



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

**Monday, August 11, 2025**

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

**PRESENT:** Tina Drews, Chair  
Cynthia Romagnolo, Vice Chair  
Ashley Adams  
Veronica Aguilar  
Muhammad Babur  
Mason Gates  
Shiry Sapir

**STAFF:** Kelly Corsette, Communications/Public Affairs Director  
Joy Racine, Community Involvement Manager

**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 who wished to speak.

**1. Approval of the Regular Meeting Minutes from June 9, 2025**

COMMISSIONER AGUILAR MOVED TO APPROVE THE JUNE 9, 2025, HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES. COMMISSIONER GATES SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, BABUR, GATES, AND SAPIR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**2. Discussion and possible action regarding the Human Relations Commission Sunset review recommendation scheduled at City Council 5p.m. Monday, August 25, 2025**

Chair Drews gave a report on the Audit Committee's sunset review of the Human Relations Commission. She noted that she gave the committee an overview of their strategic plan and the challenges occurring due to the elimination of the Office of Diversity. Two of the three Audit Committee members voted in favor of recommending to the City Council that the Human Relations Commission continue. The City Council will vote on the sunset review recommendation as part of their August 25th consent agenda.

In response to a question, Kelly Corsette, Communications/Public Affairs Director, said that the Human Relations Commission chair has been invited to give a brief presentation during the September 30th City Council work study session. The City Clerk's office will provide an outline for the presentation and Councilmembers will be given an opportunity to ask questions following the three- to five-minute presentation.

**3. Discussion, recommendations and possible action regarding the Human Relations Commission's strategic plan**

Chair Drews invited Commissioners to report on their recent outreach efforts. Discussion ensued and updates were given on the following topics that were assigned during the June meeting:

- Invite a representative from the Jewish Community Center (JCC) to give a presentation discussing their objectives, with the goal of seeing where the Commission could potentially partner with them in the future.
- Follow up with representatives from Scottsdale Library about partnership opportunities, and engage with the Library Board about partnering with the Human Relations Commission on community activities.
- Invite the City's economic development director to give a presentation to the Commission and discuss ways in which the Human Relations Commission can contribute, and to provide information regarding the benefits of employee resource groups to employers and to the economy.

Chair Drews reported that she has reached out to the Library Commission and the Economic Development Department and is awaiting a responses from both. Commissioner Adams reported that she reached out to the JCC and was told that they are experiencing a change in leadership. She suggested that Roger Lurie from Partners for Paiute be invited to speak regarding the group's efforts at an upcoming meeting. Commissioners discussed the idea of collaborating with community partners to host a podcast.

Chair Drews mentioned that an objective of the strategic plan is to focus on engagement of City leadership, benchmarking, and engagement with the Mayor's Youth Council. Community Involvement Manager Joy Racine gave a brief overview of the Mayor's Youth Council, noting that she will reach out to the staff liaison to explore opportunities to connect with that group.

#### **4. Discussion, recommendations and possible action regarding Employee Resource Groups**

Chair Drews recalled that the vote taken by the Commission during the April 7th meeting to forward a letter recommending reinstatement of the ability for the City's employee resource groups (ERG) to reconvene should have indicated that the motion did not pass. The Human Relations Commission's ordinance requires that four members of the Commission vote in favor of any action, regardless of the number of members present during the meeting. Because there were five members present and the vote only had three supporting votes, the vote did not pass and was amended to reflect that result during the Human Relations Commission's June meeting. At that time, Commissioners requested that the topic be brought back for further discussion and reconsideration. Mr. Corsette noted that ERGs were formed and guided by the Office of Diversity and thus were eliminated with the elimination of that office.

Discussion ensued with some Commissioners disagreeing with the recommendation. It was argued that although ERGs might improve the culture and community of the organization, formation of ERGs is a function of the City's Human Resources Office and is not in the purview of the Human Relations Commission. Mr. Corsette confirmed that in the City of Scottsdale organization, ERGs were formed and funded through a formal process involving the Office of Diversity. He gave a brief overview of the history of the City's ERG membership and activities. Commissioners expressed interest in receiving more information regarding the Commission's purview over this topic.

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

Future agenda items could include:

- Review of information to be presented during City Council work study presentation.
- Presentation from Partners for Paiute representative.
- Partnership with Mayor's Youth Council.
- Podcast opportunities.
- Information, discussion, and possible action regarding reading of the Land Acknowledgement

#### **Adjournment**

COMMISSIONER GATES MOVED TO ADJOURN THE MEETING. COMMISSIONER AGUILAR SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR DREWS, VICE-CHAIR ROMAGNOLO, COMMISSIONERS ADAMS, AGUILAR, BABUR, 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 6:09 p.m.

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