

The public can join the meeting to provide public comment. Please notify Jessica Foos at jfoos@flagstaffaz.gov if you need any assistance joining the meeting.

ATTENTION

IN-PERSON AUDIENCES AT THE COMMISSION OF DIVERSITY AWARENESS MEETINGS HAVE BEEN SUSPENDED UNTIL FURTHER NOTICE

[Click here to participate in the online meeting](#)

NOTICE AND AGENDA

**COMMISSION ON DIVERSITY AWARENESS
TUESDAY
APRIL 20, 2021**

**VIRTUAL MEETING
211 WEST ASPEN AVENUE
1:30 P.M.**

1. **Call to Order**

2. **Roll Call**

NOTE: One or more Commission Members may be in attendance telephonically or by other technological means.

Robert "Dan" Duke, Chair
Deborah Corey
Mandy Martinez Gebler
Mnouia Mnouer

Marcela Pino
Jean Toner
DeAnn Wegwert

3. **Public Participation**

The Commission cannot act upon items presented during the Public Participation portion of the Agenda. Individual Commission members may ask questions of the public but are prohibited by the Open Meeting Law from discussion or considering the item among themselves until the item is officially placed on the Agenda. Each public comment or presentation will be limited to five (5) minutes.

4. **APPROVAL OF MINUTES**

A. **Consideration and Approval of Minutes:** Commission on Diversity Awareness Meeting of March 16, 2021.

Approve the minutes of the Commission on Diversity Awareness Meeting of March 16, 2021.

5. **Date of Next Meeting** - May 18, 2021 at 1:30 pm

6. **ACTION ITEMS**

A. **Review and Approve:** Proclamation for Asian Pacific Islander Month.

Review draft proclamation from the Work Group and approve the language as is or with edits to recommend the proclamation to the Mayor's office.

7. **REPORTS/DISCUSSION ITEMS**

A. **Climate Action at the City of Flagstaff**

Presentation for informative purposes

B. **Commission Partnerships**

1. **Citywide Diversity Commissions/Committees Liaisons**

Review the list of Commissions.

2. **Beautification and Public Arts Commission**

Informational item.

C. **Proclamations**

1. **Pride Month June**

2. **Work Group Update**

D. **NAU Diversity Commission Report**

Review and discuss any reports or updates from Dr. Gabe Montano or Commissioner Pino.

E. **Flagstaff High School Students Advocate for Renaming the Peaks**

F. **Sanctuary Cities**

G. **Planning a Retreat/Strategic Plan for Commission, Action Plan and Priorities for Commission**

Discuss and provide direction for the Staff Liaison to proceed with the planning of the Retreat.

8. **AGENDA FOR FUTURE MEETING(S)**

A. **Chair and Vice-Chair Appointments**

Nominations and voting of Chair and Vice-Chair – July agenda

9. **ADJOURNMENT**

CERTIFICATE OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Flagstaff City Hall on _____, at _____ a.m./p.m. This notice has been posted on the City's website and can be downloaded at www.flagstaff.az.gov.

Dated this _____ day of _____, 2021.

Jessica Foos, Human Resources Analyst



Commission on Diversity Awareness

4. A.

From: Stacy Fobar, Deputy City Clerk

DATE: 04/20/2021

SUBJECT: Consideration and Approval of Minutes: Commission on Diversity Awareness Meeting of March 16, 2021.

STAFF RECOMMENDED ACTION:

Approve the minutes of the Commission on Diversity Awareness Meeting of March 16, 2021.

Executive Summary:

Minutes of the Commission meetings of the Commission on Diversity Awareness are a requirement of Arizona Revised Statutes and, additionally, provide a method of informing the public of discussions and actions being taken by the Commission.

