



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

Monday, April 13, 2026

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

**PRESENT:** Veronica Aguilar, Chair  
Chass Onkst, Vice-Chair  
Ashley Adams  
Mason Gates  
Shiry Sapir (arrived at 5:03 p.m./departed at 6:22 p.m.)  
Kimberly Schramm

**ABSENT:** Commissioner Mahammad Babur

**STAFF:** Joy Racine, Community Involvement Manager  
Bill Hylan, Senior Assistant City Attorney

**Call to Order**

Chair Aguilar 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 February 9, 2026**

COMMISSIONER ADAMS MOVED TO APPROVE THE FEBRUARY 9, 2026 HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES AS PRESENTED. VICE-CHAIR ONKST SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR AGUILAR, VICE-CHAIR ONKST, COMMISSIONERS ADAMS, GATES, AND SCHRAMM, VOTED IN THE AFFIRMATIVE. COMMISSIONER SAPIR NOT PRESENT. THERE WERE NO DISSENTING VOTES.

## **2. Welcome New Commission Member**

Chair Aguilar welcomed Kimberly Schramm to the Commission.

Commissioner Schramm introduced herself and spoke about her background and interest in being part of the Human Relations Commission.

Commissioners and staff took turns introducing themselves and giving a brief summary of their backgrounds.

## **3. Presentation and discussion related to Chair Onkst's meeting with Mayor Borowsky**

Vice-Chair Onkst gave an update on her meeting with Mayor Lisa Borowsky. She announced that the Mayor invited the Human Relations Commission to participate in the February 25, 2027 Parada del Sol. Vice-Chair Onkst gave an overview of the history behind the parade, which was established in 1953. She opined that participation would bring visibility to the Commission and highlight its mission. Joy Racine, Community Involvement Manager, explained that in order to participate in the parade, the Commission would be required to coordinate with the Scottsdale Charros and fill out an application for entry. Commissioners expressed interest in participating in the parade.

## **4. Discussion and possible action regarding the Human Relations Commission's strategic plan**

Chair Aguilar reviewed the current FY 2025/26 Human Relations Commission's strategic plan, including the goals and objectives, which are currently as follows:

### **Community Partnership and Collaboration**

- **Goal Statement:** to foster a vibrant, inclusive community by building meaningful partnerships that promote inclusion and strengthen social cohesion locally.
- **Objectives**
  1. Strengthen Community Engagement: partner with local organizations, schools, and businesses to host events and initiatives that promote the inclusive city.
  2. Expand Collaborative Networks: build and sustain partnerships.
  3. Promote Local Business Involvement: engage local businesses in community-building activities.
- **Strategies**
  - Leverage Existing Institutions:
    - partner with the library to host one event annually
  - Focus on Strong Partnerships:
    - develop at least one new partnership with a community organization each year
  - Incorporate Local Business Perspectives:
    - form partnerships with local businesses to co-sponsor events or initiatives that align with community building
  - Annual Partnership Outputs:
    - host one event annually with the library, and
    - establish one new strong community partnership each year
  - Event Metrics:

- successfully host at least one collaborative event focused on inclusion with an increasing number of participants each year
- Expanded Collaboration:
  - partner with at least one other Arizona city annually on one initiative
- Local Engagement:
  - secure commitments from at least two local businesses to participate in activities annually, and
  - 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

### **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.
- **Strategies**
  - 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 the Mayor to share progress, highlight achievements, and seek feedback
  - Benchmarking:
    - research and compare the activities and impact of similar commissions in other cities to identify improvement opportunities, and
    - engage Scottsdale Police Department to discuss crime metrics
  - 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:
    - recommend candidates to fill Commission vacancies within 90 days of identification
  - Outreach Activities:
    - host at least one collaborative initiative or meeting with other commissions annually

- Engagement with Leadership:
  - conduct two bi-annual engagements with the City Council and the Mayor with measurable outcomes discussed (such as one-on-one meetings, annual report, etc.)
- Benchmarking Efforts:
  - complete a comparative analysis of at least one other commission each year and implement one new best practice
- Youth Council Involvement:
  - successfully integrate the Mayor's Youth Council into one major initiative or event per year

