



**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION
SPECIAL MEETING AND WORK STUDY SESSION**

Wednesday, November 13, 2024

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

PRESENT: Tina Drews, Chair
Cynthia Romagnolo, Vice Chair
Ashley Adams
Veronica Aguilar (MS Teams)
Muhammad Babur (arrived at 5:10 p.m.)
DeMarco Cason (MS Teams; resigned and departed at 5:15 p.m.)
Jim Somerville

STAFF: Jackie Johnson, Diversity Program Director
Joy Racine, Community Involvement Manager
Ross Heyl, Citizen Advisor
Deanna Zuppan, Citizen Liaison

Call to Order

Chair Drews called the meeting to order at 5:03 p.m.

Roll Call

Members present as listed above.

Land Acknowledgement

Public Comment

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

1. Approval of the Regular Meeting Minutes from October 14, 2024

COMMISSIONER SOMMERVILLE MOVED TO APPROVE THE OCTOBER 14, 2024 HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGULAR, CASON, AND SOMERVILLE VOTED IN THE AFFIRMATIVE. COMMISSIONER BABUR WAS NOT PRESENT. THERE WERE NO DISSENTING VOTES.

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

Ms. Johnson provided an update on diversity and inclusion-related activities. Her presentation highlighted the following items:

- Employee Resource Group Updates. A new group supporting employees with different abilities has been added to the City's list of employee resource groups. There are currently ten employee resource groups, supporting employees from the following groups:
 - Women
 - Latino and Hispanic community
 - Black employees
 - Christian employees
 - LGBTQ employees
 - Veterans
 - Parents and caregivers
 - Emerging leaders
 - Mental health
 - Employees with different abilities
- One Community Spotlight on Success Awards Luncheon. October 18, 2024. The office of diversity had a table at the luncheon and received an email from the organization thanking them for their participation.
- Phoenix Indian Center Silver & Turquoise Ball. October 18, 2024. Mayor Ortega and his wife as well as Councilman Durham attended the event.
- Community Celebrating Diversity: Diversity and Dialogue Dinner. October 24, 2024. People from the community were invited to dine with representatives from the board and engage in discussion regarding issues affecting the community. There was a lot of positive feedback.
- Hispanic Heritage Month Employee Celebration. October 24, 2024. Scottsdale Hispanic Network hosted a Hispanic heritage celebration for employees. The event tied into Dia de Los Muertos the following weekend.
- Women Leading Government Conference. November 7th and 8th. Eight employees were sponsored to attend the event.
- Office of Diversity and Inclusion Employee Resource Group Networking Event. November 18, 2024. Participants will include representatives from SRP, APS, Mayo Clinic, and the City of Scottsdale will serve on a discussion panel.

- Dr. Martin Luther King, Jr. Awards Dinner. January 16, 2025 at Scottsdale Stadium Field House.
- Regional Unity Walk. January 25, 2024. Event is in the planning stages.

3. Identification of Future Agenda Items

Future meetings could include:

- Strategic planning session
- Legislative update
- New Commissioner appointments
- City leadership changes

Commissioner Cason announced his resignation, due to his relocating to the city of Phoenix and departed the meeting at 5:15 p.m.

WORK STUDY SESSION

Public Comment

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

1. Human Relations Commission Strategic Planning Session

Staff overview and Commission discussion regarding the Human Relations Commission's priorities for 2024-2025.

Joy Racine, Deanna Zupan, and Ross Heyl led a discussion regarding the Human Relations Commission's strategic plan priorities for 2025. They reviewed steps that would be taken as part of the evening's discussion, which is part one of what will be a two-part discussion. The discussion focused on the big picture and brainstorming with an emphasis on finding consensus through collaboration. Commissioners reviewed the existing strategic plan and discussed ways to use that plan as a guide. They reviewed the "givens" of who the plan is for; the reason for the plan; the time period for implementation of the plan; and their goals for implementing the plan.

Commissioners partook in exercises focusing on the following:

- The purpose of the Human Relations Commission.
- The reason for developing a strategic plan.
- Goals to further the Commission's mission.
- What success would ideally look like.
- The Commission's strengths.
- The Commission's weaknesses.
- Benefits of having a City of Scottsdale Human Relations Commission.
- Foreseeable dangers of having a Human Relations Commission.

- The types of commitments Commissioners are willing to make.
- Action items that will be the basis for the strategic plan.
- Ideas that could help with achieving strategic plan goals.

Ms. Racine reviewed the Commissioner's comments, asked clarifying questions, and asked for consensus on items. She noted that during the next meeting they will focus on the main priorities that came out of the exercises: Collaboration, Outreach, and Measurability, and will determine areas of focus the Commission wants to have in the plan. The actual plan will be developed later, based on what is outlined during the December meeting.

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

Adjournment

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 8:06 p.m.

Recorded and Transcribed by eScribers, LLC.