissioner Kader inquired about the Commission's involvement in disability concerns in the community. Ginny Belousek responded that the City currently has a Disability Commission who takes the lead on this initiative. Chair Hermanns recommended that the HRC should work on partnering with the other Commissions within the City.

Agenda Item 9 – Announcement of Next Meeting – May 9, 2017

Commissioner Hermanns announced that the next meeting will be on May 9, 2017.

Motion made by Commissioner Castelli to adjourn the meeting

Second by Commissioner Garcia

Meeting adjourned at 7:55 pm

Prepared by: Megan Hutchison

Reviewed by: Ginny Belousek