



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

Monday, February 10, 2025

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

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

STAFF: Jackie Johnson, Diversity Program Director
Kelly Corsette, Communications and Public Affairs Director
Dale Wiebusch, Government Relations Director

GUESTS: Maryann McAllen, City Council Member

Call to Order

Chair Drews called the meeting to order at 5:33 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 January 13, 2025

COMMISSIONER AGUILAR MOVED TO APPROVE THE JANUARY 13, 2025 HUMAN RELATIONS COMMISSION REGULAR MEETING 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. Discussion and possible recommendations regarding the February 11, 2025, City Council Regular Agenda Item #14 – Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

Chair Drews initiated discussion about the February 11, 2025, City Council regular agenda item number 14, merit-based employment and discontinuation of diversity, equity, and inclusion (DEI) programs. She said that she sent a letter of opposition to City Council members. Former Commissioner Emily Hinchman, has also sent a letter of opposition. Chair Drews explained that Ordinance 4662 would discontinue City funding for DEI programs and would eliminate the Office of Diversity. Ordinance 4662 does not contain any language regarding the Human Relations Commission. It is unknown what the long-term effects of the Ordinance will have on the continuation of the Human Relations Commission or on the Commissions ability to continue working to achieve its stated purpose and goals.

Commissioners opined on Ordinance 4662. Chair Drews stated that the reference to Arizona Revised Statute 41-1494 in Council agenda item number 14 does not apply to the City of Scottsdale's DEI programs, because it discusses "required" trainings and programs, and City DEI programs are voluntary. She noted that much of the language in the statute does not reference what the City or the Human Relations Commission promote. Jackie Johnson, Diversity Program Director, gave an overview of the history of the Office of Diversity, which was originally established in 1998 as the Office of Diversity and Dialogue. She said that she has provided the Mayor and City Council members with a detailed outline of the duties and responsibilities of the Office of Diversity. Discussion ensued regarding sending a representative from the Commission to speak during the Council meeting or sending communication through staff stating their views.

COMMISSIONER AGUILAR MOVED TO SEND A MESSAGE FROM THE HUMAN RELATIONS COMMISSION, THROUGH STAFF, TO CITY COUNCIL RECOMMENDING THAT COUNCIL MEMBERS VOTE AGAINST ORDINANCE NUMBER 4662. 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.

Discussion continued regarding the Ordinance and what effects a positive vote would have on the Human Relations Commission and on programs such as the Employee Resource groups. Commissioners determined that it would be more impactful if they were to send a letter outlining the reason for their opinion and stating the positive impacts of DEI programing.

Ms. Johnson suggested that due to time constraints, the Commission postpone the remaining agenda items.

COMMISSIONER ADAMS MOVED TO TABLE THE REMAINING AGENDA ITEMS TO ALLOW TIME FOR FURTHER DISCUSSION OF ITEM NUMBER TWO. 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.

Commissioners used the letter Chair Drews sent previously as a guide. They contemplated language and drafted a formal letter recommending that City Council vote against Ordinance 4662.

COMMISSIONER AGUILAR MOVED TO SEND THE LETTER DRAFTED BY THE HUMAN RELATIONS COMMISSION TO CITY COUNCIL PRIOR TO THE FEBRUARY 11, 2025 CITY COUNCIL MEETING. CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, AND BABUR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

3. Discussion and possible recommendations regarding diversity-related bills considered during the State of Arizona Legislative Session and the city's legislative agenda

The item was tabled.

4. Update, discussion, and possible recommendations regarding the Human Relations Commission's goals, objectives, and strategic plan for the 2024-2025 fiscal year

The item was tabled.

5. Discussion and possible recommendations regarding Human Relations Commission and Office of Diversity and Inclusion community partnerships

The item was tabled.

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

The item was tabled.

7. Identification of Future Agenda Items

Ms. Johnson said that the deadline for Commissioner applications is February 21, 2025. She hopes to have new Commission members in place in time for the April HRC meeting. She noted that it is likely that the Commission will not have a quorum for the March meeting. Discussion ensued regarding rescheduling the March meeting and consensus was to move the meeting from March 10th to March 17th.

Future meetings could include:

- Discussion on the outcome of City Council's vote on Ordinance 4662
- Legislative update
- Community Partners update

Adjournment

COMMISSIONER AGUILAR MOVED TO ADJOURN THE MEETING. 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.

With no further business to discuss, being duly moved and seconded, the regular meeting adjourned at 7:05 p.m.

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