



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

**Monday, August 12, 2024**

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

**PRESENT:** Tina Drews, Chair  
Cynthia Romagnolo, Vice Chair (MS Teams)  
Ashley Adams  
Muhammad Babur  
DeMarco Cason  
Emily Hinchman

**ABSENT:** Veronica Aguilar

**STAFF:** Jackie Johnson, Diversity Program Director  
Kelly Corsette, Communications/Public Affairs Director  
Dale Wiebusch, Government Relations Director  
Jordan Borbora, ADA/Title VI Coordinator

**Call to Order**

Chair Hinchman called the meeting to order at 5:06 p.m.

**Roll Call**

Members present as listed above.

**Land Acknowledgement**

**Public Comment**

There were no members of the public who wished to speak.

## **1. Approval of the Regular Meeting Minutes for June 10, 2024**

COMMISSIONER HINCHMAN MOVED TO APPROVE THE JUNE 10, 2024 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, BABUR, CASON, AND HINCHMAN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

## **2. Introduction of the City of Scottsdale's ADA/Title VI Coordinator and workplan update**

Jordan Borbora, ADA/Title VI Coordinator, gave an overview of her role within the organization and progress she has made since she started on July 15, 2024. Her responsibilities as ADA/Title VI coordinator include:

- Training City staff.
- Outreach to Scottsdale's disability community.
- Managing a centralized complaint and grievance system, which will be used for annual federal reporting.
- Managing general nondiscrimination accommodations, including reasonable modifications to ensure everyone has access to facilities and programs.
- Public notice and managing physical program accessibility as well as digital accessibility for all City events.

Ms. Borbora reviewed steps that she will take to achieve her overall priorities:

- Focusing on making sure all City staff is trained and aware of their responsibilities to best interact with Scottsdale's disability community. This will be accomplished by:
  - Ensuring all City staff fully understands and is in compliance with federal laws.
  - Identifying ADA liaisons from each City department to ensure there is full transparency and communication across the City.
- Create a centralized complaint and grievance system, that includes an follow-through protocol and rapid resolution. This will be accomplished by educating the community about how to contact her department with questions or concerns related to accessibility.
- Ensuring that City staff as well as the community as a whole know who to contact and are comfortable approaching the ADA/Title VI coordinator's office with any questions or concerns.

She said her goal is not just to make sure the City is in compliance but also to make sure it is accessible for the community. She shared a quote that is the basis for her philosophy: Accommodations are reactive and accessibility is proactive.

In response to questions from the commission, Ms. Borbora shared her background as a social worker, graduating from law school and becoming a professional in the public interest sector. The commission offered her welcome and support.

### **3. Discussion and possible recommendations regarding the City of Scottsdale's 2025 Legislative Agenda**

Dale Wiebusch, Government Relations Director, introduced himself, briefly sharing his registration experience. He then presented the current draft 2025 City of Scottsdale legislative agenda, including the process for soliciting input from Commissioners, City staff, and department managers prior to reporting individually to City Council members leading up to the Council vote on legislative items. He explained that within the document is a statement related to anti-discrimination in the City ordinance. Mr. Wiebusch explained there would be opposition to any measures which remove protections and support for measures which enhance protections. He went on to note state law covers more areas than the City of Scottsdale ordinances, and he suggested that the Scottsdale ordinances be modified to align with state law. He further suggested that consideration be given to strengthening the statement "Diversity, Equity, and Inclusion" by adding "Belonging." He recalled that there was previously discussion about the Human Relations Commission having its own section, instead of only being found under the Livability section, and he suggested that the idea be pursued.

Discussion ensued regarding the Commission's purview, the process for communicating with Mayor and City Council, and considerations related to sending communications before the upcoming elections. Mr. Wiebusch asked Commissioners to review the draft 2025 Legislative Agenda as compared to the 2024 Legislative agenda and to be prepared to give feedback during the September meeting. Chair Drews mentioned that the phrase "diversity, equity, inclusion, and belonging" tends to be a problem in today's environment. She challenged Commissioners to consider options for amending the title to make it less politically charged, while keeping the essence of the language.

### **4. Discussion and possible recommendations regarding the upcoming vacancy on the Human Relations Commission**

Ms. Johnson noted that Commissioner Hinchman's term is ending and she thanked her for her years of service. Applications for the position will be accepted until Friday, August 30, and will be considered by City Council prior to the HRC's October meeting.

### **5. Discussion and possible action regarding the Human Relations Commission's strategic plan for the 2024-2025 fiscal year**

Ms. Johnson said that in the past the Commission has adopted strategic plans depending on the will of the chair. Commissioners have the ability to decide on future directions, either by creating a new strategic plan or identifying goals and objectives for the Commission to focus on. She suggested that identifying areas of support or addressing goals and objectives would provide a clear direction for the Commission. Chair Drews talked about the importance of reviewing the HRC mission and vision statements, noting that once there is a cohesive and agreed upon mission, the Commission can focus on creating a strategic plan.

The current mission statement is as follows: "The Scottsdale Human Relations Commission will advocate and promote all dimensions of diversity. The Scottsdale Human Relations Commission will act as an advisory body to the mayor, city council, and staff, making recommendations on ways to encourage mutual respect and understanding among people, to

discourage prejudice and discrimination, and to work towards cultural awareness and unity. The commission may also make recommendations for special events to further its purpose."

Commissioners were given an opportunity to make comments. Ms. Johnson explained that recommendations to City Council are typically funneled through her and/or the City Manager's office. Comments were made about the possibility of changing the HRC ordinance. Mr. Corsette explained that an amendment to the ordinance would be a complex process, requiring public outreach and vote by City Council. Commissioners agreed that the first steps should be:

- Reviewing goals and objectives in the current strategic plan.
- Brainstorming ideas for emphasis areas.
- Setting goals and objectives based on current needs.

Ms. Johnson and Chair Drews will review past practices used for strategic planning sessions and determine the best approach for holding a planning session. A strategic planning session will either be included as an agenda item for a future meeting, or if needed, a separate meeting will be scheduled.

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

Ms. Johnson announced that the Community Partners meeting is scheduled for August 29, 2024, from 1:30 p.m. to 3:30 p.m. Commissioners can expect to receive an invitation.

Scottsdale Pride group will be participating in the Phoenix Pride Parade in October and are currently working on that effort to represent the City of Scottsdale.

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

Future meetings could include:

- Strategic planning session
- Discussion on Legislative agenda policy statement

Next meeting is scheduled for Monday, September 9, 2024.

#### **Adjournment**

COMMISSIONER HINCHMAN MOVED TO ADJOURN THE MEETING. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, BABUR, CASON, AND HINCHMAN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:04 p.m.

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