Attachments

March 16, 2021 Draft Minutes

MINUTES
Commission on Diversity Awareness
Regular Meeting
March 16, 2021 1:30 p.m.
Virtual Meeting

- I. Call to Order
 - a. Chair Duke called the meeting to order at 1:32 PM.
- II. Roll Call
 - a. Present
 - i. Dan Duke, Chair
 - ii. Jean Toner
 - iii. DeAnn Wegwert, Vice-chair
 - iv. Marcela Pino
 - v. Mounia Mnouer
 - vi. Mandy Gebler
 - b. Absent
 - i. Deborah Corey
- III. Each member took 2-3 minutes to introduce themselves.
- IV. Public Participation
 - a. None
- V. Approval of Minutes
 - a. Chair Duke motioned for the February 16, 2021 minutes to be approved. The motion passed unanimously.
- VI. Date of Next Meeting – April 20, 2021 at 1:30 p.m.
- VII. Action Items
 - a. Approval of memorandum to City Council regarding signage for single use public restrooms (Attachment 1)
 - i. Vice Chair Wegwert pointed out edits she made to # 4 and 5. Changes included currently existing restrooms and newly constructed restrooms in the future and that City Council would determine the effective date.
 - ii. Commissioner Toner motioned to send the recommendation to Council and the motion was seconded by Commissioner Gebler. The motion passed unanimously.
- VIII. Reports/Discussion Items
 - a. Chair and Vice-Chair Appointments

Chair Duke asked if anyone wanted to step up to the role.
Commissioner Toner asked when the terms should start. After discussion, Commissioner Toner motioned that nominations and voting occur in the same meeting in July and terms would start in October and the motion was seconded by Commissioner Wegwert. The motion passed unanimously.
 - a. Length of appointment

Commissioner Toner motioned to establish chair and vice chair term of one year with the vice chair progressing to chair after the one year as vice chair unless the vice chair has termed out and the motion was seconded by Commissioner Pino. The motion passed unanimously.

Stacy Fobar asked if the commission wanted term eligibility such as a current chair not being eligible for a vice chair position immediately following their chair term. Chair Duke and Commissioner Toner did not feel that we need to formalize the position eligibility at this time.

b. Nominations and voting of Chair and Vice-Chair

Commissioner Pino asked for clarification on duties. Human Resources Analyst Jessica Foos read the duties from the Staff Board and Commission Guide.

b. Flagstaff High School Students Advocate for Renaming the Peaks

Commissioner Wegwert provided an update which included that she sent an e-mail to the advisor at Flag High for the group and the advisor will talk to the group about coming to speak with the Commission. Commissioner Wegwert asked to invite to Indigenous Circle and Indigenous Commission and the Flag High student group at the same meeting.

Commissioner Mnouer asked about the purpose of the invite to the groups.

Commission members asked for this item to be added to the April agenda for a discussion with the groups if they can attend. It was noted that if this item is more appropriate for another commission to take the lead, they are supportive of that but are also willing to partner with another group or Commission.

c. Proclamations Calendar

Chair Duke shared that he requested past proclamations from the Mayor's office and asked that they serve as a template for their future proclamation requests. Commissioner Toner reminded the group about the four Proclamations they had previously decided on.

Commissioner Toner asked for a Pride proclamation to be on April agenda and will work on the Proclamation using template from the City Manager's Office.

Commissioner Mnouer stated that Asian Pacific Islander month is in May and would like to work on that Proclamation.

Human Resource Analyst Jessica Foos will send out a Proclamation template to the group.

Human Resource Analyst Jessica Foos read the Staff Guidelines on Work Groups to the Commission.

Commissioner Gebler spoke to the group about Mental Health Month.

After discussion, it was decided that the working group will include Commissioner Gebler, Commissioner Toner and Commissioner Mnouer.

d. NAU Diversity Commission Report – Dr. Gabe Montano – not present

Commissioner Pino stated she will be working with Dr. Montano and will ask if she can provide updates for future meetings.

e. Beautification and Public Arts Commission - Commissioner Cruz – not present

VIII. Agenda for Future Meeting(s)

a. Citywide Diversity Commissions/Committees Liaisons

a. Add to April agenda. Human Resource Analyst Jessica Foos will bring commission list and liaisons.

b. Sanctuary Cities – ask for Legal to be present during this topic

Move to April agenda for discussion

c. Planning a Retreat/Strategic Plan for Commission, Action Plan and Priorities for Commission

- a. Human Resource Analyst Jessica Foos will add this item to an agenda once more information is collected.
- IX. Adjournment
 - a. Chair Duke adjourned the meeting at 2:59 PM.

