
**CITY OF MESA
HUMAN RELATIONS ADVISORY BOARD (HRAB)
January 24, 2018 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on January 24, 2018
at 6:00pm in the Upper Level City Council Chambers at 57 E 1st St.

MEMBERS PRESENT

Cliff Moon- Chair
Colleen Byron- Vice-Chair
Joseph Holmes
Nadia Khalighi
Cassandra Sampson
Silvia Stanford
Mark Tompert
Keola Tweedy
Louis Wade

MEMBERS ABSENT

Winnie Kaplan

STAFF PRESENT

Andrea Alicoate
Bethany Freeland
Ray Villa

GUESTS

1. Chair's Call to Order'

Dr. Moon called the meeting to order at 6:00pm.

2. Items from Citizens Present. *

There were no citizens present who wished to speak to the Board.

3. Approval of minutes from the December 6, 2017 Board meeting.

Dr. Byron made a motion to approve the minutes with the addition to item 11, "November 18, 2017 Downtown Mesa Arts and Crafts Festival." Ms. Khalighi seconded,10 and the motion carried unanimously.

4. Discuss and make recommendations on Mesa Police Department (MPD) Monthly Community Engagement Report.

(4a) Updates on Diversity related police incidents and activities.

A large number of MPD Officers participated in the Martin Luther King Jr Celebration Parade this past weekend. There were also representatives from the Gilbert Police Department present. On the upcoming weekend, members of MPD will also attend the Regional Annual Unity Walk.

MPD has also become a part of the Travis Manion Foundation. They have taken some of the foundation's training models to further develop leadership skills for Officers. They also plan to take the trainings to various Mesa High Schools.

(4b) Updates on scheduling of upcoming Police Advisory Board meeting.

- February 7, 2018- Hispanic Pastors Breakfast
- February 13, 2018- Asian Advisory Board Meeting at the Fiesta Division Substation 6PM- 8PM
- February 21, 2018- Community Engagement Board at Mesa Community College in room LB145 at 12PM
- Month of February- Chandler Police Department's Guardian Academy- month long program that provides guardians with information on how to keep kids safe (parents, grandparents, educators, counselors, etc.)
- February 26, 27, 28 - MPD and Dr. Moon will be meeting with students of East Valley Institute of Technology (EVIT) at the Alston House to interview them on how they perceive the relationship between youth and MPD to be.
- Summer 2018- Junior Citizens Police Academy
- Summer 2018- Annual Youth Leadership Academy
- March Spring Break- Aspire Academy for Girls

(4b-1) Updates on a meeting of the LGBTQ (Lesbian Gay Bisexual Transgender and Questioning) Community Forum.

The meeting of this group has not happened recently. Members of MPD have been participation in meetings of the Gay Straight Alliance (GSA) in Tempe. Other cities who participate include Chandler, Gilbert, and Scottsdale. Finding individuals who are willing to commit the time to serve on an LGBTQ Community Forum has been a challenge. The goal is to have the group operational and meeting within the next few months. MPD will also be participating in the 2018 Pride Parade. Dr. Byron stated that when the GSA began in Tempe, it was hard to gain traction there as well. She also offered to be a member of any LGBTQ group that may be starting in Mesa. Dr. Moon offered to help with the inception of a LGBTQ group.

(4b-2) Discuss and take action on holding community forums in conjunction with Mesa Police Department to educate the community about 21st Century Policing.

Mr. Villa stated that the MPD developed a model and set out goals to achieve in relation to 21st Century Policing methods and guidelines. The MPD has achieved some of those goals and are still in the process of addressing others, but it is an ongoing process. Ms. Tweedy asked if this could be a topic that the various community advisory boards help facilitate between the public and the MPD. Mr. Villa explained that the MPD has been one of the first Police Departments in the country to develop a plan for 21st Century Policing. They have been contacted by other Police Departments from all over the nation to share their policies and procedures on topics relating to use of force, community engagement, and youth programs. The MPD is already considered on the forefront of 21st Century Policing. Dr. Byron suggested that Mr. Villa update the Board on topics that the MPD are contacted by other agencies to share their knowledge regarding. Mr. Villa

informed the Board that the MPD has not had an officer killed in a felonious event since 1917. Mr. Villa stated that the MPD is at the forefront of training because they are able to think outside of the box, take risks, and engage with the community. Ms. Khalighi also commented on importance of the MPD participating in the Pride Parade and how it was not always a well-received activity for the MPD to be involved in. Ms. Tweedy added that she is very excited for the work that the Asian Advisory Board is doing. Mr. Villa challenged each member of the Asian Advisory Board to bring five people to meetings with the goal of expanding the group to all individuals of the various Asian communities.

