



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

MINUTES

Monday, September 13, 2021

Meeting Held Electronically

PRESENT: Emily Hinchman, Vice Chair
James Eaneman
Marty Day
Hannellie Mendoza
Stuart Rhoden

ABSENT: Chair Janice Shimokubo and Commissioner Lawdan Shojaee

STAFF: Kelly Corsette
Brent Stockwell

Call to Order/Roll Call

Vice-Chair Hinchman called the meeting to order at 5:00 p.m.

Members present as listed above.

Public Comment

There were no public comments submitted.

1. Approval of minutes from the August 9, 2021 meeting

COMMISSIONER EANEMAN MOVED TO APPROVE THE AUGUST 9, 2021 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER DAY SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR HINCHMAN,

COMMISSIONERS DAY, EANEMAN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSIDENTING VOTES.

2. Presentation, discussion and possible recommendations regarding the Scottsdale Police Department community involvement initiatives, issues, and programs

Police Commander Christopher Coffee gave a presentation highlighting new programs that Chief Walther has implemented. His presentation included information on the following:

- Expansion of the Public Information Office
- Chief Walther's social media shows which include:
 - "Ask the Chief" – livestream program where employees can ask questions from the Chief either live or anonymously
 - "Chief Talk" – Chief Walther discusses a specific philosophy
 - "Shop Talk" – monthly podcast, including interviews with prominent Scottsdale figures
- Crime prevention officers meeting weekly to give an overview of happenings in each district and discuss community events, partnerships, and outreach programs
- Increasing public safety announcements. Recent activity included educating the public on enjoying Downtown/OldTown in a safe manner, preventing auto theft while at the Preserve, and holding safety days with various groups
- Citizens' Academy
- Crisis Response (CRT) Team, which focuses on mental health calls for service
- Human Endangerment and Trafficking Unit (HEaT), which partners with other Valley agencies to combat child trafficking and sex trafficking
- Patrol officers taking classes through Safe Action Project to be more educated on recognizing signs of people who may be trafficking
- Scottsdale Police Department's accreditation since 1994, which involves regular outside agency review
- Arizona Law Enforcement Accreditation Project
- Community Engagement, which focuses on transparency and will include critical incident debrief videos being put out to the public

Commissioners were given an opportunity to ask questions. Commander Coffee said that the Chief's shows are shared with commanders and through briefings, meetings, and on social media. He confirmed that school resource officers (SRO's) are trained in crisis intervention and are partnering with the school district to address issues relating to kids coming back to in-school learning.

Commander Coffee said that the recent incident against a woman of color is being investigated internally. He was not at liberty to offer any further information because of pending litigation. Mr. Corsette noted that the City call center received a voicemail regarding an accusation that a Scottsdale business discriminated against someone based on their LGBT status. He anticipates that the complainant will submit a formal complaint to the City Manager's Office.

3. Update, discussion and possible recommendations regarding focus groups to explore community survey data

Commissioners Day and Mendoza gave an update on the efforts to engage an organization specializing in focus groups. The list of prospects has been narrowed down to two

organizations that are being considered. They anticipate having more information time for the October meeting.

4. Presentation, discussion and possible recommendations regarding the Commission's Strategic Plan and 2021 activities and updates

- Anti-Discrimination Ordinance – Update

Mr. Corsette said that the only update he has is the LGBT discrimination complaint that he mentioned. He is planning to follow up with the Scottsdale Chamber about a potential partnership.

- Town Hall Sessions - Receive an update and make recommendations on future town hall sessions

Commissioner Rhoden commented that if it is not possible to plan a town hall session in time for the fall, plans be made for a spring session. He suggested that an overarching theme for the town hall could be bullying and asked Commissioners to let him know if they have other ideas.

Mr. Corsette said that there is adequate staff to help put together a town hall sometime this fall. He offered to talk to Commissioner Rhoden offline about planning.

- Enhanced Commissioner Involvement - Receive an update on Fall opportunities

There were no updates on enhanced commissioner involvement opportunities.

