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**CITY OF MESA  
HUMAN RELATIONS ADVISORY BOARD (HRAB)  
February 27<sup>th</sup>, 2019 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on February 27, 2019  
at 6:00pm in the Upper Level City Council Chambers at 57 E 1<sup>st</sup> St.

**MEMBERS PRESENT**

Cliff Moon- Chair  
Nadia Khalighi  
Silvia Stanford  
Jared Smith  
Mark Tompert  
Louis Wade  
Ron Williams

**MEMBERS ABSENT**

Colleen Byron, Vice-Chair  
Amy-Lyn Faatoafe  
Alvaro Gonzalez  
Joseph Holmes

**STAFF PRESENT**

Andrea Alicoate  
Cisco Luzania  
Tara Hall  
Charles Cobbs  
Marcus Steele

**GUESTS**

Erion Green

1. Chair's Call to Order.

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

(1a) Announcement of excused absences.

Ms. Alicoate announced Dr. Byron, Mr. Gonzalez and Mr. Holmes as excused absences.

2. Items from Citizens Present. \*

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

3. Approval of minutes from the January 23<sup>rd</sup>, 2019 Board meeting.

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

Upon tabulation of votes, it showed:

AYES- Dr. Moon, Ms. Khalighi, Ms. Sanford, Mr. Smith, Mr. Tompert, Mr. Wade, Mr. Williams.

NAYS- None

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

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

Ms. Tara Hall, Police Community Partnership Administrator, was present to give an update. Also, in attendance was Charles Cobbs, Community Affairs Liaison. Ms. Hall updated that they were on track to hold their first quarter of community forum and that thirteen diverse groups have been reconvened. Information was presented to the Board members as presented on the Police Department webpage as it relates to the designees of the

Board members were made aware through a news article concerning a graffiti incident where swastikas and other notable symbology were posted near Skyline High School. After speaking with the Police Commander who oversees that district, Ms. Hall stated that the graffiti was posted on papers, which were removed, and that the photos and case had been forwarded to the Criminal Investigations Unit. The incident was also recorded as a 'hate crime' for documentation and tracking purposes.

Ms. Hall provided further information from the Police Department concerning the incident involving four officers during the 2018 Summer and their subsequent internal investigation. There was confirmation that the officers involved in the incident had received disciplinary actions as a result of those incidents. Mr. Cobbs reported that he and Police Chief Batista had been making calls to various community leaders, including members of the Human Relations Advisory Board, to further explain the outcome of the investigation. None of the officers involved were to face termination but would face significant discipline. Further details of the discipline could not be released in accordance with the officers' due process rights. It was also stated that since Chief Batista instituted the new Use-of-Force Policy for the Department (9 months ago) the use of force has decreased 30%.

Mr. Cobbs and Ms. Hall detailed the various amount of training implementation the Police Department has undertaken since the incident and reported that they are currently reviewing old policies for improvement. When asked if this new training was for new officers or tenured by Ms. Stanford, Ms. Hall stated it was for all officers and that she would update as to how frequently the officers are required to take that specific training. Dr. Moon asked if the training was through internal sources or outside, to which Ms. Hall stated it was a mix of the two, including facilitators who are experts in their fields. Ms. Hall stated she would provide more updates concerning the training when made available.

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

(4b-1) Updates on a meeting of the LGBTQ Community Forum.

Ms. Hall stated that one of her interns had formulated the survey, on Survey Monkey, and paid an extra fee to alleviate the ads. The survey is still currently under evaluation and review by the planning committee before being released to the public.

5. Hear a presentation on the City's Mesa Hispanic Network, an employee professional development group

Marcus Steele from the City of Mesa Office of Budget and Management and Chair of the Mesa Hispanic Network attended to make the presentation. The Mesa Hispanic Network (MHN) is an Employee resource group that provides professional development and networking opportunities for members and promotes collaborations with Mesa's Hispanic /Latino community. Which strives to put into action recommendations from the Employee Diversity Report as well as developing MHN leadership, vision, and programming. Mr. Steele explained that MHN achieves this mission by working with many other public administration allies such as: National Forum for Black Public Administrators (NFBPA), Local Government Hispanic Network (LGHN), Phoenix Hispanic Network (PHN), Mesa Association of Hispanic Citizens (MAHC) and Mesa En Español. Mr. Steele then presented the board with a chart that displayed how the demographics of the Mesa community

relatively reflect the demographics of City's employees and how MHN is charged with trying to increase the simulation of those numbers.

In total, Mr. Steele said that there were over 80 MHN members with experience ranging from six months to 30 years of service. This number also includes fifteen MHN Executive Committee Members. The main goals and intention by those who join include leadership development, professional development workshops, networking events and community engagement. MHN achieves this by offering numerous opportunities for its members to participate in that will advance their knowledge, resources and connections as a result of the exposure it provides. Events such as peer-mentorship meetings, 'Lunch & Learns' and other volunteer service events have gained attendance of 40-110 people and by many prominent public officials such as Maricopa County Recorder, Adrian Fontes, Maricopa Community Colleges Chancellor Maria Harper-Marinick, Councilmembers David Luna and Francisco Heredia, etc. Mr. Steele expressed that it the next goal of MHN to expand its curriculum to include those employees who are tasked out in the field as opposed to an office space currently known as My 2.0: Apprentice Program. Mr. Steele responded to inquiries from the Board members and stated he would provide an annual update to HRAB as this group develops.