“The Commission on Diversity Awareness: A commission to foster support, respect, awareness and appreciation of diversity among all citizens of Flagstaff.”



Commission on Diversity Awareness

6. A.

From: Stacy Fobar, Deputy City Clerk

DATE: 04/20/2021

SUBJECT: Review and Approve: Proclamation for Asian Pacific Islander Month.

STAFF RECOMMENDED ACTION:

Review draft proclamation from the Work Group and approve the language as is or with edits to recommend the proclamation to the Mayor's office.

Executive Summary:

Proclamations are made by the Mayor of Flagstaff. The Commission on Diversity Awareness is drafting proclamations to suggest to the Mayor to further promote diversity in the City of Flagstaff.



Commission on Diversity Awareness

7. A.

From: Stacy Fobar, Deputy City Clerk
DATE: 04/20/2021
SUBJECT: **Climate Action at the City of Flagstaff**

STAFF RECOMMENDED ACTION:

Presentation for informative purposes

Executive Summary:

Sustainability Director Nicole Antonopoulos from the Sustainability Division will present to the Commission regarding Climate Action at the City of Flagstaff. The goal is to further collaboration and partnership with all City commissions.

Attachments

Presentation

Climate Action at the City of Flagstaff

Jenny Niemann

Climate and Energy Specialist
City of Flagstaff – Sustainability
Section



The Flagstaff Sustainability Program

5 program areas:

- Climate
- Energy
- Materials Management
- Food Systems
- Community Stewards



Climate Change in Flagstaff

Compared to today, by 2050 we can expect to have, on average...



- Hotter temperatures.
- Increased risk of illness from mosquitoes and other pests.



- Less snowpack.
- More precipitation as rainfall instead of snowfall.



- Increased wildfire risk.
- Increased damage from forest pests due to drought-stressed trees.



- More severe drought conditions as temperatures rise.
- Lower water quality of reservoirs.

Climate Change in Flagstaff

Vulnerabilities: What's at Risk?

Tourism & Economy



Water



Land Use & Housing



Health



Climate change poses risks to everything from our health and infrastructure to local ecosystems.

Climate Change in Flagstaff

Equity: Not all people face the same threats



Climate change threats can vary based on...

- Age
- Health
- Income
- Gender identity
- Race
- Physical ability
- Physical location

Three core elements of climate action

AKA
Mitigation, or
reducing our
greenhouse gas
emissions, which
are how we
contribute to
climate change



AKA
Adaptation, or
building
resilience to
long-term
changes and
short-term
shocks

AKA
Equity, or ensuring
fair distribution of
resources, access and
opportunities

Vision for a Sustainable Flagstaff



- Zero waste
- An inclusive community
- Healthy forests
- Thriving economy
- Renewable energy
- Secure water resources
- Resilience for all communities
- Accessible, multimodal transportation
- Neighbors helping neighbors

Climate Action History



January, 2017

Flagstaff started work on the first Climate Plan for Flagstaff

November, 2018

Flagstaff City Council passed the first Climate Action and Adaptation Plan

January 28, 2020

Hundreds of well-organized community members spoke at City Council, making the case for the climate emergency declaration

June 23, 2020

The Climate Emergency Declaration Resolution 2020-09 was adopted unanimously by City Council

The Climate Emergency Declaration

1. Dramatic increase in **ambition**
2. City-wide **mobilization**
3. **Educating** residents and **engaging** youth
4. Full **community** participation
5. Prioritize **vulnerable communities**
6. Nationwide call for **mobilization**
7. Sets a goal of **carbon neutrality by 2030**
8. Calls on **all governments** to act