5. Review current City of Mesa diversity initiatives including request to enhance website and social media pages.

Ms. Alicoate began by introducing herself and the other members of the Diversity Department which include herself, Ruth Giese, and Bethany Freeland. She also explained that the Diversity Office belongs to a broader department called Community Services. Community Services includes Housing and Community Development, Community Revitalization, Animal Control, Neighborhood Outreach, Diversity, and Citywide Volunteer Program Coordination. Specifically, the Diversity Office takes a three-pronged approach to programs and initiatives:

- Employee Engagement and Participation: this includes management or participation in various community affiliate groups, employee diversity training, and department specific support.
- Responsive Government (Federal and State requirements): this includes Civil Rights Act/Title VI, Americans with Disabilities Act/ADA Coordination, Limited English Proficiency (LEP), and Environmental Justice.
- Community Engagement and Participation: this includes HRAB, One Mesa Pledge, ITVS Partnership Cinema Series, Hometown Heroes Banner Program, Vets Connect, Regional and Local Collaborations, Community Support, and Community Services Department Webpages and Social Media Accounts.

Dr. Byron asked if residents or businesses are able to make donations toward the purchasing of banners that individuals cannot afford. Ms. Alicoate stated that there is a donation link on the Hometown Heroes Banner webpage.

Ms. Stanford asked what percentage of African American individuals are employed by the City of Mesa. Ms. Alicoate said she didn't have the information off-hand but would be happy to provide it. Ms. Stanford also asked how information regarding City advocacy groups is disseminated to employees. Ms. Alicoate informed the Board that any information regarding groups, meetings, or events that are open to City employees is displayed on the internal City web homepage. There is also a team of employees consisting of one representative from each department that gathers this type of

information and relays it directly back to their respective area. The City covers any fees associated that come along with belonging to a national network or group.

Mr. Tompert asked if the City has an all-encompassing Emergency Preparedness Plan and where that information can be found. Ms. Alicoate informed the Board that this is an internal plan and that it is facilitated by the Mesa Fire Department. Mr. Tompert also asked who the Title VI and ADA investigation records are available to. He asked if it would be possible for the Board to review them or get an annual report of all investigations that take place. Ms. Alicoate stated that as she is the one who conducts the investigations, she would be happy to supply that information to the Board.

Dr. Moon asked which employees of the City received diversity training. She stated that all paid City employees have the option to receive the training. Dr. Moon also asked if this training is mandatory and Ms. Alicoate informed him that it currently is not. She elaborated that there is a City Learning Center where all available training and information is available to employees to browse at any time. Dr. Moon wondered if trained individuals also include City Management, which it does. He continued by asking if diversity training may be required as part of City employees annual reviews. Ms. Alicoate responded that it currently is included on the Community Service Department's employee evaluations, but that including it in other departments would be at the discretion of individual department Directors. Dr. Moon asked if the trainings may also become a requirement for elected officials and Ms. Alicoate replied that this may become possible as the new Diversity Strategic Plan is developed.

Ms. Tweedy asked if it would be possible to promote the HRAB on Mesa Channel 11. Ms. Alicoate stated that though it is possible, it does cost money and is not necessarily the most visual means of promotion. Ms. Tweedy also asked if the City of Mesa has any kind of book club that employees can be a part of. Ms. Freeland answered that the City of Mesa Public Library Department has a variety of reading incentive programs which happen to include book clubs. She also stated that the Library is one of the most successful departments in terms of engaging residents. She also informed the Board that though the Library does not have a book club specifically for City employees, there are a variety of clubs created by and offered to City employees through the City internal webpage. Ms. Tweedy asked if the Board has access to these employee driven activities and Ms. Freeland stated that they do not. She also questioned what the City offers in the way of translation and interpretation services. Ms. Alicoate explained that one-year ago the City put out a bid for various translation and interpretation services with the goal of being able to provide a minimum of 150 different written and oral language services.

