
**CITY OF MESA
HUMAN RELATIONS ADVISORY BOARD (HRAB)
December 6, 2017 Minutes**

The Human Relations Advisory Board (HRAB) of the City of Mesa met on December 6, 2017
at 6:00pm in the Upper Level City Council Chambers at 57 E 1st St.

MEMBERS PRESENT

Cliff Moon- Chair
Cassandra Sampson
Silvia Stanford
Mark Tompert
Keola Tweedy
Louis Wade

MEMBERS ABSENT

Colleen Byron
Joseph Holmes
Winnie Kaplan
Nadia Khalighi
Robert Martinez

STAFF PRESENT

Bethany Freeland
Ruth Giese

GUESTS

1. Chair's Call to Order'

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

2. Items from Citizens Present. *

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

3. Approval of minutes from the October 25, 2017 Board meeting.

Mr. Tompert made a motion to approve the minutes as written. Ms. Sampson seconded, and the motion carried unanimously.

4. Discuss and take action on Mesa Police Department Monthly Community Engagement Report.

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

Mr. Villa informed the Board about several activities that will be coming up before the holiday season. These include:

(4a-1) Shop with a Cop at Target (Longmore and Southern) on December 16, 2017.

(4a-2) Shop with a Cop at Walmart on December 13, 2017.

(4a-3) W. Steven Martin Toy Drive on December 22, 2017.

(4a-4) Graduation of Making Every Student Accountable (MESA) program on December 14, 2017 at 6PM at the Mesa Arts Center (MAC).

(4a-5) The Police Department received an anonymous \$10,000 donation to provide residents who are encountered by Police Officers with items they may be in need of. This will be referred to as Operation Helping Hand.

(4a-6) The Police Department recently had a meeting with the Maricopa County Attorney's Office to discuss the prosecution process of Mesa residents. During this meeting it was agreed that the Attorney's employed by the County Attorney's Office should be representative of the demographics of the City. Therefore, a forum of various Attorneys who belong to a minority group will be held to discuss how to make this possible.

Dr. Moon asked how the families who participate in the Shop with a Cop event are chosen. Mr. Villa said that the Police Department is provided low income and risk household information from Mesa Public Schools. The families that participate are also supplied with food boxes, blankets, clothes and other items.

Ms. Sampson asked what the advantages to community based prosecution are. Mr. Villa stated allows the Courts to recognize a pattern of behaviors that may be addressed by existing programs. Crime in Mesa has been on a downward trend for the last few years. Mr. Villa also talked about the Fusion Center in Mesa. It houses detectives from every agency in the East Valley who come together to discuss crime patterns and repeat offenders who cross between several cities. Dr. Moon wanted to know when the forum would take place that will be addressing involvement of attorneys of color and the Maricopa County Attorney's Office. Mr. Villa stated that it will be scheduled soon and he would inform the Board once it is.

Mr. Villa informed the Board that the Department will be working on a database that lists organizations that City of Mesa employees can become involved in. It is scheduled to be made available after January 1, 2018.

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

The Asian Advisory Board met in November. They plan to become more involved in that community within the City of Mesa. Ms. Tweedy attended the meeting as well and connected with someone else willing to work toward establishing a Polynesian Advisory Board that would address the needs of this population. Ms. Tweedy also asked if the next meeting of the Asian Advisory Board would still be held on the second Tuesday of the month. Mr. Villa said that it would.

There was a meeting at Longfellow Elementary School that involved around 50 residents and the Chief. It was broadcast nationwide. There were questions answered from institutions across the country and locally regarding processes that the Mesa Police Department utilize. The meeting was very positive and informative.

Dr. Moon asked if there exists an LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning) Police Advisory Board. Mr. Villa stated that there is, but it hasn't met for

around eight months. He said that there has been a lot of change in that Board as of late and they are trying to schedule a meeting soon.

