

Minutes

Human Relations Commission

November 12, 2020

Minutes of the HUMAN RELATIONS COMMISSION held on Thursday, November 12, 2020, 6:00 p.m., virtually through Microsoft Teams at the following link: [Join Microsoft Teams Meeting](#) or by telephone: +1 480-498-8745 United States, Phoenix (Toll), Conference ID: 604 038 351#

(MEMBERS) Present:

Chair Kate Vawter
Vice Chair Hugo Tapia
Dino Castelli
Beth Dietz
Jana Lynn Granillo
Carl Hermanns
Ira King, Jr.
William Ortega
Jeanne Powers
Joe Rojas

(MEMBERS) Absent:

Michelle Donati-Grayman

City Staff Present:

Jonae Harrison, Equity & Inclusion Manager
Megan Hutchison, Executive Assistant to the City Manager's Office

Call to Order

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

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Consideration of Minutes: HRC – October 14, 2020

Motion made by Commissioner Castelli to approve the meeting minutes of October 14, 2020; Second by Commissioner Hermanns. Motion passed on an 9-0-1 vote. Ayes: Chair Vawter, Vice Chair Tapia, and Commissioners Dino Castelli, Beth Dietz, Carl Hermanns, Ira King, Jr., William Ortega, Jeanne Powers, and Joe Rojas. Nays: None. Abstain: Commissioner Jana Lynn Granillo. Absent: Commissioner Michelle Donati-Grayman

Agenda Item 3 – HRC Structure and Vision

Chair Vawter opened the floor to the Commission on who should be invited to present at future meetings. The Commission discussed and decided that a decision on the structure of how the Commission handles community presentations should be made before discussing who should be invited. The Commission then discussed a possible four step process for all community presentations: 1. Community presentation, 2. Community presentation write up is created by the Commissioner who requested the presentation, 3. Community presentation write up is presented to HRC for discussion and approval, 4. Community presentation write up is submitted to Mayor & Council by the Chair on behalf of the Commission. Commissioner Dietz had created a sample write up form for the BLM presentation that could be used as the template for all future presentations. Jonae Harrison emailed the draft form to the Commission for review and discussion. The Commission discussed the form which consisted of four parts: 1. Background on the group/individual presenting and why they were invited, 2. Summary of what was presented to include the group/individuals perspective, 3. What the group/individual is asking for, 4. Recommendation

of the HRC to Mayor and Council. The Commission discussed and it was requested that the BLM memo be added to the December meeting to approve.

Agenda Item 4 – Events Update

Jonae Harrison let the Commission know that the Unity Walk is progressing nicely and the theme this year is Unity Art Walk: A Visual Journey of Diversity, Culture and Equity. It will be again be a multi city event and will be launching virtually on January 5, 2021. All the art locations featured in the event will be mapped across the cities. As an addition this year, each of the cities are coming up with restaurants that are owned by people of color and she will need help from the Commission in compiling the list for Tempe. The Commission offered to email her with restaurant names.

Jonae then let the Commission know that the MLK celebration will also be a regional collaboration with other cities in the Valley. The City of Mesa has been running point on the virtual event which will be a series with Cronkite and PBS. The Commission then inquired if there would still be an awards ceremony as part of the virtual series. Jonae let them know that there currently was no plan for any type of award service but that if the Commission felt it was important, she will start working on an award ceremony The Commission agreed it was important and Jonae will reach out to the other cities and see if it would be possible to have that added to the virtual series. If that would not work then Tempe will host a separate awards event. She will reach out to the City of Mesa and let the Commission know at the next meeting as to what would be possible.

Agenda Item 5 – Annual Report Review

Jonae Harrison let the Commission know that she had emailed them the draft of the report for final review and approval. Commissioner Ortega voiced his concern that the report did not reflect that the Commission is waiting on a response from BLM regarding their proposal. Jonae will adjust the verbiage in the report. Motion by Commissioner Hermanns to accept the Board and Commission Annual Report with amendments; Second by Commissioner Ortega. Motion passed on an 8-0-1 vote. Ayes: Chair Vawter, Vice Chair Tapia, and Commissioners Dino Castelli, Jana Lynn Granillo, Carl Hermanns, William Ortega, Jeanne Powers, and Joe Rojas. Nays: None. Abstain: Commissioner Beth Dietz. Absent: Commissioners Michelle Donati-Grayman and Ira King, Jr.

Agenda Item 6 – Proposed Future Agenda Items

Chair Vawter reiterated items that should be added to the December Commission meeting as discussed earlier in the meeting. Items are: Approve BLM memo to Mayor and Council, Events Update, and Next Steps to Encourage Outreach. Chair Vawter let the Commission know that if they have any additional items they would like added to future agendas, they should contact Jonae Harrison or Megan Hutchison.

