



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

**Wednesday, January 13, 2025**

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

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

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

**Call to Order**

Chair Drews called the meeting to order at 5:00 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 December 9, 2024**

COMMISSIONER AGULAR MOVED TO APPROVE THE DECEMBER 9, 2024, HUMAN RELATIONS COMMISSION REGULAR MEETING AND WORK STUDY SESSION MINUTES.

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

**2. Presentation, discussion, and possible action regarding the 2024 Annual Report for the Human Relations Commission**

Jackie Johnson, Diversity Program Director, reviewed the annual report and answered clarifying questions regarding the report.

VICE-CHAIR ROMAGNOLO MOVED TO APPROVE THE 2024 HUMAN RELATIONS COMMISSION ANNUAL REPORT. COMMISSIONER AGUILAR SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, AND BABUR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**3. Discussion, recommendations, and possible action regarding the Human Relations Commission's goals, objectives and strategic plan for the 2024-2025 fiscal year**

Chair Drews provided an updated copy of the draft Human Relations Commission's goals, objectives, and strategic plan for the 2024-2025 fiscal year. She emphasized the need to adjust the timeline and structure, because the current plan front-loads activities in the first six months and includes 18 objectives, which is not feasible.

Commissioners reviewed the objectives, strategies, and benchmarks for each of the following areas:

- **Accountability and Metrics.** Topics of discussion included:
  - The importance of realistic partnership goals and using feedback from partners to report outcomes.
  - Removing Objective 2, Strategy 2, which addresses discriminatory practices and racially motivated crimes, because of lack of access to relevant data.
  - The lack of City initiatives related to diversity and inclusion, and the police department's policies for reporting on racially motivated crimes.
  - Existing resources, including a survey and toolkit from ThinkZILLA Consulting and financial sponsorship with Impact AZ 2025.
  - Developing key performance indicators focused on inclusion.
  - Facilitating annual community education initiatives.
  - Creating a clear mission statement for inclusion and equity.
- **Community Partnership and Collaboration.** Topics of discussion included:
  - Realistic partnership goals and using feedback from partners to report outcomes.
  - Existing partnerships with ASU's Center for Raising Democracy and City of Scottsdale Library Board.
  - Strategic engagement with partners and potential formal partnership guidelines.

- **Community Outreach and Advocacy.** Topics of discussion included:
  - Biannual engagements with City Council members and other stakeholders to share best practices.
  - Setting benchmarks for each Commissioner to contribute one best practice per three-year term.
  - Focusing on outreach activities to expand community engagement and diversify Commission membership.
  
- **Community Resources and Communication.** Topics of discussion included:
  - Leveraging partnerships to highlight existing resources.
  - Removing specific benchmarks that are difficult to measure.
  - Simplifying strategies and focusing on biannual outreach and communication.

Commissioners were assigned section updates to work on and were asked to submit revisions no later than February 7, 2025. Final approval of the strategic plan will be agendaized for the February meeting.

#### **4. Update, discussion, and possible recommendations regarding vacancies on the Human Relations Commission**

Ms. Johnson announced that Board and Commission applications are open until February 7, 2025. City Council will be considering applicants to fill the Human Relations Commission's two open positions during the first cycle of 2025 Board and Commission appointments. She encouraged Commissioners to put the word out about the vacancy.

#### **5. Update, discussion, and possible recommendations regarding future meeting dates for the Human Relations Commission**

Discussion ensued regarding the Commission's February, March, and April meeting dates and the Commissioners confirmed who will be present during those meetings in order to maintain a quorum. Due to the Passover holiday, they agreed to move the April 14<sup>th</sup> regular meeting to April 7<sup>th</sup>.

VICE-CHAIR ROMAGNOLO MOVED TO APPROVE MOVING THE APRIL REGULARLY SCHEDULED MEETING TO APRIL 7, 2025. COMMISSIONER AGUILAR SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, AND BABUR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

#### **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 Martin Luther King, Jr. Awards Dinner is scheduled for Thursday, January 16, 2025, at Scottsdale Stadium Field House. The reception is scheduled to start at 5:30 p.m. and dinner will begin at 6:00 p.m. Chair Drews, Vice-Chair Romagnolo, and Commissioners Adams and Aguilar are planning to attend and are also invited to the VIP Reception.

The Regional Unity Walk will take place on Saturday, January 25, 2025, from 4:00 p.m. to 6:00 p.m. at Tempe Town Lake. The Mayor's Youth Council and members of the City of Scottsdale Employee Resource Group will participate in the walk. Mayor Borowsky and City Council members have been invited to attend the event. Commissioners were asked to let Ms. Johnson know if they plan on participating.

Asian Corporate and Entrepreneur Leaders will be presenting the City of Scottsdale Office of Diversity with a community partner award during an event being held from 5:00 p.m. to 9:00 p.m. on January 25, 2025, at Scottsdale Marriott at McDowell Mountain Ranch Resort. Commissioners were asked to let Ms. Johnson know if they plan to attend. Ms. Johnson will be attending this event in lieu of the Regional Unity Walk.

Chair Drews encouraged Commissioners to attend the Regional Unity Walk, noting that the event is an opportunity to connect with other community leaders.

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

Future meetings could include:

- Strategic planning finalization
- Legislative update
- Community Partners update

## **Adjournment**

COMMISSIONER AGUILAR MOVED TO ADJOURN THE MEETING. VICE-CHAIR ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, AND BABUR 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 6:23 p.m.