6. Discuss and take action on creating a recommendation to Mayor and Council on providing City services to individuals with mental health and substance abuse issues.

The Board did not discuss this item and it was tabled for the next meeting.

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

Dr. Moon stated that although he appreciated having Dr. Michael Garcia present to the Board, he felt as though it was primarily focused on academics as opposed to cross-cultural topics. Dr. Moon asked Ms. Alicoate if there could be a presentation from the school district as to how they are increasing cross-cultural relationships. Ms. Alicoate responded by referencing the decision at the last meeting that there would be reach-out to principals from various MPS schools such as Kino Junior High School and Jefferson Elementary School, to attend and present to the Board as it relates to City affiliated programs. Ms. Alicoate reminded the Board that the intention of the presentations were directly related to their strategic plan, and that this new request for information would deviate from that. Dr. Moon responded that that it may be best to table this discussion until after the strategic planning meeting after summer.

8. Discuss and take action on the development of community fairs and events such as, but not limited to the Women's Empowerment Event and Youth Peace Building Summit.

The Board was presented with copies of the Women's Empowerment Summit booklet that will be used for the event. Mr. Luzania provided an update on the number of RSVPs, stating that the cap of 120 attendees had been reach following a marketing blitz. It was also stated that 66% of RSVP's where from individuals that had not attended the summit last year.

Ms. Khalighi was able to provide an update on the Youth Peace Building Summit to be held April 13, 2019 from 9am-4pm at Eagles Community Center. There are an estimated 125 middle school aged kids expected to attend. The topics being discussed include: How Conflict Can be Resolved and How to be a Peaceful Leader. There will be a light breakfast and lunch provided, all of which

will be donated. Ms. Khalighi will be working with various businesses to garner such donation. In addition, she also began the process of reaching out to district officials. There will be a follow-up planning meeting February 28, 2019. Ms. Stanford asked if 125 was the max able to attend to which Ms. Khalighi and Dr. Moon responded by stating that based on previous years and the type of breakout sessions, the number is a more manageable number. In follow-up, Ms. Stanford asked if it was strictly MPS or other school. Ms. Khalighi stated that there is no exclusion of any school so long as there is a viable connection.

9. Discuss and take action on proposed Arizona State Legislation HB 2586.

Ms. Alicoate reiterated that HB 2586 was a bill introduced in the previous legislative session and did not garner enough support to warrant progression. After conferring with the City of Mesa Government Relations Manager, Ms. Alicoate notified the board that there are currently three legislative bills introduced this state legislative session which are akin to HB 2586. These are: SB 1249, HB 2546 and SB 1389. All newly introduced bills and not yet been assigned to a committee, essentially killing the bills. There will be a review as to how the board will continue to garner the pulses of locally elected officials in order to gain support for a Non-Discrimination ordinance.

10. Discuss and report on 'Fair Housing Month' diversity training.

Ms. Alicoate provided an update on a connection that Dr. Moon had made with Dr. Madeline Adelman from Glisen to tentatively schedule an LGBTQ awareness staff training for the Housing Department. The training will cover topics such as: best practices, customer service and fair housing. There has also been discussion about having an attorney come in to assist to provide legal portion as it pertains to Fair Housing. The training is being proposed so that staff is better prepared to identify if those individuals had been discriminated against and which resources to connect them with. Other City departments will be invited to attend the training as well.

11. Discuss and report on new engaged community partners.

Mr. Wade reported on the connection made with Dr. Hamed Abbaszadegan from the Phoenix VA Health Care System. Dr. Abbaszadegan is in discussions to present at a future Board meeting and has requested to speak with Fire & Medical Department to create a partnership. Glisen and Dr. Madeline Adelman were also noted as another new engaged community partner.

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

(12a) Next Board meeting is scheduled for Wednesday, March 27<sup>th</sup>, 2019 at 6PM in the Lower Level City Council Chambers (57 E 1<sup>st</sup> St).

- March 27, 2019 Agenda: Hear presentation from Mesa Counts on College.

(12b) Women's Empowerment Summit to be held on Saturday, March 9<sup>th</sup>, 2019 from 9AM to 3PM at Mesa Community College (1833 W Southern Ave).

(12c) Indie Lens Pop-Up! Film Screening of 'The Providers' to be held on Thursday, March 14<sup>th</sup>, 2019 at 6:30PM at Benedictine University Mesa (225 E Main St).

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- (12d) 2019 Pride Parade to be held on Sunday, April 7<sup>th</sup>, 2019 beginning at 3rd St and Thomas. Parade step off begins at 10AM.
  - (12e) Youth Peace Building Summit to be held on Saturday, April 13<sup>th</sup>, 2019 from 9AM to 4PM at Eagles Community Center (828 E Broadway).
  - (12f) Save the Date: Regional Human Relations Commission meeting the evening of Thursday, May 16<sup>th</sup>, 2019 from 5PM to 7:30PM at Western Spirit: Scottsdale Museum of the West (3830 N Marshall Way).
13. Hear reports on conferences and/or meeting attended.

Ms. Khalaghi reported on the next Zen Nights, Inc. event that focused on healthy lifestyle and environmental impact that plant-based eating has. The Vitality Now Conference is to be held on February 16, 2019 at the Red Mountain campus of Mesa Community College.

14. Adjournment.

The meeting was adjourned at 7:26PM.

**\*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.**