Agenda Item 7 – Upcoming Meeting December 8, 2020

Meeting will be held virtually through Microsoft Teams

Motion made by Commissioner Castelli to adjourn the meeting
Second by Commissioner Granillo
Meeting adjourned at 8:05 p.m.

Report to City Council on Black Lives Matter Presentation

Background: Upon invitation of the Human Relations Commission (HRC), representatives of Black Lives Matter (BLM) attended the HRC meeting on August 11, 2020 and presented a Power Point entitled Defund the Police and engaged in discussion with the HRC about their presentation and request for help from the city.

BLM's Perspective on the City of Tempe: The BLM presentation, which was originally presented to Mayor Corey Woods and Council Members Lauren Kuby and Doreen Garlid, described data on clearance rates for reported offenses by Tempe police and many anecdotal situations in which the Tempe Police department responded with what BLM called the use of excessive force. BLM emphasized that Tempe compares negatively to other Maricopa County cities. The presentation ended by making the point that despite the recorded and public incidents of inappropriate police violence or responses, the city council continues to fully fund the police. By providing the high levels of funding to police, the city takes funds away from vital social service programs for the community, even though the social services programs have trained staff who are equipped to address the mental health, domestic violence, and narcotics calls received by the police.

How Tempe Can Help the BLM Community: BLM requests that Tempe create a Defund and Invest Roundtable group composed of community members chosen by BLM and would be comprised of mostly low-income people of color. The purpose of the group would be to review police budgets and community programming and bring in city officials to present information. The members of the group would be paid by the city to attend because many members would be from low-income communities and would need extra funding to pay for transportation or child-care or other needs. The reason for choosing the members would be to ensure consensus in perspectives and in the guidance the group would provide to the city.

HRC Recommendation: HRC recommended that BLM prepare a proposal for the city council to consider regarding the group that they are requesting. The HRC members provided various guidance for how to prepare the proposal, such as getting data about the needs of the community to create a vision that will support the proposal and using different language, including funding equity to empower lives instead of defund the police. HRC is still waiting for the proposal from BLM, but if BLM provides the proposal, city council should consider the proposal.



Tempe Human Relations Commission 2020 ANNUAL REPORT

Description as Defined in Ordinance:

The Human Relations Commission shall have the following powers and duties;

- (1) To advise the mayor and city council and assist city departments in promoting mutual understanding and respect among the many groups of people who live, work and spend time in our community;
- (2) To advise the mayor and city council and assist city departments on ways to eliminate prejudice and discrimination;
- (3) To advise the mayor and city council and assist city departments on ways in which people from different cultural backgrounds can be made to feel at home in the community; and
- (4) To advise the mayor and city council and assist city departments on ways in which information on human relations topics can be disseminated including: conducting surveys and studies, convening forums, seminars and workshops, and sponsoring special event and award recognitions.

TCC § {{Sec. 2-230}}

List of Board and Commission Members, Including Attendance and Service Dates:

<u>Board/Commission Members:</u>	<u>Service Dates:</u>	<u>Attendance Record:</u>
Dino Castelli	12/04/14 – 12/31/20	out of 9
Beth Dietz	06/15/17 – 12/31/22	out of 9
Michelle Donati-Grayman	12/12/19 – 12/31/22	out of 9
Carl Hermanns	08/18/16 – 12/31/20	out of 9
Rochelle Johns	12/17/15 – 4/17/20	1 out of 2
Jana Lynn Granillo	12/12/19 – 12/31/22	out of 9
Ira C. King Jr.	03/19/15 – 12/31/20	out of 9
Will Ortega	5/27/20 – 12/31/21	out of 7
Jeanne Powers	02/13/14 – 12/31/21	out of 9
Joe Rojas	12/08/16 – 12/31/20	out of 9
Hugo Tapia	12/13/18 – 12/31/21	out of 9
Kate Vawter	12/13/18 – 12/31/21	out of 9

Name of Chair and Vice Chair:

- Chair – Kate Vawter
- Vice Chair – Hugo Tapia

Staff Liaison and Contact Information:

<u>Staff Liaison:</u>	<u>Department:</u>	<u>Phone:</u>	<u>Email:</u>
Jonae Harrison	Strategic Management & Diversity	480-350-8979	jonae_harrison@gmail.com

Meeting Frequency and Location:

Due to COVID-19, the Human Relations Commission (HRC) was not able to meet in the month of April. Meetings are normally held on the second Tuesday of the month from 6:00pm to 8:00pm. February's meeting was held at Tempe City

Hall, 3rd Floor City Manager's Conference Room, 31 East Fifth Street Tempe, AZ 85281. The regular meeting location was changed to the Tempe Public Library, Business Resource and Innovation Center, 3500 South Rural Road, Tempe, AZ to better accommodate and encourage community attendance. March's meeting was held there; however, due to COVID-19, subsequent meetings were held virtually through Microsoft Teams.