Flagstaff's Greenhouse Gas Emissions

#1

Powering
Buildings



#2

Transportation
Emissions



#3

Consumption
& Landfill



The Flagstaff Carbon Neutrality Plan

- Cleaner **Electricity**
- Reducing Building **Energy** Use
- Building **Fuel** Switching
- **Materials** Management
- **Transportation** Shift
- **Electric** Mobility
- Carbon **Sequestration**

Carbon Neutrality Plan Draft Review

Vision

The Flagstaff community takes ambitious action to reduce greenhouse gas emissions and build community resilience, resulting in a higher quality of life for all residents.

This transformation involves the entire community, is supported by collaborations with regional and tribal partners, and centers vulnerable communities in an equitable transition towards carbon neutrality.

Plan goals

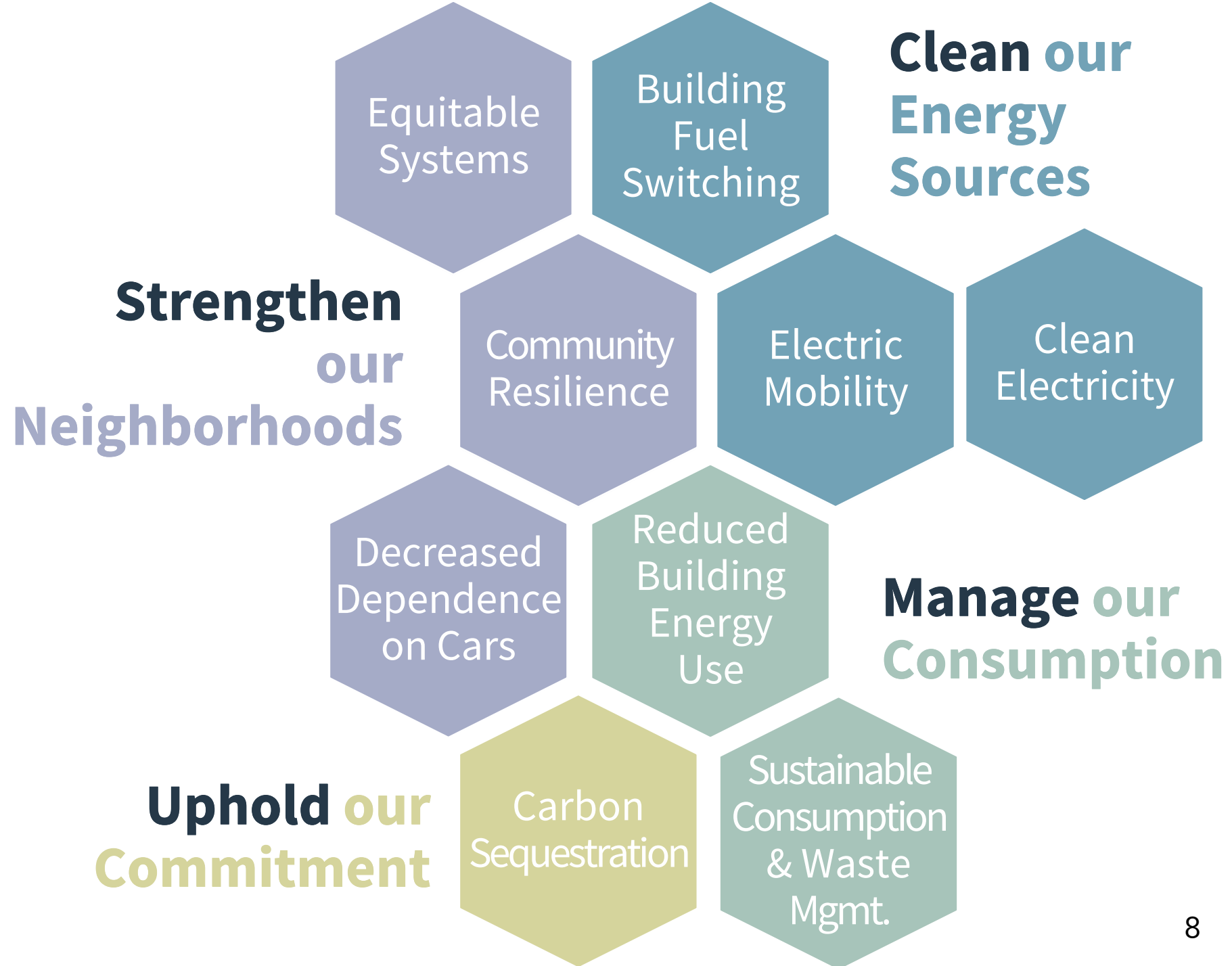
Mitigation goal:

