

Meeting Minutes

Human Relations Commission

Regular Meeting

February 15, 2023 | 6:00 p.m.
Chandler City Council Chambers
88 E. Chicago St., Chandler, AZ



Call to Order

The meeting was called to order by Chair Conaway at 6:03 p.m.

Roll Call

Commission Attendance

Chair Tyler Conaway
Commissioner Betty Ramirez
Commissioner Pamela Morris
Commissioner Garry Ong
Commissioner Erica Maxwell
Commissioner John Anguiano
Commissioner Joseph Curbelo
Commissioner Shannon Begay

Staff Attendance

Niki Tapia, DEI Officer
Adrianna Erickson, DEI Coordinator

Scheduled and Unscheduled Public Appearances

Consent Agenda Motion and Vote

Commissioner Anguiano moved to approve the December 7, 2022, External Strategic Planning Subcommittee meeting minutes; Seconded by Commissioner Morris.

Motion carried unanimously (7-0).

Commissioner Anguiano moved to approve the December 14, 2022, Regular Meeting Minutes; Seconded by Commissioner Morris.

Motion carried unanimously (7-0)

Action Agenda Item No. 2 and Discussion

2. DEI Strategic Plan

Chair Conaway informed the committee that the subcommittee had met and had an opportunity to review the plan page by page and give constructive feedback. The subcommittee was able to collaborate on strengthening the language of the document. He shared that this document also creates the vision, mission and role for the HRC as well as adding structure to the DEI division. He added that this plan harmonizes the role of the HRC and the DEI division for the betterment of the city.

Ms. Tapia stated that the goal for each tenet coincides with the suggestions from the Internal and External assessments. She added that the develop tenet is solely internal and part of the goal is to highlight Chandler as a diverse workforce, training and professional development and Unconscious Bias Training for hiring panels.

Commissioner Ramirez asked the purpose behind Unconscious Bias training is.

Chair Conway stated that it is standard for most corporations, and it helps eliminate bias in the decision-making process.

Ms. Tapia also explained that Digital Equity is a goal that will allow us to better work with our communities.

Chair Conaway reported that the HRC will begin to recap the events at the end of the year and reflect on the work that is being done. He stated that he sees this as an opportunity to highlight the strengths and discuss the opportunities for improvement.

Ms. Tapia added that goals and measurables will be the first focus of the DEI division. She also thanked the subcommittee for their time, diligence and dedication to the Strategic Plan.

Commissioner Bello asked what the next steps will be for the Strategic Plan?

Ms. Tapia explained that the plan will be presented to Council soon either in March or April. Once it is presented to Council, the team will reach out to stakeholders to share the information.

Chair Conaway added that the hope is the Commissioners will seek feedback about the plan and be able to answer questions about the diversity, equity and inclusion goals of the city.

Ms. Tapia reminded the committee that this document is an accumulation of three years of community feedback and internal and external assessments.

Action Agenda Item No. 2 Motion and Vote

Commissioner Ong moved to approve Action Agenda Item No. 2 of the February 15, 2023, Regular Human Relations Commission Meeting; Seconded by Commissioner Curbelo.

The item passed by majority (8-1) with Committee Member Erica Maxwell abstaining

Discussion

Chair Conaway informed the committee that the 2nd Annual Asian American Community Conference (AACC) would be held on May 20, 2023. The AACC topic for this year would be mental wellness and the stigma that is attached. The goal is to have a keynote speaker, a panel of experts and then discussions at each table to get feedback from the community.

Briefing

Ms. Tapia shared that interviews for the Special Event Coordinator position will take place on February 27. She added that Chandler Gilbert Community College is working with the city to bring interns to our organization and the DEI division will have an intern for fall.

Ms. Tapia reminded everyone that State of the City is tomorrow, and doors open at 5:30 p.m. and the program will begin at 6:30 p.m. She also stated that Volunteer Recognition Award nominations were currently open and will close on March 1.

She also stated that the next HRC meeting will be in April and the May meeting will have two new commissioners. In the June meeting, a new chair and vice chair will be elected.

Member Comments/Announcements

Commissioner Curbello shared that he was accepted into the Valley Leadership Explore Program Class 2.

Calendar

The next regular meeting will be held on Wednesday, April 19, 2023, at 6 p.m., in the Chandler City Council Chambers, 88 E. Chicago St., Chandler, AZ

Adjourn

The meeting was adjourned at 7:21 p.m.

Adrianna Erickson, Secretary

Tyler Conaway, Chair