



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

**Wednesday, December 9, 2024**

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

**PRESENT:** Tina Drews, Chair  
Cynthia Romagnolo, Vice Chair  
Ashley Adams  
Muhammad Babur  
Jim Somerville (MS Teams)

**ABSENT:** Veronica Aguilar

**STAFF:** Jackie Johnson, Diversity Program Director  
Joy Racine  
Ross Heyl

**Call to Order**

Chair Drews called the meeting to order at 5:01 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 Special Meeting Minutes from November 13, 2024**

VICE-CHAIR ROMAGNOLO MOVED TO APPROVE THE NOVEMBER 13, 2024, HUMAN RELATIONS COMMISSION SPECIAL MEETING MINUTES. COMMISSIONER SOMMERVILLE SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, BABUR, AND SOMERVILLE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**2. Discussion and possible action regarding elections for the Human Relations Commission Chair and Vice Chair positions for the 2025 calendar year**

COMMISSIONER SOMERVILLE NOMINATED TINA DREWS FOR THE POSITION OF CHAIR AND CYNTHIA ROMAGNOLO FOR THE POSITION OF VICE CHAIR OF THE HUMAN RELATIONS COMMISSION. COMMISSIONER ADAMS SECONDED THE NOMINATION.

COMMISSIONER ADAMS MOVED TO ACCEPT THE NOMINATIONS, ELECTING TINA DREWS FOR THE POSITION OF CHAIR AND CYNTHIA ROMAGNOLO FOR THE POSITION OF VICE CHAIR OF THE HUMAN RELATIONS COMMISSION. COMMISSIONER SOMERVILLE SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONER ADAMS, BABUR, AND SOMERVILLE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**3. Update and discussion regarding a vacancy on the Human Relations Commission**

Jackie Johnson, Diversity Program Director, announced that City Council will be considering applicants to replace former Commissioner Marco Cason during the first cycle of 2025 Board and Commission appointments. She encouraged Commissioners to put the word out about the vacancy.

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

- Dr. Martin Luther King, Jr. Awards Dinner – 1/16

Ms. Johnson said that the Martin Luther King Dinner is planned for Thursday, January 16, 2025, at Scottsdale Stadium Field House. The reception will begin at 5:30 p.m. and the dinner starts at 6:00 p.m. The keynote speaker will be Bakari Sellers. She asked that Commission members who are interested in attending the event let her know so that she can reserve a seat for them.

- Regional Unity Walk – 1/25

The Regional Unity Walk will take place on Saturday, January 25, 2025, starting with speakers from each city at 4:00 p.m. and followed by a walk across the bridge at 6:00 p.m. The Mayor's Youth Council and members of the City of Scottsdale Employee Resource Group will participate in the walk. Commissioners were asked to let Ms. Johnson know if they plan on participating.

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

Future meetings could include:

- Strategic planning session – formal planning document
- Annual report

## **Adjournment**

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

With no further business to discuss, being duly moved and seconded, the regular meeting adjourned at 5:17 p.m.

## **WORK STUDY SESSION**

### **1. Human Relations Commission Strategic Planning Session**

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

Joy Racine 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 two of the discussion. The discussion focused on coming up with goals, strategies, and objectives for the Strategic Plan. Ms. Racine gave an overview of the November work study session discussion and reviewed the top goals resulting from that discussion. Commissioners made comments and added items to the list of goals.

Commissioners broke into groups and partook in an exercise, resulting in the creation of the following action items:

1. Community Outreach and Advocacy
  - Goal Statement: To enhance the effectiveness, inclusivity, and impact of the Commission by fostering collaboration, engaging stakeholders, and aligning efforts with City priorities.
  - Objectives: Strengthen the Commission's capacity and engagement through strategic appointments, inter-commission outreach, and regular communication with City leadership.
  - Strategy:
    - Recommendation of New Commissioners – Identify and recommend qualified individuals to fill vacancies promptly, ensuring diverse representation.
    - Outreach with other commissions – Collaborate with similar commissions to share best practices, foster partnerships, and align on citywide objectives.

- Engagement with City Leadership – Schedule bi-annual meetings and presentations with the City Council and Mayor to share progress, highlight achievements, and receive feedback.
- Benchmarking – Research and compare the activities and impact of similar commissions in other cities to identify improvement opportunities.
- Engagement with the Mayor’s Youth Council – Develop programs or initiatives to involve the Mayor’s Youth Council in commission activities, promoting youth input and leadership.
- Benchmarks: Commissioner Appointments – Achieve 100 percent of vacancies filled within 90 days of identification.

