
**CITY OF MESA
HUMAN RELATIONS ADVISORY BOARD (HRAB)
January 25, 2022 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on January 25, 2022 at 6:00pm in the Lower Level, City Council Chambers, 57 E First St.

MEMBERS PRESENT

Jared Smith, Chair
Nina Allred
Brett Caldwell
Willie Campos
Rochelle Johns
Oscar White
Ron Williams

MEMBERS ABSENT

Tom Brennan, Vice-Chair
Margaret Duarte
Christiana Hammond

STAFF PRESENT

Andrea Alicoate
Angela Siebrecht

GUESTS

Jarrad Bittner
Lindsay Hochhalter

1. Chair's Call to Order.

Mr. Smith called the meeting to order at 6:01PM.

(1a) Announcement of excused absences.

Tom Brennan, Margaret Duarte, and Christiana Hammond were announced as excused absences from this meeting.

2. Items from Citizens Present.

No citizens wished to speak to the board.

3. Approval of minutes from the November 30, 2022 HRAB meeting.

It was moved by Mr. Williams and seconded by Mr. White that the above-mentioned minutes be accepted as written.

Upon tabulation of votes, it showed:

AYES- Ms. Allred, Mr. Caldwell, Mr. Campos, Ms. Johns, Mr. Smith, Mr. White, and Mr. Williams.

NAYS- None

4. Hear and discuss presentation on the IDEA Museum and how they incorporate diversity, equity, and inclusion within their initiatives.

Mr. Smith invited Mr. Bittner and Ms. Hochhalter from the IDEA Museum to speak to the Board. The presenters introduced themselves and provided a brief overview of their roles with the IDEA Museum. Mr. Bittner invited Board members to come by the museum at any time to view the interactive experiences and exhibits offered. He screened a promotional video from the IDEA museum to give the Board a sense of the offerings available in the museum and the impact these offerings have on the community. Mr. Bittner and Ms. Hochhalter continued the presentation by

providing a brief visual ‘tour’ of the different areas of the museum, highlighting the different activities offered in each area and providing some anecdotal information regarding the experiences of the families who visit the IDEA museum. After providing the Board with an overview of the museum as a whole, Mr. Bittner and Ms. Hochhalter specifically explained the work the IDEA museum does to increase diversity, equity, accessibility and inclusion. They provided specific examples of exhibits within the museum that increase representation and accessibility, such as dollhouses which include characters who utilize wheelchairs and other assistive devices. They also noted ongoing efforts to increase the accessibility of the museum particularly in regard to literacy, such as moving away from signage with written language and instead preferring signage which uses pictograms. To conclude their presentation, Mr. Bittner and Ms. Hochhalter showed a video which details one family’s experience with the IDEA museum with their child who is on the autism spectrum.

Mr. Bittner and Ms. Hochhalter answered questions and received feedback regarding ideas for exhibits and community partnerships with outside agencies and corporations. At the conclusion of the Board’s questions, Mr. Smith thanked Mr. Bittner and Ms. Hochhalter for their time and presentation. Mr. Bittner and Ms. Hochhalter thanked the Board for their feedback, noting its value with regards to their ongoing work.

5. Hear and discuss a presentation from Board member Brett Caldwell on pronouns to demonstrate respect and inclusion for HRAB.

Mr. Smith invited Mr. Caldwell to speak to the Board as a presenter. Mr. Caldwell began with a brief introduction and emphasized the point of his presentation is to begin the conversation amongst Board members regarding openly displaying each Board member’s preferred gender pronouns on their nameplates. Mr. Caldwell provided the definition of allyship to the Board, noting that “ally” is not a noun, but is instead action that an individual takes in order to promote inclusivity and acceptance. Mr. Caldwell further went on to highlight specific areas of the Board’s mission and vision which support the Board taking action on this issue. Finally, Mr. Caldwell provided some real-world examples of actions Board members can take to model this inclusivity, such as including pronouns on nametags and email signatures, defaulting to gender neutral language when in a mixed group, and reducing the use of gendered colloquialisms such as “you guys”.