### **Community Resources and Communication**

- **Goal Statement:** to increase community awareness, engagement, and access to valuable resources through effective communication, innovative outreach, and resource sharing initiatives.
- **Objectives**
  - Enhance visibility and provide actionable information to community and business leaders by leveraging marketing channels, media opportunities, and publicly available resources, such as the Scottsdale Library System
- **Strategies**
  - Newsletter or Marketing Outreach:
    - launch regular content for use in community platforms, with some examples including Instagram, City Newsletters, and the Scottsdale Chamber Newsletter
  - Podcast or Media Engagement:
    - partner with local media and platforms such as local podcasts, to discuss relevant topics, promote initiatives, and highlight success stories
- **Benchmarks**
  - Newsletter/Marketing Outreach:
    - quarterly content available on various platforms
  - Podcast Engagement:
    - appear on at least two podcasts or media platforms annually

### **Accountability and Metrics**

- **Goal Statement:** to create a comprehensive framework recognizing that the role of the Human Relations Commission is to advise and support the Mayor and the City Council in shared goals of creating inclusion and a growth mindset in the City of Scottsdale.
- **Objectives**
  - Establish measurable key performance indicators (KPIs) and milestones to monitor progress on inclusion efforts.
  - Integrate AI and data analytics to identify trends, gaps, and community opportunities.
  - Facilitate annual community education and accountability by incorporating community presentations.
  - Develop and promote a succinct, clear mission statement that encapsulates the organization's commitment to inclusivity and equality.
- **Strategies**
  - Define KPIs and milestones
    - set milestones like quarterly reviews, annual reports, and community feedback sessions

- leverage AI and data analytics, and
- collaborate with community leaders and legal experts, for example Choose Scottsdale, Impact AZ, and Supplier Diversity Initiative.
- **Benchmarks**
  - Quarterly review
    - quarterly presentation for discussion to Commission and actions if appropriate

Commissioners suggested amendments to the existing strategic plan, resulting in the following next steps:

- Chair Aguilar will rewrite the HRC strategic plan and send to Joy to have the new version printed for the upcoming meeting.
- Joy will send Chair Aguilar and Vice Chair Onkst the Parada Del Sol application for HRC to be represented in 2027.
- Commissioner Schramm will connect with the Library Commission and Greenheart Exchange program for a potential collaboration.
- Chair Aguilar will connect with Los Olivos about potentially co-sponsoring event.
- Chair Aguilar and Commissioner Adams will reach out to Scottsdale Vibes for a potential podcast feature.
- Commissioner Adams will follow up with the Human Services Commission about social media.
- Vice Chair Onkst will reach out to the Scottsdale Police Department.

Review of the strategic plan and progress updates will be agendaized for future meetings.

##### **5. Discussion and possible action to make recommendations to City Council regarding the Human Relations Commission's Mission and purpose as set forth in City Code**

Chair Aguilar reviewed the Human Relations Commission's mission statement and purpose as set forth in City Code. Discussion ensued regarding the relevance of the Commission's purpose of advising the City Council. Bill Hysten, Senior Assistant City Attorney, confirmed that there is nothing in the mission statement or purpose that contradicts the ordinance recently passed by the City Council regarding diversity, equity, and inclusive activities. Commissioner Gates opined that Commissioners should be able to speak about what the group has done and plans to do and they should have measurable outcomes for activities and interactions with community partners. He questioned what community partners gain from interacting with the Human Relations Commission and what the Commission is able to do in response to those interactions when there is no budget available.

Chair Aguilar commented that the KPIs were set as part of the draft plan can be referred to when talking about the Commission's purpose. Discussion continued regarding the Commission's purpose and opportunities, including community outreach and education, restrictions, acquiring a budget for the Commission, and fund raising. Mr. Hysten noted that promoting events for third-party organizations could raise concerns regarding the City's gift clause for the use of public funds. Commissioner Gates opined that the Commission is restricted and is not productive and it would make sense to create a new commission that

combine with other commissions such as the Human Services Commission who have a similar purpose. Mr. Hylen clarified that changing the purpose of the Commission would require a recommendation to the City Council.

Further discussion about the mission and purpose statement will be agendaized for the May meeting.

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

Future agenda items could include:

- Discussion regarding the Human Relations Commission budget

Chair Aguilar noted that the Commission received an invitation from Lee Cooley to attend the Scottsdale Realtors Fair Housing Symposium on April 28, 2026. Commissioners were asked to let staff know if they planned to attend so a potential quorum announcement could be posted.

## **Adjournment**

COMMISSIONER ADAMS MOVED TO ADJOURN THE MEETING. COMMISSIONER GATES SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). CHAIR AGUILAR, VICE-CHAIR ONKST, COMMISSIONERS ADAMS, GATES, AND SCHRAMM, VOTED IN THE AFFIRMATIVE. COMMISSIONER SAPIR WAS NOT PRESENT. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:24 p.m.

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