



**CITY OF SCOTTSDALE  
HUMAN RELATIONS COMMISSION  
SPECIAL MEETING MINUTES**

**Monday, October 16, 2023**

Community Design Studio – Community Room  
7506 E Indian School Rd  
Scottsdale, AZ 85251

**PRESENT:** Emily Hinchman, Chair  
James Eaneman, Vice Chair  
Tina Drews  
Matthew Keen  
Cynthia Romagnolo (MS Teams)

**STAFF:** Jackie Johnson, Diversity Program Director

**GUESTS:** David Ortega, Scottsdale Mayor  
Cello Allen, Pascua Yaqui Tribe

**Call to Order**

Chair Hinchman called the meeting to order at 5:04 p.m.

**Roll Call**

Members present as listed above.

**Land Acknowledgement**

**Public Comment**

The Commission took a moment of silence for the people of Israel.

Mayor David Ortega read the Indigenous Peoples Day Proclamation and proclaimed October 9, 2023, as Indigenous Peoples Day and encouraged everyone to explore the origin and narratives, artwork, intricate family laws, and to understand the ancient values of the Arizona tribal nations.

Cello Allen, representing the Pascua Yaqui Tribe, expressed thanks to Mayor Ortega.

**1. Approval of the Regular Meeting Minutes for September 11, 2023**

COMMISSIONER EANEMAN MOVED TO APPROVE THE SEPTEMBER 11, 2023, HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER KEEN SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**2. Update, discussion and possible recommendations regarding diversity-related bills considered during the State of Arizona Legislative Session and the city's legislative agenda**

Chair Hinchman recalled that during last month's meeting, the Commission requested a separate title and the addition of DEIB language in the culture of the city, which could be titled "Diversity, Equity, Inclusion, and Belonging." She said that she drafted a statement of support for extending state-wide protections prohibiting discrimination in employment, housing, and public accommodation. She also drafted a request that City Council oppose legislative efforts which deny people those protections. Ms. Johnson said that based on a conversation with Assistant City Manager Brent Stockwell regarding the issue, it is her understanding that "livability" will remain as it is. She offered to share comments from the Commission with Mr. Stockwell. Consensus of the Commission was to forward the statement and reiterate their request that DEIB language be separated.

**3. Update and possible recommendations regarding a community engagement partnership with Scottsdale Public Library**

Commissioner Drews updated the Commission on efforts to form a community engagement partnership with the library. She said she had an opportunity to meet with library staff and put together a proposal for inaugural collaboration for equitable access and proposing a partnership between the Commission and the library, starting in March of 2024 with Women's History Month, focusing on shared goals around DEIB. The library is in support of jointly hosting an event on inclusion with a focus on equity for women. It is hoped that Gloria Felt, former CEO of Planned Parenthood, can be commissioned as the keynote speaker for the event. Discussion ensued regarding planning the event, marketing efforts, and possible sponsorship opportunities.

**4. Discussion and possible recommendations to designate a floating holiday for city staff to acknowledge cultural heritage days such as, but not limited to, Indigenous Peoples Day**

Ms. Johnson said that the topic of a floating holiday was discussed during the recent Executive Equity, Diversity and Inclusion, and Belonging roundtable. At that meeting the comment was made that City employees currently have a floating holiday that they are able to utilize at any time but many employees do not use it to celebrate a cultural or religious holiday. Ms. Johnson had countered this by noting that those employees who have important cultural days probably would use the floating holiday for that purpose. She did not want the fact that some do not use their floating holiday in this way to influence the group. The roundtable supported the idea of

instead of designating another floating holiday, celebrating or acknowledging the Native American Community and other communities. After highlighting various cultures, the addition of a floating holiday could then be considered.

Discussion ensued regarding the City's current floating holiday and the probability that City Council would be concerned with the cost associated with adding an additional holiday, and the idea of the Human Relations Commission recommending that City Council give a land acknowledgement at the beginning of their meetings. It was suggested that during a future meeting the Commission consider making a recommendation to City Council based on the existing cultural calendar.

COMMISSIONER KEEN MOVED THAT THE CHAIR DRAFT A LETTER TO CITY COUNCIL RECOMMENDING THEY BEGIN THEIR MEETINGS WITH A LAND ACKNOWLEDGEMENT. COMMISSIONER EANEMAN SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**5. Update, discussion and possible recommendations regarding the Human Relations Commission's Strategic Initiatives**

Ms. Johnson said that during the recent International City County Managers Association Annual Conference, she had an opportunity to attend a session about youth engagement and heard about the importance of engagement and what youth would like to see. It was suggested that the Commission partner with the City of Scottsdale Mayor's Youth Council as a way to involve youth in more diversity experiences. A current member of the Scottsdale Mayor's Youth Council has expressed an interest in seeing more diversity of experiences within that group, because in her opinion the group tends to be made up of students who are socioeconomically privileged.

Commissioners expressed interest in extending an invitation to members of the Scottsdale Mayor's Youth Council to attend a future HRC meeting.

**6. Update, discussion, and possible recommendations regarding continued participation in the Annual Unity Walk**

Discussion ensued regarding the Commission's interest in continuing participation in the Annual Unity Walk. It was the consensus of Commissioners to suspend participation in the event and inform City Council and the City of Tempe about the decision not to participate.

## **7. Update, discussion and possible recommendations regarding recent and upcoming diversity and inclusion-related activities and incidents impacting the City of Scottsdale**

Ms. Johnson reported that within the past two months, six employee resource groups have been formed.

Current groups include.

- Scottsdale Hispanic Network
- Bold: Black Employees for Opportunities, Leadership and Development
- Veterans and Service Members
- City of Scottsdale Christian Network
- Women's Network
- Emerging Leaders

Other groups expected to form in the near future include LGBTQ Employees and Allies; Parents and Caregivers; Native American Employees; and supporting employees who have various disabilities.

The Scottsdale Hispanic Network will be hosting an employee event on October 30, 2023. Ms. Johnson noted that she and several members of the LGBTQ Employee and Allies group attended the One Community Spotlight on Success Awards Luncheon.

Ms. Johnson announced that the Regional HRC meeting is scheduled for November 15, 2023.

The Office of Diversity and Inclusion has completed the draft Inclusive Hiring Toolkit and will be forwarding it to Human Resources for feedback.

The update of the citywide diversity efforts has been finalized and is currently being reviewed by the Assistant City Manager. A report will be forthcoming to the Commission.

## **8. Identification of Future Agenda Items**

Upcoming meetings could include:

- Discussion about making Indigenous Peoples Day a city holiday.
- Floating holiday
- Library Partnership
- Renaming the Commission
- Strategic Initiatives

The next meeting is scheduled for Monday, November 13, 2023.

## **Adjournment**

VICE-CHAIR EANEMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER KEEN SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR HINCHMAN, VICE-CHAIR EANEMAN, COMMISSIONERS DREWS, KEEN, AND ROMAGNOLO VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:41 p.m.

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