- Identify Important Diversity Issues - Receive an update on focus group plans and make recommendations on next steps

There were no additional diversity issues to discuss.

- City relationships – Receive an update on meetings involving City departments and next steps

Vice-Chair Hinchman said that Chair Shimokubo and Commissioner Rhoden are working to schedule a meeting with Scottsdale Arts in late October to discuss how to bring more diversity to that partnership. Vice-Chair Hinchman said that she will reach out to the Human Services Commission to see if they are interested in collaborating.

It was suggested that the Commission consider whether they would like to follow up on any of the police department initiatives mentioned earlier. Mr. Corsette recalled that the plan is to have the police department give quarterly hate crime updates.

5. Updates, discussion and possible recommendations regarding recent and upcoming diversity and inclusion related activities and incidents impacting the City of Scottsdale

- Updates on staff hiring plan – Diversity and Inclusion Program Manager

Mr. Corsette said that after reviewing the marketplace and talking internally about how the position should be perceived, the title was renamed “Diversity and Inclusion Program Director” and adjustments were made to the job description. The position is posted nationally on the government jobs website and major hiring and job related platforms, and will be shared with the Scottsdale community diversity partners and diversity managers and directors around the Valley. Human Resources is working to get the position posted to a broad audience.

The goal is to have a candidate in the position by November, however, the process could go into December.

Commissioners were given an opportunity to ask questions. Discussion ensued regarding the hiring process and adjusting to a new person in the position. Commissioners thanked staff for ensuring that the Commission has been supported during this transition period.

- Upcoming 2021 diversity events –
 - National Hispanic Heritage Month – September 15 to October 15
 - ACEL “Dynamics of Leadership” Conference Career and Community Resource Fair, Doubletree Resort, Scottsdale, Friday, October 22 and Saturday October 23
 - National Employment of People with Disabilities Awareness month – October 1 through October 31
 - Indigenous People’s Day –Monday, October 11
 - Phoenix Pride Parade – Saturday, November 6

Mr. Corsette said that Mayor Ortega will read a proclamation during the September 14, 2021 Council meeting, acknowledging Hispanic Heritage month. A bike ride through Old Town to tour public art by Hispanic artists will be held on a Saturday in October.

One Community is hosting their Spotlight on Success Local Heroes Awards October 1, 2021. The Diversity and Inclusion Office is sponsoring a table at the event.

The Asian Corporate Entrepreneur Leaders “Dynamics of Leadership” conference and community resource fair is scheduled on October 22 and 23 at the Doubletree Resort.

Phoenix Indian Center Silver and Turquoise Ball will be October 22, 2021. The Diversity and inclusion office is sponsoring a table at the event.

A proclamation will be read during the Human Relations Commission meeting on Indigenous People’s Day, Monday, October 11, 2021.

The City is in communication with organizers of the Phoenix Pride event about Scottsdale's participation. Although some of the regional events have been canceled due to the resurgence of COVID-19, as of now the Phoenix Pride event is scheduled as planned.

The City of Scottsdale is co-sponsoring the United Diversity Business Summit at Scottsdale Center for Performing arts on September 15, 2021. The event is a free all-day workshop for small businesses, minority, and women-owned businesses to hear from business leaders. The event will be livestreamed on the City's YouTube channel.

Information regarding opportunities to participate in events will be sent to Commissioners.

6. Identification of Future Agenda Items

The next meeting is scheduled for October 11, 2021.

Future agenda items could include:

- Discussion about working with the police department on engaging the public to improve community relations.
- Focus groups
- Strategic plan
- Distribution of Scottsdale for All posters

Adjournment

COMMISSIONER RHODEN MOVED TO ADJOURN THE MEETING. NO SECOND WAS GIVEN. THE MOTION CARRIED FIVE (5) TO ZERO (0). VICE-CHAIR HINCHMAN, COMMISSIONERS DAY, EANEMAN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 5:57 p.m.

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