Ms. Freeland continued the presentation by highlighting the City's use of web-based content and social media platforms. She explained that social media usage has become a new directive for the City and that this avenue is a great, and previously underutilized, way to reach residents on a variety of topics. She gave an overview of the current webpages and where they can find information pertaining to the Board and Diversity related content. She stated that the webpages need to be clear and concise and information needs to be relevant and easy to find. Board

webpages must contain information on the charge of the Board, time, date and location of meetings, and access to agendas and minutes. She gave overviews of the HRAB, Diversity, Civil Rights, Vets Connect, and various other program pages. Ms. Freeland encouraged members of the HRAB to visit City webpages and see what information is available to residents and what may be lacking.

Ms. Tweedy asked if an individual who is disabled and uses public transportation needed crosswalks in their neighborhood who would they contact? Ms. Alicoate informed the Board that the Diversity Office handles any requests pertaining to ADA issues.

Ms. Freeland explained that being able to have pictures and content of Board members attending community events would be a great addition to web and social media content. She asked that the Board take brochures, program information, and One Mesa Pledge sign-up sheets to events that they already may be attending and help expand the reach of the great programs that the Board and the City already have to offer. Every new stride in web and social media content serves to make the City more visible and accessible to Mesa residents.

Dr. Byron asked if there exists a diversity related Facebook page that can be followed. Ms. Freeland explained that using the main City social media pages makes the most sense for smaller departments because there is already a large audience base built in. Having multitudes of small pages that serve to cater to a very specific audience do not tend to be successful. She urged that Board members encourage people to like and follow main City social media sites. Ms. Tweedy asked what the restrictions are for Board members being “friends” on social media sites, considering the Open Meeting Law. Ms. Alicoate stated that as long as specific Board business or agenda items are not being discussed, it should not be an issue. Ms. Khalighi added that she holds and attends various events where several Board members attend and was concerned that this may be an issue. Ms. Freeland reiterated that as long as official business is not being discussed and they are not representing the HRAB, it’s ok to be at the same event.

6. Discuss and approve recommendations to Mayor Giles and City Council regarding diversity strategies and recommendations for the City.

Ms. Freeland provided examples of recommendations that the Board could consider. She encouraged the Board to look them over and change, add, or remove items. Dr. Moon asked if the item asking to continue seeking support for a non-discrimination ordinance is something that should continue to be suggested. Ms. Freeland and Ms. Alicoate explained that, absolutely, this is something the Board has felt strongly about. The Board felt that this was a good way to also ask Mayor and Council to support a non-discrimination ordinance on the state level, not just the municipal level. Dr. Byron added that she would like to see an item recommending Diversity training as an employee evaluation metric. The group agreed that this would be a good addition. Ms. Tweedy asked if Mesa was considered a “Golden Rule City.” She explained that she attended the launch of Scottsdale’s Golden Rule City launch and that it represents the idea that citizens treat each other in a manner that they would want to be treated and to defer to civility when it comes to interactions with residents from all walks of life. Ms. Freeland stated that this is the same basic concept as the One Mesa Pledge initiative. Ms. Freeland reminded that Board that they need to be

more committed to attending major public events in light of making these recommendations. Ms. Tweedy asked if it is reasonable to assume that the City holds one major event per month. Ms. Freeland stated that there are many public events held by various departments, but that there are only a handful of major Citywide events per year.

Dr. Byron made a motion to approve the outlined recommendations to Mayor Giles and City Council with the addition of "Requiring diversity training as a performance evaluation metric for all City employees including elected officials." Ms. Khalighi seconded and the motion carried unanimously.

7. Discuss and take action on meeting with various educational institutions to assess strides being made to address diversity issues within schools.