- Achieve carbon neutrality by 2030

Adaptation and equity goals – from the 2018 Climate Action and Adaptation Plan:

- Prepare the city's communities, systems, and resources to be more resilient to climate change impacts.
- Address climate change in a manner that prioritizes those most impacted and ensures the costs and benefits of climate adaptation and mitigation are equitably distributed.

To achieve carbon neutrality, we will...



Community Resilience

What it means

Preparing for change, increased volatility, and long-term shifts. Improving our ability to bounce forward after events and challenges.

How we get there

- Resilient Neighborhood Network
- Increasing connections between neighbors and groups
- Looking at our systems for weaknesses and vulnerabilities
- Helping families and businesses to build resilience



Equitable Systems

What it means

Ensuring fair distribution of resources, access and opportunities. Ensuring we do not cause harm – and ensuring climate action benefits all.

How we get there

- Equity review of projects
 - Internal *and* external review
- Increasing partnership and collaboration
- Targeting programs at vulnerable communities



Cleaner Electricity

What it means

As close to 100% of our electricity will come from sources that do not emit greenhouse gasses.

How we get there

- SOLAR!
 - Now the cheapest energy source in history.
 - Solar United Neighbors
 - Potential Red Gap Ranch solar project.
- Considerations: financing, equity.



Reduced Building Energy Use

What it means

Reducing emissions from heating, cooling and powering buildings by 80% by 2030.

How we get there

- More efficient buildings
- More aggressive building codes: eventually requiring net zero energy buildings.
- Retrofitting 12,500 homes by 2030.



Fuel Switching

What it means

Shifting from fossil fuels to electricity for water heaters, furnaces, stoves, industrial processes.

How we get there

- Electrify everything.
 - Retrofit 12,500 homes by 2030.
 - Electrify City-owned buildings.
- State legislation.



Materials Management

What it means

- Reducing consumption
- Diverting more materials from the landfill

How we get there

- Composting drop-off sites.
- Landfill gas collection and flare system.
- Large-scale digestion and solar installations at the landfill.



Transportation: The Big Shift

What it means

- Depending far less on cars.
- Taking many more trips by walking, biking and the bus.
- Accepting appropriate density.

How we get there

- Commitment to transformation, bold action and difficult decisions.
- 15-minute neighborhoods.
- Investment in active transportation infrastructure.



Electric Mobility

What it means

- New electric mobility: e-bikes, e-bike share, hoverboards, scooters.
- Electric busses (Mountain Line)
- Electric vehicles.

How we get there

- Electrification is not a silver bullet: priority must be reducing car usage.
- Welcoming new technologies and modes of travel.
- Prioritizing the vehicles driving the most miles.



Carbon Sequestration

What it means

The process of capturing and storing atmospheric carbon dioxide, removing it from the atmosphere.

How we get there

- The amount of sequestration needed depends on the amount of emission reductions we achieve through climate action.
- Exploring regenerative agriculture, meadows, and forests.
- Red Gap Ranch is a possible site for an innovative sequestration project.