Mr. Villa informed that Board that they are also trying to arrange a meeting of the Clergy Advisor Board for January 2018.

5. Discuss 2017 Municipal Equality Index (MEI) score.

Ms. Freeland provided the Board with the scores of all cities within Arizona that participate in the MEI. Ms. Sampson remarked that Mesa performs well in the areas of law enforcement and loses significant points in the area of a non-discrimination ordinance. Ms. Tweedy added that Mayor and Council should have a discussion on how Mesa fares against the other surrounding cities. Ms. Sampson recognized Mayor Giles' recent remarks in favor of a non-discrimination ordinance. Ms. Freeland commented that the City is aware of the score as it participates year after year and that Mayor and Council and the City Manager's office all receive a copy of the final score. Ms. Tweedy asked about how Mesa's score has fluctuated over the last several years. Ms. Freeland informed the Board that the City has improved each year. She also pointed out that scorecard criteria are different each year, as such it is difficult to compare scores. Dr. Moon reiterated the fact that we should not be as concerned about the score as we should be about simply addressing issues of diversity and inclusion regardless of a score number.

6. Discuss and approve comprehensive goal statement.

Dr. Moon presented the Board with four potential goal statements that could be adopted and included in the Board's 2017-19 Strategic Plan. He offered the chance for Board members to add their input or present their own possible goal statements. Ms. Freeland suggested that the Board considered making the goal statement very succinct so that it may be bold and impactful. Mr. Wade said that he felt the statement "The City of Mesa Human Relations Advisory Board actively works to encourage, develop, promote, and strengthen respect for human rights and cultural diversity," encompassed what he felt the goal of the HRAB should be. The Board agreed.

Mr. Wade made a motion to approve the goal statement outlined above. Mr. Tompert seconded and the motion carried unanimously.

7. Review, discuss, and approve 2017-19 HRAB Strategic Plan.

Relating to items 4-d and 4-e under the "Educate and Act" heading, Dr. Moon felt that if a Pride event were to be held in Mesa on the same day as Phoenix Pride, this may seem like Mesa is trying to compete with events, and this would not be the case. Holding a separate Pride event on a different day was suggested. Ms. Tweedy suggested that the topic of a Pride event be moved under the heading "Research." The Board agreed with this suggestion. The item was changed to specify the building of relationships with local LGBTQ communities, as opposed to specifying a local Pride event.

The Board agreed to scaling back the Strategic Plan in order to focus on key initiatives or goals. It was decided to remove a Veteran's Court Resource Fair since the Mesa City Courts already have

an excellent program. The item "Monitor Mesa City Court protocol for diverting defendants who are veterans, have mental health issues, or are homeless" will remain under the "Research" heading. Although, Mr. Wade suggested that the Police and Community Coming Together fair remain a goal on the Strategic Plan. Mr. Wade and Ms. Stanford agreed to take the lead role on this item.

Item number 4-c under the "Educate and Act" heading was to hold a fair informing the public on accessibility programs (both City, private, and non-profit). Ms. Giese suggested that existing programs like those held by Ability 360, be invited to take place in Mesa. In this way, it would not be necessary to expend Board time and energy creating something that already exists. This will also help to build a relationship between the Board and this particular non-profit. Ms. Tweedy also suggested that holding a fair is not the only option for informing the public on certain topics.

It was suggested to change item 1 under the "Educate and Act" heading to include the phrase "to share research and resources gathered." In this way, Board members can decide to attend events and share pertinent information or local resources with residents. Board members may also meet with residents, community leaders, or organizations on their own accord to gather information and share gathered research with the Board in order to identify the true needs of the community. This will also serve to increase the visibility of the Board. Ms. Freeland added that focusing on research and community involvement can really help boost the presence of the Board within the City and arm them with the information to correctly identify issues that need be addressed.

