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**CITY OF MESA  
HUMAN RELATIONS ADVISORY BOARD (HRAB)  
October 28, 2020 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on October 28, 2020 at 6:00pm via ZOOM.

MEMBERS PRESENT

Ron Williams- Chair  
Colleen Byron  
Tom Brennan  
William Campos  
Margaret Duarte  
Joseph Holmes  
Jared Smith  
Lou Wade

MEMBERS ABSENT

Amy-Lyn Faatoafe  
Bill McAllister

STAFF PRESENT

Andrea Alicoate  
Cisco Luzania

GUESTS

1. Chair's Call to Order.

Mr. Williams, called the meeting to order at 6:00pm.

(1a) Announcement of excused absences.

Mr. McAllister and Ms. Faatoafe were excused.

2. Items from Citizens Present.

No citizens wished to speak to the board.

3. Approval of minutes from the September 28, 2020 HRAB meeting.

It was moved by Mr. Brennan, seconded by Dr. Byron that the above-mentioned minutes be accepted as written.

Upon tabulation of votes, it showed:

AYES- Mr. Williams, Dr. Byron, Mr. Brennan, Mr. Campos, Ms. Duarte, Mr. Holmes, Mr. Smith, Mr. Wade.

NAYS- None

4. Hear and discuss a presentation from the Makarios Youth Prevention Project regarding their work to address children's needs to prevent them from entering the criminal justice system.

The representative from Makarios, Frantz Beasley, had a family emergency and was unable to make the presentation. Do to this, Mr. Campos provided a brief overview of Makarios' mission and goals that aim to help at-risk youth. Mr. Beasley will be attending the December HRAB meeting to give the presentation.

5. Hear and take action on HRAB recommendations to help the City respond to historical disadvantages of communities of color.

The board was presented with a draft letter that will be sent to Mayor Giles, detailing the three recommendations HRAB discussed at their last meeting. The recommendations are: increased dialogue between the City and community on matters such as racial equity, representation, and discrimination through community survey and/or forums; Increased awareness and collaborations with organizations and groups that represent disadvantaged populations; and promotion of resources and services for job attainment, job security, career advancement and/or career change as there are higher than average COVID-19 impacts on loss of jobs and wages within underserved communities. HRAB also provided examples of how their future work will aide in these efforts. The letter was verbally reviewed and updated with a few wording changes.

It was moved by Mr. Wade, seconded by Dr. Byron for staff to submit the letter on behalf of HRAB to the Mayor regarding their recommendations.

Upon tabulation of votes, it showed:

AYES- Mr. Williams, Dr. Byron, Mr. Brennan, Mr. Campos, Ms. Duarte, Mr. Holmes, Mr. Smith, Mr. Wade.

NAYS- None

6. Hear and discuss update to City of Mesa Diversity & Inclusion Action Plan.

Ms. Alicoate was present to give an update on the City's Diversity & Inclusion Action Plan. This plan will serve as a three-year strategic plan for implementing diversity initiatives in the City. City Management has presented the plan to all department directors in preparation for implementation. The Diversity Administrator will be now reporting directly to the City Manager, advising on internal diversity and inclusion policies. Mr. Williams asked if the position would still be working with HRAB, to which Ms. Alicoate reassured the board that the Diversity Office would still maintain as support and in the liaison role for the board. Ms. Alicoate then gave a run down of the five goals in the Diversity Action Plan. Ms. Alicoate indicated that staff will send the full draft to the entirety of the board for their review and discussion at a future meeting. Mr. Williams commended the work of past board members that contributed to the progress that has been made in increasing diversity in the community.

7. Hear and discuss HRAB creation of job skills resource guide for the public.

In relation to discussions under item 5, the board would like to create a job skills resource guide for job attainment, job security, career advancement and/or career change as there are higher than average COVID-19 impacts on loss of jobs and wages within underserved communities. Mr. Williams and Dr. Byron requested that staff compile a starter list of resources that can be utilized. Mr. Smith was designated as the lead for this project. Mr. Wade, Mr. Campos and Dr. Bryon discussed additional resources that can be added to the project.

8. Discuss and take action on the cancellation or rescheduling of the following Board meetings:

(8a) Rescheduling of November 25, 2020 Board meeting to December 2, 2020.

It was moved by Dr. Bryon, seconded by Mr. Holmes that the above-mentioned meeting be rescheduled.

Upon tabulation of votes, it showed:

AYES- Mr. Williams, Dr. Byron, Mr. Brennan, Mr. Campos, Ms. Duarte, Mr. Holmes, Mr. Smith, Mr. Wade.

NAYS- None

(8b) Cancellation of December 23, 2020 Board meeting.

It was moved by Mr. Wade, seconded by Mr. Brennan that the above-mentioned meeting be cancelled.

Upon tabulation of votes, it showed:

AYES- Mr. Williams, Dr. Byron, Mr. Brennan, Mr. Campos, Ms. Duarte, Mr. Holmes, Mr. Smith, Mr. Wade.

NAYS- None

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

(9a) Next HRAB meeting will be held on December 2, 2020 at 6pm via ZOOM to be later announced.

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

Dr. Byron reported that she has attended multiple meeting of the Arizona Historical Board virtually and is assisting in their diversity progress. Mr. Brennan spoke about how MPS has held many meetings on ensuring equity in the schools and to grow the progression. Mr. Williams spoke to recent Visit Mesa meeting. He also reported that he had attended a Mesa PD event and the World's Best Connectors Conference as an advisor where first responders were honored, including a Mesa firefighter and police officer.

11. Adjournment.

The meeting was adjourned at 7:34 PM.

**\*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.**