## 2. Community Partnerships and Collaboration

- Goal Statement: To foster a vibrant, inclusive community by building meaningful partnerships that promote diversity, equity, and inclusion (DEI) and strengthen social cohesion locally, nationally, and internationally.
- Objectives:
  - Strengthen community engagement - Partner with local organizations, schools, and businesses to host events and initiatives that promote DEI.
  - Enhance dialogue on social cohesion – Facilitate meaningful conversations and collaborations through platforms such as the Social Cohesion Dialogue.
  - Expand collaborative networks – Build and sustain partnerships with cities, institutions, and organizations at the national and international levels.
  - Promote local business involvement – Engage local businesses in DEI initiatives and community-building activities.
- Strategies:
  - Leverage Existing Institutions
    - Partner with the library to host one DEI-focused event annually.
    - Build relationships with the Center for Race and Democracy to host the Social Cohesion Dialogue.
  - Focus on Strong Partnerships
    - Develop at least one new partnership with a community organization each year.
    - Collaborate with schools to integrate DEI practices and initiatives into educational settings.
  - Collaborate Beyond Borders
    - Actively seek and formalize collaborations with other cities nationally and internationally to share best practices and resources.
  - Incorporate Local Business Perspectives
    - Form partnerships with local businesses to co-sponsor events or initiatives that align with DEI objectives.
- Benchmarks:
  - Annual Partnership Outputs
    - Host one DEI event annually with the library
    - Establish one new strong community partnership each year

- Event Metrics
  - Successfully host the Center for Race and Democracy Social Cohesion Dialogue with an increasing number of participants each year.
- Expanded Collaboration
  - Partner with at least one national or international city annually on a DEI initiative.
- Local Engagement
  - Secure commitments from at least three local businesses to participate in DEI activities annually.
  - Evaluate and report on the impact of these partnerships through surveys or qualitative feedback.
- Sustainability and Growth
  - Track and assess the longevity and effectiveness of partnerships through periodic reviews and measurable outcomes.

### 3. Community Partnerships and Collaboration

- Goal Statement: To create a comprehensive framework that tracks, analyzes, and addresses discriminatory practices and racially motivated crimes within the Scottsdale community, ensuring inclusivity, transparency, and actionable solutions.
- Objective:
  - Establish measurable key performance indicators (KPIs) and milestones to monitor progress on anti-discrimination efforts.
  - Integrate AI and data analytics to identify trends, gaps, and opportunities for addressing discriminatory practices and racially motivated crimes.
  - Facilitate annual community education and accountability by incorporating presentations from the Scottsdale Police Department on racially motivated crime.
  - Develop and promote a succinct, clear mission statement that encapsulates the organization's commitment to inclusivity and equality.
  - Create a comprehensive list of discriminatory actions with precise definitions to guide policy, training, and enforcement.
- Strategy:
  - Define KPIs and Milestones.
    - Identify key metrics such as incident reporting rates, resolution timelines, community engagement levels, and training participation.
    - Set milestones like quarterly reviews, annual reports, and community feedback sessions.
  - Leverage AI and Data Analytics
    - Use AI tools to analyze crime patterns and discriminatory incident data for predictive insights.
    - Develop dashboards for real-time tracking and visualization of data trends.
  - Engage Scottsdale Police Department

- Collaborate to create an impactful annual presentation detailing incidents, resolutions, and preventive strategies for racially motivated crimes.
  - Craft the mission statement
    - Workshop with stakeholders to draft a two-sentence statement reflecting inclusivity, equality, and community responsibility.
  - Create the discrimination definition framework
    - Research legal and societal definitions of discriminatory actions.
    - Collaborate with community leaders and legal experts to create a definitive list.
- Benchmarks:
  - KPIs and Milestones
    - Initial draft of KPIs within one month.
    - Quarterly evaluation and reporting to be ongoing.
  - AI and Data Analytics
    - Integration of AI tools within six months.
    - Initial trend analysis report within three months of data collection.
  - Police Department Presentations
    - Annual presentations to start within the first year.
  - Mission Statement
    - Finalize the mission statement within two months.
  - Discrimination Framework
    - Draft framework completed within three months.
    - Community and expert review within four months
    - Publish and disseminate framework within six months.

Ms. Racine reviewed the Commissioner's comments and asked clarifying questions.

Ms. Johnson commented that the Commission needs to be cognizant of the fact that there are a lot of unknowns with the incoming Mayor and Council members and suggested that the group review the language used in the document with that in mind.

The January meeting will include an agenda item to further discuss the Strategic Plan, including clarification of accountability and metrics, and whether items are measurable and attainable. Staff agreed to consult the City Attorney's office about whether it would be a violation of open meeting law for Commissioners to work on the document virtually through a Google doc.

## **Adjournment**

VICE-CHAIR ROMAGNOLO MOVED TO ADJOURN THE MEETING. COMMISSIONER SOMMERVILLE SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGULAR, AND SOMERVILLE VOTED IN THE AFFIRMATIVE. COMMISSIONER BABUR WAS NOT PRESENT. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 7:38 p.m.