What's next

How to get involved

Now: Review of the Draft **Climate Neutrality Plan**

May - City Council Meeting to review and adopt the **Final Climate Neutrality Plan**

- **Follow us: social media & newsletter**
- **Climate Actions site**
- **Engage with local climate partners**
- **Take the Community Forum Survey**

visit the
**Open
House
Site**

take the
**Carbon
Neutrality
Survey**

Flagstaff.az.gov/climate

Opportunities for Collaboration

Review and feedback on our work

Incorporating indigenous perspectives on climate change and the environment

Increased collaboration and communication

Thank you!

Contact me any time:

Jenny Niemann

Climate and Energy Specialist

City of Flagstaff

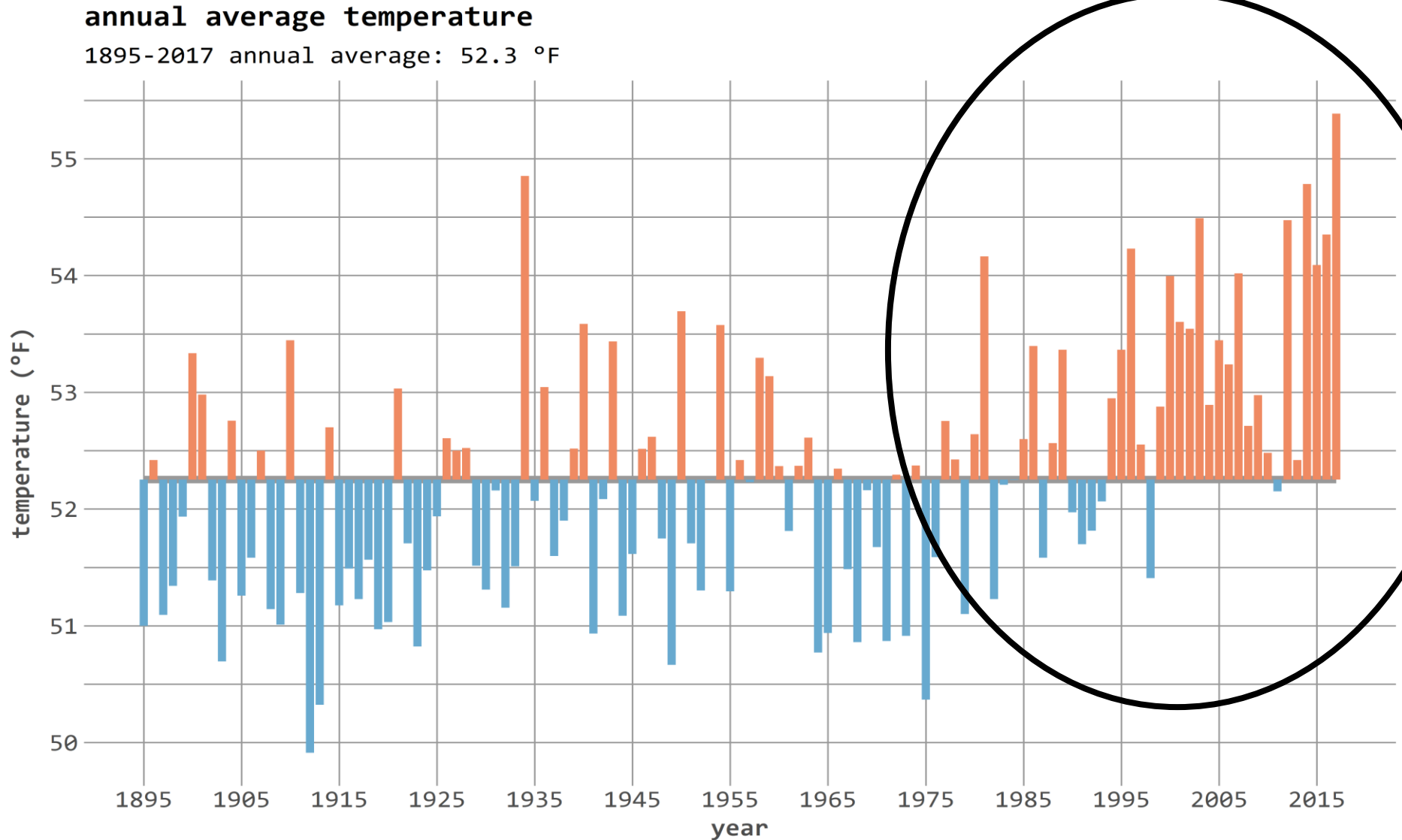
928-213-2150

Jniemann@flagstaffaz.gov

Climate Change in Flagstaff

Average annual temperatures in Coconino County have increased.

Trend largely driven by increasing low temperatures.





Commission on Diversity Awareness

7. B. 1.

From: Jessica Foos, Human Resources Analyst

DATE: 04/20/2021

SUBJECT: **Citywide Diversity Commissions/Committees Liaisons**

STAFF RECOMMENDED ACTION:

Review the list of Commissions.

Executive Summary:

The Commission has requested a list of active Boards and Commissions at the City of Flagstaff to discuss joint work and prevent duplicate efforts.

Attachments

Board and Commission Listing

APPENDIX A

NAME	TERMS	APP'D BY	AUTHORITY
Airport Responsible for reporting to the Council on the development of the Airpark and matters affecting the operation and efficiency of the airport.	3 yrs	Council	City Code: Title 2, Chapter 2-11
Audit Committee Meets at least once a year, to review the Annual Financial and Single Audit reports.	Indef.	Council	Res Nos. 1320, 2029, 2002-59
Beautification and Public Art Recommends expenditures from the BBB, community beautification projects, the purchase and installation of public art projects.	3 yrs	Council	City Code: Title 2, Chapter 2-14
Bicycle Advisory Committee Report to the City's Transportation Commission on issues related to planning for and accommodation of bicycles.	3 yrs	Transport Comm.	City Code: Title 2, Chapter 2-12