Following Mr. Caldwell’s presentation, Mr. Smith opened the floor for questions from the Board. Discussion ensued regarding grey areas and how to navigate instances of not knowing someone’s preferred gender pronouns. Mr. Caldwell provided specific actions Board members can engage in, such as defaulting to the use of “they” if an individual’s pronouns are not known, and refraining from the use of titles such as “sir” or “ma’am” for individuals one does not know. At the conclusion of the Board’s questions, Mr. Smith thanked Mr. Caldwell for his time and presentation. Ms. Alicoate recommended that the Board revisit this conversation over the next few meetings, noting the value of the discussion and questions that Board members presented and in educating themselves as a group.

6. Hear and discuss a presentation on the Community Engagement Division’s Resident’s Guide to Mesa Series upcoming classes.

Mr. Smith invited Ms. Siebrecht to speak to the Board. Ms. Siebrecht briefly introduced herself as a member of the Community Engagement team and provided a brief overview of the programs and services offered by Community Engagement. Ms. Siebrecht pulled up the webpage for the

Community Engagement Division's Resident's Guide to Mesa classes and provided a general overview of the purpose of the classes and the topics that are covered in each section. Ms. Siebrecht highlighted the two nearest upcoming classes for the Board, Resident's Guide to Water Conservation and Resident's Guide to Taking Care of Your Neighborhood. She invited Board members to register and attend these classes, noting that the classes are a good opportunity to meet residents who are interested in becoming more involved with their neighborhoods and with community participation as a whole. Ms. Siebrecht noted that the Water Conservation class will be presented as a "special edition" webinar, but the regular course of Resident's Guide classes is offered in person and will be set at different locations in East Mesa for this Spring.

7. Hear and discuss a recap of January's Dr. Martin Luther King Jr. Celebration Events.

Mr. Williams provided an overview of the Martin Luther King Jr. Street Dedication reception and noted Ms. Alicoate's contributions to ensuring the celebration was successful. Mr. Williams noted his pride in the Mayor and the City Council for taking this step to publicly acknowledge and provide respect to civil rights leaders Dr. Martin Luther King, Jr. and Cesar Chavez. Mr. Williams also acknowledged the success of the MLK Parade and Festival and praised the event management teams for the smoothness of the events. Ms. Alicoate thanked the Board for their support of these events, stating that the Board's participation has been the highest she has seen in her time supporting the HRAB and acknowledging the community impact of the Board's presence at these events. Mr. White also acknowledged and praised Ms. Alicoate's work to make these events successful.

8. Scheduling of meetings, future agenda items, and general information.

(8a) Annual Regional Unity Walk on Saturday, January 28, 2023 at Tempe Beach Park. The festival will start at 4:30PM with the walk to follow at 6:00PM.

(8c) Next HRAB meeting will be held on February 22, 2023, at 6pm in the Lower-Level City Council Chambers (57 E 1st St).

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

Mr. Caldwell, Mr. White, Ms. Allred, and Mr. Williams all reported attending the Mesa City Council Swearing-In ceremony for new Council members.

Ms. Johns and Mr. Williams reported attending the Dr. Martin Luther King, Jr. Celebration and Parade.

Mr. Caldwell and Ms. Johns reported attending a HOME-ARP Community Forum hosted by the City of Mesa Housing Authority.

Ms. Allred additionally reported that she has been working with the Mesa Marathon and the Mesa Welcome Center for Immigrants. She additionally announced that the East Valley Hispanic Chamber of Commerce will be hosting a Multicultural Fair on March 4th.

Mr. Williams reported attending Governor Ducey's celebration in early December, as well as the Maricopa County Student Public Policy Forum and the Arizona MLK Awards Breakfast. He also reported attending a Council District 1 BBQ hosted by Councilmember Freeman and the inaugural meeting of the Mesa Police Foundation Board. Additionally, Mr. Williams attended a District 1

neighborhood meeting, a meeting of the General Planning advisory committee, a board meeting of the Arizona Hall of Fame Society, and a tour of the IDEA museum.

Mr. Smith had no event attendance to report but noted that he has recently accepted a new professional role.

10. Adjournment.

The meeting was adjourned at 7:30PM.

***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.**

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

Submitted By:



Andrea Alicoate,
Diversity & Special Projects Manager