Dr. Moon suggested that he draft a letter inviting various educational institutions to come and speak to the Board on how they address issues of diversity and inclusion and send it to Ms. Freeland for review.

8. Discuss and take action on ordering a study done focusing on addressing housing discrimination within the LGBTQ community.

Ms. Alicoate stated that due to the Federal funding that Housing receives, they are required to provide protections to LGBTQ individuals who receive or utilize services provided by those funds. Also, Federal regulations mandate that the department provide two trainings per year to any person or organization who receive CDBG (Community Block Development Grant) Funding focusing the on treatment of diverse populations. Dennis Newburn is the City employee in charge of Fair Housing. Ms. Alicoate said that she would be willing to provide periodic updates related to this agenda item. She also stated that she would update the Board on relevant events prior to Fair Housing Month which is in April. Ms. Freeland suggested that this agenda item be added only when updates are available, as opposed to having a standing action item.

9. Discuss and take action on meeting with LGBTQ community members to build relationships for future partnerships.

Dr. Moon suggested that since the MPD will be reinstating the LGBTQ Community Forum it may be good to have Board members attend those meetings to help develop relationships. Dr. Byron suggested that it may be a good idea for the Board to support the MPD's directive to develop a Gay Straight Alliance (GSA). Ms. Tweedy asked how the GSA is structured. Dr. Byron stated that GSA's can be developed by organizations or regions (IE, cities, schools, municipalities, etc). Each GSA would often complete service projects or have guest speakers at meetings. Dr. Moon suggested that the Board speak with Mr. Villa to get more information on what the MPD plans to do to develop the GSA, so that the Board may better know how they can lend their support.

10. Discuss and take action on the development of community fairs and events such as, but not limited to, a Police and Community Coming Together Fair, Women's Empowerment Event, and a Youth Peace Building Summit (YPBS).

Dr. Moon informed the Board that he spoke with Mesa Community College (MCC) and that they would like to collaborate on this event and prefer the date Saturday, March 10, 2018 to hold the event. Ms. Freeland cautioned the Board that this date is just a few weeks away and that the Board may want to entertain the idea of holding the event sometime in the fall, so that planning doesn't conflict with the planning of the Youth Peace Building Summit that will be held on Saturday, April 14, 2018. Dr. Moon stated that MCC has agreed to take on the majority of planning and is just requesting additional support from the HRAB. Dr. Moon asked whom of the Board would be willing to take on some of the work required to help make this event a reality. Dr. Byron, Ms. Tweedy, Ms. Stanford, Ms. Khalighi, and Ms. Sampson all agreed, in different capacities, to help with the planning or execution of the Women's Empowerment Summit.

Ms. Khalighi informed the Board that the Youth Peace Building Summit is planned for Saturday, April 14, 2018. Ms. Freeland stated that she has been in contact with Benedictine University and they have agreed to host the YPBS on that aforementioned date and that she will set up a meeting between herself, Benedictine, and any Board members who would like to help in planning this event. Dr. Moon also said that he has been in contact with Dr. Pat Young and that she is willing to supply session leaders for the summit. Ms. Khalighi added that Colby Jeffers, keynote speaker for the last two YPBSs, has again agreed to participate. Ms. Stanford, Mr. Holmes, Ms. Tweedy, Dr. Byron, Ms. Sampson, and Mr. Wade all agreed, in different capacities, to help with the planning or execution of the Youth Peace Building Summit.

Mr. Wade stated that he will be in contact with Mr. Villa to discuss the Police and Community Coming Together Fair, as MPD may already be planning something similar to this.

11. Discuss recent news regarding Deferred Action for Childhood Arrivals (DACA).

The Board viewed a video of an interview between Mayor John Giles, Abril Gallardo (Living United for Change in Arizona Senior Organizer (LUCHA), and local Public Broadcasting Station (PBS) Channel 8, discussing their thoughts on DACA.

Based on the discussion had in the aforementioned video, Dr. Byron made a motion to approve the signing of a letter to be drafted by Dr. Moon recognizing the remarks made by Mayor Giles on the subject of DACA. Mr. Wade seconded and the motion carried unanimously.

