
**CITY OF MESA
HUMAN RELATIONS ADVISORY BOARD (HRAB)
November 30, 2022 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on November 30, 2022 at 6:00pm in the Upper Level, City Council Chambers, 57 E First St.

MEMBERS PRESENT

Jared Smith, Chair
Tom Brennan, Vice-Chair
Brett Caldwell
Willie Campos
Margaret Duarte
Christiana Hammond
Rochelle Johns
Yudit Nonthe-Sanchez
Oscar White
Ron Williams

MEMBERS ABSENT

Nina Allred

STAFF PRESENT

Andrea Alicoate
Angela Siebrecht

GUESTS

Mike Guardado
Keisha McKinnor

1. Chair's Call to Order.

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

(1a) Announcement of excused absences.

Nina Allred was announced as an excused absence from this meeting.

2. Items from Citizens Present.

No citizens wished to speak to the board.

3. Approval of minutes from the October 26, 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- Mr. Brennan, Mr. Caldwell, Mr. Campos, Ms. Duarte, Ms. Hammond, Ms. Johns, Ms. Nonthe-Sanchez, Mr. Smith, Mr. White, and Mr. Williams.

NAYS- None

4. Hear and discuss presentation on diversity recruitment efforts from Mesa Fire & Medical personnel.

Mr. Smith invited Mike Guardado with Mesa Fire & Medical Department (MFMD) to speak to the Board. Mr. Guardado introduced himself as the Recruitment Promotion Specialist with MFMD and provided some background regarding his experience in the role and his efforts to increase diversity in the MFMD. Mr. Guardado provided some history regarding MFMD and their efforts to expand services offered to the community throughout their years in operation, including offering and

expanding emergency medical services. Mr. Guardado stressed the importance of promoting diversity and inclusion efforts within the Department to improve the quality of services offered to the community and to ensure that the teams reflect the diversity of the community they serve. Mr. Guardado then presented some metrics to the Board reflecting the increases in diversity for MFMD recruitment and retention over the past several years, including hiring percentages, and explained some of the traditional barriers to a diverse workforce. Mr. Guardado emphasized that there is still much work to be done to increase the diversity of MFMD but highlighted the progress they made in comparison to national averages. Mr. Guardado provided information regarding employee resource groups and affinity groups that serve fire and medical personnel in the East Valley and highlighted some of the services and supports they offer to recruits going through the hiring process. Mr. Guardado highlighted the recruitment process as one area where extra care is needed to maintain diversity, as the lengthiness of the process can often make it difficult to maintain an inclusive recruitment force.

Following his presentation, Mr. Guardado fielded questions from Board members regarding the specific measures being taken to increase diversity for new fire recruits and the measures that MFMD is finding to be most effective. At the conclusion of the Board's questions, Mr. Smith thanked Mr. Guardado for his time and presentation.

5. Hear and discuss a presentation from the Mesa-East Valley MLK Celebration Committee on upcoming events and programs.

Keisha McKinnor with the Mesa-East Valley MLK Celebration Committee introduced herself and her role with the Committee. She informed the Board that this year's celebration on January 16th, 2023, will be the 25th anniversary of the event and this milestone will feature heavily in the year's celebration. Ms. McKinnor provided some background and history regarding MLK celebrations within Arizona and specifically in Mesa, noting the challenges that arose in having the holiday recognized within Arizona. She noted that the MLK parade in Mesa is the only parade on MLK Day that takes place in the entire state. Ms. McKinnor provided information regarding the various events that will take place on that day, including the Martin Luther King Jr. Honorary Street Sign Dedication, the Mesa-East Valley MLK Parade, and the festival which will take place immediately following the parade. She noted changes to the parade route from previous years and plans to increase engagement with different aspects of Dr. King's ideologies, such as promoting economic development through partnerships with sponsoring businesses for Black Business Month.

Following her presentation, Ms. McKinnor fielded questions from. Ms. McKinnor additionally requested that Board members spread the word about the upcoming celebrations with their own networks and communities to increase community engagement. At the conclusion of the Board's questions, Mr. Smith thanked Ms. McKinnor for her time and presentation.

6. Hear and discuss an update on Regional Unity Walk and City diversity events in January.

Ms. Alicoate provided information regarding upcoming City diversity events and efforts, including the Point-In-Time Homeless Count and the Annual Regional Unity Walk. Ms. Alicoate provided some background regarding the requirements for the PIT Count and its connection to funding and resources for those experiencing homelessness within Mesa. Ms. Alicoate encouraged Board members to participate with this event as volunteers and to share it with their networks, noting that homelessness was a point of interest expressed by several Board members in previous meetings.

Ms. Alicoate additionally provided information regarding the Annual Regional Unity Walk on January 28, 2023, at Tempe Beach Park. She provided some context for the history of the event, which takes place in collaboration with several cities across the Valley. Ms. Alicoate informed on timeline of the event and noted that there will be a family-friendly festival taking place immediately prior to the walk. She encouraged Board members to attend with their families and to spread the word about the event to their personal networks to encourage attendance and community engagement with this event. She noted the symbolism of this event for bringing together different communities, joined together in celebration of diversity.

7. Hear and discuss results of the Mesa Public Library 'Together Mesa' Bookmark Design Contest.

Ms. Alicoate continued her presentation with information regarding the 'Together Mesa' Bookmark Design Contest hosted by Mesa Public Library. Ms. Alicoate provided some background on the Together Mesa initiative and explained the desire to encourage and highlight youth involvement with the City's diversity initiatives. Ms. Alicoate displayed digital images of the bookmark designs that were selected as winners in the contest and noted that the designs were submitted by Mesa students ranging from kindergarten through 12th grade. Ms. Alicoate also displayed some designs which received 'honorable mentions' in the contest. Ms. Alicoate informed the Board that the bookmarks will be on display and available to the public at all branches of the Mesa Public Library.

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

- (8a) 25th Anniversary 2023 Mesa Dr. Martin Luther King Jr. Celebration Parade and Festival on January 16, 2023 from 11am-4pm in Downtown Mesa.
- (8b) Save the Date: 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 January 25, 2023, at 6pm in the Lower-Level City Council Chambers (57 E 1st St).

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

Ms. Hammond, Mr. White, Mr. Williams, Ms. Johns, and Mr. Smith attended the NAFFA Precious Gems Award Banquet on November 2nd. Ms. Nonthe-Sanchez and Mr. Smith reported attending a One Community awards event as well.

Ms. Hammond additionally reported attending the East Valley Veteran's Day Parade.

Mr. White reported that he attended a Marine Corps birthday celebration and dinner, as well as the East Valley Veteran's Day Parade, as well as another Veteran's Day dinner celebration.

Mr. Williams additionally reported attending an MLK celebration meeting, a Spotlight on Success lunch, a Zen Nights Halloween event, the East Valley Veteran's Day Parade, an event proclaiming November as "Be Kind" month, a meeting of the Mesa General Plan Advisory Committee, and a Veteran's Medical Heroes luncheon.

Mr. Brennan reported that he attended a community forum with the Mesa Police Department.

Mr. Smith additionally reported attending an EAC meeting with Mesa Public Schools.

10. Adjournment.

The meeting was adjourned at 7:06PM.

***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 480-644-5034 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.

Submitted By:



Andrea Alicoate,
Diversity & Special Projects Manager