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**CITY OF MESA  
HUMAN RELATIONS ADVISORY BOARD (HRAB)  
May 24, 2023 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on May 24, 2023 at 6:00pm in the Lower Level, City Council Chambers, 57 E First St.

MEMBERS PRESENT

Jared Smith, Chair  
Tom Brennan, Vice-Chair  
Nina Allred  
Brett Caldwell  
Willie Campos  
Christiana Hammond  
Oscar White  
Ron Williams

MEMBERS ABSENT

Margaret Duarte  
Rochelle Johns

STAFF PRESENT

Andrea Alicoate

GUESTS

1. Chair's Call to Order.

Mr. Smith called the meeting to order at 6:00PM.

(1a) Announcement of excused absences.

Margaret Duarte was announced as an excused absence for this meeting.

2. Items from Citizens Present.

No citizens wished to speak to the board.

3. Approval of minutes from the April 26, 2023 HRAB meeting.

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

Upon tabulation of votes, it showed:

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

NAYS- None

4. Hear a presentation and discuss new initiative Together In Service.

Ms. Alicoate began her presentation by providing a brief overview of the Together Mesa diversity initiative which launched in May 2022. Ms. Alicoate introduced the Board to Together In Service, which is a new program under the Together Mesa initiative to inspire collaboration, innovation and creativity between the City of Mesa and the faith community in meeting needs in Mesa.

Ms. Alicoate explained that through Together In Service they intend to educate and reengage the faith community to meet the needs of Mesa; create a centralized group for faith-based

organizations (FBOs) to share ideas/needs with the City; share resources among other FBOs and for the City share with them to collaboratively serve Mesa; diversify the number of agencies and organizations involved in meeting Mesa's needs; create open communication and dedicated time and place for FBOs to connect to City staff and strengthen partnerships among all entities; and celebrate, support and showcase the faith communities in Mesa.

The program launch will include a needs assessment by launching a survey to engage with faith organizations to determine priorities, opportunities, and needs; include ongoing quarterly networking meetings to provide current information and encourage collaboration among entities; encourage collaboration with annual volunteer opportunities; resource sharing tailored public education on prevalent topics; and celebration of their communities as part of Together Mesa initiative.

The program will be launched at the Mayor's Annual Faith Leaders Breakfast, on the morning of August 23rd. Staff will be asking FBOs who would like to participate in the program to complete a survey to be included in future meetings and planning. The next meeting will take place on November 1st, at 2 pm at the Studios at Mesa City Center.

Following Ms. Alicoate's presentation, the Board asked several clarifying questions and offered additional comments and support for this new initiative. Mr. Smith thanked Ms. Alicoate for her presentation.

5. Hear, discuss and take action on pronouns to demonstrate respect and inclusion for HRAB.

Mr. Smith thanked Mr. Caldwell for leading them through a series of discussions over the past few meetings on the use of pronouns as a demonstration of respect and inclusion. The initial intention of these conversations was to itemize a vote on an agenda item to allow the option to identify personal gender pronouns on our name badges. He advised that it is now listed on this meeting agenda for the ability for a motion and vote.

Mr. Williams made a motion for the option to identify personal gender pronouns on HRAB name badges starting in the new board year. Mr. White seconded the motion.

Upon tabulation of votes, it showed:

AYES- Mr. Caldwell, Ms. Hammond, Mr. Smith, Mr. White, and Mr. Williams

NAYS- Ms. Allred, Mr. Campos

ABSTAIN- Mr. Brennan

6. Recognition and discussion of years of service for outgoing board members.

Ms. Alicoate recognized Mr. Smith and Mr. Brennan for their years of service to HRAB. She thanked them both for their volunteerism and commitment to Mesa during their time on the board.

(6a) Jared Smith

Ms. Alicoate and board members provided personal remarks to Mr. Smith. In turn, Mr. Smith provided personal remarks to the board.

(6b) Tom Brennan

Ms. Alicoate and board members provided personal remarks to Mr. Brennan. In turn, Mr. Brennan provided personal remarks to the board,

7. Hear, discuss and approve the selection of the positions of Chair and Vice-Chair for the 2023-2024 Board year.

Mr. Smith reminded the Board that the positions of Chair and Vice-Chair are open for nomination and selection by the Board. Ms. Alicoate explained that typically, the person in the Vice-Chair position will move into the Chair role after one year, allowing the individual serving as Vice-Chair a chance to learn the position before fully moving into a leadership role. However, since both the Vice-Chair and Chair will be leaving the Board, both positions will need to be filled.

Mr. Smith made the motion to nominate Mr. Williams as Chair for one year. This motion was seconded by Ms. Hammond.

Upon tabulation of votes, it showed:

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

Mr. Williams graciously accepted the nomination and vote.

Ms. Alicoate encouraged Board members to consider if they would be interested in the Vice-Chair role and to communicate with Mr. Williams and staff liaisons if so. Ms. Alicoate advised the Board that the Vice Chair position will be formally chosen at the August HRAB meeting.

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

(8a) REMINDER: June and July Board meetings have been canceled.

(8b) Next HRAB meeting will be held on August 23, 2023, at 6pm in the Lower-Level City Council Chambers (57 E 1<sup>st</sup> St).

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

Ms. Allred reported that she attended an IDEA Museum Foundation board meeting, participated in the All-America City Delegation rehearsal, Mesa Welcome Center for Immigrants and is part of a Back-to-School Event planning committee.

Mr. Campos reported that he attended a board meeting for Gangs to Jobs, AZ Strut and attended the grand opening of Whataburger.

Mr. Caldwell reported that he attended the Veterans Standdown.

Ms. Hammond reported that she attended and is now a member of the Red Mountain High School Marching Band board.

Mr. Williams reported that he attended the Mesa Forward 2023 and General Plan Advisory board meetings and attended the Patriots Awards. Additionally, he attended meetings of the Mesa

Regional Foundation and the Arizona MLK Committee and attended the Better Together Visitor Summit and Share Your Roots events.

Mr. Smith reported that he attended a meeting of the Equity Advisory Council for Mesa Public Schools.

10. Adjournment.

The meeting was adjourned at 7:00PM.

**\*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,  
Director of Diversity & Engagement