12. Discuss January 15, 2018 Martin Luther King Jr. Celebration Parade.

Ms. Khalighi informed the Board that she was very grateful for all the work that was put into planning the parade considering the time constraints. She also stated that the ceremony following the parade was very inspiring and well attended. Ms. Freeland added that, from the City's perspective, the parade was a great success. All City departments involved came together and did a great job of providing various resources and coordinating on a very tight timeline.

13. Scheduling of meetings, future agenda items, general information, and Board attendees at upcoming meetings and events including those set forth below.

- (13a) Annual Regional Unity Walk will be held on Saturday, January 27, 2018 at Tempe Beach Park. The festival will start at 4:30PM with the walk to follow at 6:00PM.

Ms. Khalighi, Dr. Byron, Dr. Moon, and Ms. Sampson all stated that they would try to make it a priority to attend this event.

- (13b) Next Board meeting is scheduled for Wednesday, February 28, 2018 at 6PM in the Lower Level City Council Chambers (57 E 1st St).

- (13c) Indie Lens Pop-Up! Film Screening of Tell Them We Are Rising to be held on Thursday, February 8, 2018 at 7PM at Benedictine University Mesa (225 E Main St).

Dr. Moon, Ms. Tweedy, and Mr. Wade all stated that they would be attending this event. Ms. Stanford said that she will also be in attendance representing the National Forum for Black Public Administrators (NFBPA).

- (13d) 2018 Pride Parade to be held on Sunday, April 8, 2018 beginning at 3rd St and Thomas. Parade step off begins at 10AM.

Ms. Sampson, Ms. Khalighi, and Dr. Byron stated that they will be attending this event.

Ms. Stanford informed the Board that there will be upcoming NFBPA Professional Development Luncheons, as well as an NFBPA Professional Development Seminar Conference.

Ms. Tweedy invited anyone from the Board who may not be attending the Unity Walk to the Lau Kanaka No Hawaii 2018 Holoku Inauguration Ball that will be held at the Mesa Country Club (660 W Fairway Dr.) on Saturday, January 27, 2018 from 5:30PM – 8:30PM. She stated that there will also be several upcoming events at the Japanese Friendship Garden. There will be a Hula event at the Fountain Hills Community Center on February 3, 2018. There will also be a Pan Asian Senior and Family Caregiver Forum on February 9, 2018 at the Arizona Community Foundation in Phoenix. On February 24 & 25, 2018 the Arizona Matsuri Festival will be held.

Ms. Khalighi invited the Board to attend Zen Nights on Friday, February 23, 2018. Also, March 30, 2018 will mark the event's one-year anniversary and there will be a large celebration commemorating the occasion.

14. Hear reports on conferences and/or meetings attended.

Ms. Tweedy:

- 12-12-17 Mesa Artspace Lofts Information Session #3 at Volstead Public House
- 12-12-17 Mesa Employee's Free Skate Night at Mesa City Plaza
- 1-9-18 Mesa Police Department's Asian Community Advisory Board (ACAB) Meeting at the PD Fiesta Substation
- 1-13-18 Lau Kanaka No Hawaii/LKNH (Hawaiian Civic Club of AZ) General Meeting in Phoenix with guest Albert Lin.

- 1-17-18 Justice That Works “13th” Film Screening and Discussion at Mesa Public Library
- 1-18-18 District 4 Poetry Night at Jarrod’s Coffee, Tea and Gallery
- 1-23-18 Mesa Public Schools Governing Board Regular Meeting at Curriculum Services Center

15. Adjournment.

The meeting was adjourned at 9:20PM.

***Members of the audience may address the Board on any item. The Arizona Open Meeting Law (ARS § 38-431 et seq.) limits the Human Relations Advisory Board to discussing only those matters listed on the agenda and other matters related thereto.**

The City of Mesa is committed to making its public meetings accessible. For accommodations, translation, or additional information, please contact the City of Mesa Diversity Office at least 48 hours in advance of the meeting at (480) 644-5432 or AzRelay 7-1-1 for those who are deaf or hard of hearing.

Si necesita asistencia o traducción en español, favor de llamar al menos 48 horas antes de la reunión al 480-644-2767.