



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

Monday, April 7, 2025

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

PRESENT: Chair Tina Drews
Vice-Chair Cynthia Romagnolo
Ashley Adams
Mason Gates
Shiry Sapir

ABSENT: Veronica Aguilar
Muhammad Babur

STAFF: Kelly Corsette, Communications/Public Affairs Director

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 February 10, 2025

COMMISSIONER ADAMS MOVED TO APPROVE THE FEBRUARY 10, 2025, HUMAN RELATIONS COMMISSION SPECIAL MEETING MINUTES. COMMISSIONER GATES SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, GATES, AND SAPIR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

2. Welcome and introduction of new commission members Mason Gates and Shiry Sapir

Chair Drews welcomed new commissioners Mason Gates and Shiry Sapir.

Each Commissioner introduced themselves, reviewed their background, and talked about their interest in the Commission.

Kelly Corsette, Communications and Public Affairs Director, introduced himself.

3. Meeting schedule for the remainder of calendar year 2025

Chair Drews reviewed the meeting schedule for the remainder of calendar year 2025. Discussion ensued regarding possible recess in the months of July and October. It was agreed to cancel the July 14th meeting and to move the October 14th regular meeting to October 6th.

COMMISSIONER GATES MOVED TO APPROVE THE 2025 CALENDAR YEAR MEETING SCHEDULE. VICE-CHAIR ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, GATES, AND SAPIR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

4. Update, discussion, and possible recommendations implementation of Ordinance 4662 (Discontinuing the use of city funds for Diversity, Equity, and Inclusion (DEI) programming, trainings, and other initiatives) as outlined in a March 7 City Manager memorandum

Chair Drews facilitated a discussion about the March 7, 2025, City Manager memorandum regarding implementation of Ordinance 4662. Kelly Corsette, Communications/Public Affairs Director, noted that in creating the memorandum, areas that were the primary responsibility of the Office of Diversity and Inclusion and were the responsibility of Diversity Program Director Jackie Johnson were considered. He clarified that when contemplating cultural celebrations, programs that were funded and managed by the Office of Diversity and Inclusion were discontinued.

Comments were made on each section of the memo:

Section 1- External programs, initiatives, and issues

- Program: Scottsdale Human Relations Commission, created by Ordinance No. 3315 (5-15-00)

- Chair Drews said that no changes were proposed for the Human Relations Commission.
- Program: Anti-discrimination ordinance/discrimination complaints
 - Mr. Corsette confirmed that the ADA/Title VI Coordinator has begun working in the City Manager's office. She will handle discrimination complaints and will help with the transition of duties of the ADA/Title VI Coordinator once a replacement is identified.
 - Chair Drews requested that the Commission be supplied with a report on the 2024 discrimination complaints.
 - Mr. Corsette explained that the City's anti-discrimination ordinance fills a gap for areas not covered under the federal ordinance. Requests for ADA accommodations by employees go through Human Resources.
- Program: Mayor's Ability Awards
 - It was noted that the Mayor's Office will continue the Mayor's Ability Awards scholarship program, which is funded through tribal gaming grants. A reception will be held in April to award scholarships.
- Program: Community relations, organizational memberships
 - Chair Drews commented that the City will no longer provide financial support through scholarships or purchasing tables at events for the partner organizations.
 - Mr. Corsette explained that the Community Partner Meetings were initiated by the Diversity Director to foster collaboration beyond sponsorships. Approximately six meetings were held over the past 18 months, but those meetings have ceased.
 - Commissioners discussed the possibility of engaging with the Economic Development Department to facilitate future outreach efforts.
- Program: Public communication, websites, social media
 - Chair Drews commented that the Scottsdale for All campaign didn't gain a lot of traction on social media. She proposed that the Office of Tourism and Economic Development be consulted about any future campaigns around inclusion and the welcoming nature of Scottsdale.
- Program: Juneteenth Celebration
 - Commissioners talked about alternate ways that the City can acknowledge the Juneteenth holiday.
 - It was suggested that the Commission host an educational event, potentially partnering with the Library.
 - Mr. Corsette noted that the event was staff-intensive and budget neutral due to sponsorships. Alternatives are being considered due to staffing and budget constraints. He agreed to inquire with Scottsdale Library about any Juneteenth-related activities they might have planned.
- Program: Scottsdale Public Library "Scottsdale for All" story times
 - It was noted that this program has been discontinued.
- Program: Girl Scout patch program
 - Mr. Corsette explained that the Girl Scout patch program was initiated by the previous

mayoral administration and was put under the management of the Office of Diversity and Inclusion. He will follow up on the current status of the program.

- Program: ADA/Title VI Compliance
 - It was noted that the ADA/Title VI compliance is currently part of the City Manager's Office.

Section 2 – Internal programs, initiatives, and issues

- Program: Diversity Advisory Committee
 - Mr. Corsette said the Diversity Advisory Committee was an internal employee group, previously supported by the Office of Diversity. The committee's focus was internal and did not intersect with the work of the Human Relations Commission.
- Program: Employee Resource Groups (ERG)
 - Commissioners discussed the value of Employee Resource Groups in promoting networking and professional development.
 - Mr. Corsette noted that the Human Resources Department is looking into the topic of ERGs.
 - Commissioners expressed interest in recommending reinstatement of Employee Resource Groups.
 - Commissioners Gates and Sapir expressed concerns about the value of ERGs and the fact that groups meet during work hours.
- Program: Employee value: Value Diversity
 - It was noted that there has been no change to Employee's values and that "Diversity" is number six on the list.

Chair Drews summarized Commissioner comments. She highlighted the need for the Commission to take a more active role in advising the City Council directly and increasing the visibility of the Commission. Commissioners agreed that a focus should be put on exploring collaborations with other City departments and to continue supporting inclusive programming within the City's new limitations.

COMMISSIONER ADAMS MOVED TO APPROVE THAT THE HUMAN RELATIONS COMMISSION FORWARD A RECOMMENDATION TO THE CITY COUNCIL THAT EMPLOYEE RESOURCE GROUPS BE REINSTATED. VICE-CHAIR ROMAGNOLO SECONDED THE MOTION, WHICH CARRIED THREE (3) TO TWO (2). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, AND COMMISSIONER ADAMS VOTED IN THE AFFIRMATIVE. COMMISSIONERS GATES AND SAPIR DISSENTED.

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

Chair Drews proposed that Item 5 be tabled until the next meeting. She asked the Commissioners to review the Strategic Plan and be prepared to share their input during the May meeting. Brief discussion ensued regarding the draft strategic plan that was developed during the facilitated discussion and areas of the document that might need to be amended. Commissioners expressed

interest in having more engagement with the City Council. Mr. Corsette agreed to compile a list of the most recent recommendations the Commission has forwarded to the City Council.

6. Identification of Future Agenda Items

Future meetings could include:

- Strategic plan
- Follow up on ERG recommendation

Adjournment

COMMISSIONER GATES MOVED TO ADJOURN THE MEETING. COMMISSIONER ADAMS SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, GATES, AND SAPIR 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 6:55 p.m.

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