Number of Meetings Cancelled and Reason for Cancellation:

The following HRC meeting(s) were cancelled:

January 2020 – MLK Award Ceremony

April 2020 – COVID-19

Vacancies and Duration of Vacancies:

There was one vacancy for one month during 2020.

Subcommittee and Subcommittee Activity:

Did the Board/Commission have any subcommittees active during the reporting period? YES NO

If yes, state the reason the subcommittee was formed, when the subcommittee was formed, the members that participated in the subcommittee, and how frequently the subcommittee met during the reporting period.

Mission Statement:

To promote mutual understanding and respect among the many groups of people who live, work and visit our city. To eliminate conditions which enable prejudice and discrimination to exist, and to create an environment whereby people from different backgrounds feel welcome and at home in our community.

Accomplishments (Past 12 Months):

- In celebrating our Tempe community with an emphasis on equity and diversity, in January the HRC hosted the annual MLK Diversity Awards Breakfast at the Tempe Marriott at the Buttes, honoring ten individuals, business and community groups with Diversity Awards. The event featured a jazz violinist while waiting for the breakfast to begin, Tempe's own singer-songwriter Walt Richardson, MLK video tribute, keynote address by Erica Maxwell, and the presentation of the Diversity Awards. **Council Priority 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1) and (4).**
- Also in January, the HRC hosted six other cities for the annual Regional Unity Walk. The cities of Chandler, Gilbert, Guadalupe, Mesa, Phoenix and Scottsdale joined Tempe for the 16th annual regional walk. A Diversity Festival was held at 4:30 p.m. at Tempe Beach Park, followed by the walk at 6 p.m. The HRC staffed a table at the Unity Walk Festival. Additionally, a table was provided for youth to depict *What Unity Means to Me*. Commissioners worked prior to the Unity Walk by meeting with the schools to encourage students to create and carry banners at the Unity Walk representing examples of peace and unity. **Council Priority 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (3) and (4).**
- Due to COVID-19, and previous encouragement by then-Mayor Mark Mitchell to review the Regional Unity Walk for future areas in which the festival could provide more meaningful demonstrations of unity and diversity in the City, the HRC was challenged with re-envisioning the Regional Unity Walk 2021. The Commission decided to change the actual walk to a virtual art walk entitled, "*Unity Art Walk: A Visual Journey of Diversity, Culture and Equity.*" Participating cities will feature art (murals, photos, performances, sculptures, and paintings) throughout the region that can be primarily accessed without going indoors. It will also incorporate economic equity, featuring restaurants along the walk

owned by People of Color. **Council Priorities (2), (3) and (4). Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (3) and (4).**

- In August and September, the HRC received presentations by Black Lives Matter (“BLM”). BLM indicated their desire to create an ad hoc group to address issues of police violence and recommend policies, review budgets and address community issues. The HRC is considering BLMs request and what role it can play. **Council Priorities 2. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**
- The HRC received ongoing presentations by Assistant Police Chiefs Sherry Burlingame and Michael Pooley about local protests and the condition of the police-community relationship. It positioned itself to aid as an intermediary between the police department and the community, if needed. It emphasized the importance of establishing the HRC as a place for community members to express their concerns and for the police department to update the HRC of challenging scenarios. **Council Priorities 1, 2 and 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**
- In September and November, the HRC revisited the Charter to establish future outcomes and strategies to strengthen equitable community engagement and education for City residents and businesses. **Council Priorities 1, 2, 3, 4, and 5. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**

Goals Related to City Council Strategic Priorities, if Applicable (Next 12 Months):

- Continue community outreach and education through events and programs such as the Unity Walk, MLK Diversity Awards Breakfast, and Challenge Day. **Council Priority 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**
- Create Community Conversations as local and national issues arise. **Council Priorities 1, 2, and 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**
- Implement Dolores Huerta City-wide recognition to include any of the following initiatives: scholarship for a high student; recognition of a neighbor; and, Day of Advocacy and Social Justice for City employees and residents. **Council Priority 2. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (1), (2), (3) and (4).**
- Reinstate Unity Grants and Challenge Day. **Council Priority 3. Tempe City Code Chapter 2, Article V, Division 6, Section 2-230 (2) and (4).**