Ms. Tweedy asked where the Speaker's Bureau would fall under the new Strategic Plan model. Ms. Freeland stated that if the Board wished to include this item it would fall to each member to actively recruit qualified participants. She also reminded that Board that the biggest issue this program faced was the lack of funds to pay speakers. The Board collectively decided to leave this item off of the Strategic Plan.

Dr. Moon asked if there were any updates on the planning of the Youth Peace Building Summit. Ms. Freeland stated that Mesa Public Schools came back with preferred dates of April 7, 2018 or April 14, 2018. Due to some possible holiday conflicts the Board agreed to move forward with the April 14, 2018 date. Ms. Freeland said that she would bring the dates to Benedictine University who agreed to host the event and check availability with them.

Ms. Sampson made a motion to approve the 2017-2019 Strategic Plan with the proposed changes. Ms. Tweedy seconded and the motion carried unanimously.

8. Discuss and approve recommendations to Mayor Giles and City Council regarding diversity strategies and recommendations for the City.

Dr. Moon presented the Board with some possible ideas that could be used to address this item. The Board decided to take the examples that Dr. Moon presented and come up with more recommendations and bring those to the next Board meeting. At that time a plan will be created and voted on.

9. Discuss Martin Luther King, Jr. (MLK) Day Parade.

Ms. Freeland informed that Board that the City was currently working with the Martin Luther King Jr. Celebration Committee to move forward with a parade. The parade route will be shorter than in previous years. Due to recent terror acts across the country all major events are required to have concrete barriers installed which carries a significantly higher cost. There will be entertainment at the Mesa Arts Center after the parade that will include musical acts and a spoken word tribute. Ms. Freeland asked that all Board members consider volunteering the day of the parade to help make the event a success.

10. Discuss Mesa en Español web and social media campaign.

Ms. Freeland informed the Board that the City has embarked on a new directive geared toward social media. Each department now has at least one representative in charge of gathering content for various social media platforms. This new directive has had a direct correlation toward positive program growth. Mesa en Español was derived from the Mesa Speaks; Mesa Listens Report that stated the need to better engage the Hispanic populations within Mesa. An answer to this need was to create separate Facebook and Twitter pages that post information is Spanish only. A group of City employees who are bilingual in Spanish will begin meeting regularly at the start of 2018 to help develop content for those pages.

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

Ms. Tweedy:

- October 28, 2017 Dia de Los Muertos Celebration at the Mesa Arts Center
- November 14, 2017 Asian Advisory Board Dinner at Korea Town
- November 18, 2017 Mesa Main St. Prototyping Festival
- November 18, 2017 Downtown Mesa Arts and Crafts Festival

Dr. Moon attended and facilitated a community dialogue session at the Indie Lens Pop-Up! Film series screening of I Am Not Your Negro at Benedictine University on December 5, 2017. Ms. Freeland stated that this was the first time the film series was held at Benedictine and that due to increased social media exposure and outreach efforts from the university, attendance for the screening had doubled. Ms. Stanford asked that Ms. Freeland send her an electronic copy of the schedule of the remaining films so that she can share it with her contacts.

12. Scheduling of meetings, future agenda items, and general information, including those set forth below.

Mr. Wade asked that an item be placed on the next agenda discussing ways the Board can produce actual printed materials to distribute that highlight the Board and what they do. It was also asked if the Board can have shirts designating their involvement with the Board to wear to events.

- (12a) Next Board meeting is scheduled for Wednesday, January 24, 2018 at 6PM the Lower Level City Council Chambers (57 E 1st St).

- (12b) Indie Lens Pop-Up! Film Screening of *Tell Them We Are Rising* to be held on Thursday, February 8, 2018 at 7PM at Benedictine University Mesa (225 E Main St).
- (12c) Annual Regional Unity Walk will be held on Saturday, January 27, 2018 at Tempe Beach Park. The festival will start at 4:30PM with the walk to follow at 6PM.

13. Adjournment.

The meeting was adjourned at 7:43PM.

***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.