Board of Adjustment Holds hearings on request for variances and appeals of decision by the Zoning Code Administrator.	3 yrs	Council	ARS § 9-462.06 , City Code: Title 2, Chapter 2-10
Building and Fire Code Board of Appeals Holds hearings on appeals related to the application and interpretation of City building and fire codes.	5 yrs	Council	Res. 1565, 2001-42
Diversity Awareness Fosters mutual understanding, tolerance, respect, and awareness among all citizens; recognizing the different economic, cultural, social, religious, and ethnic groups within the City; cooperating in the development of educational programs dedicated to improving community relations and enlisting support of various groups to foster diversity awareness.	3 yrs	Council	City Code: Title 2, Chapter 2-08
Flagstaff Housing Authority Oversees the functions of the Housing Authority. The Authority implements the public housing programs.	4 yrs	Mayor	ARS § 36-1404.B City Code: Title 1, Chapter 1-13
Flagstaff Metro Plan Federally mandated organization responsible for planning and programming federal transportation funds in the region	2 yrs	Council	Intergovernmental Agreement

NAME	TERMS	APP'D BY	AUTHORITY
Housing Commission Makes recommendations with respect to housing policies, needs, and programs in Flagstaff.	3 yrs	Council	City Code: Title 2, Chapter 2-25
Heritage Preservation Advises the City Council on all matters relating to historic preservation, and reviews development projects in designated historic districts.	3 yrs	Council	City Code: Title 2, Chapter 2-19

Inclusion and Adaptive Living Expand educational opportunities; improve access to housing, buildings, and transportation; have greater participation in recreational, social, and cultural activities; encourage greater opportunity for employment and expand/strengthen rehabilitative programs and facilities	3 yrs	Council	City Code: Title 2, Chapter 2-18
Indigenous Commission Serves as an advisory board to City Council, makes recommendations with respect to certain policies, needs, issues, and methods in promoting the Strategic Plan and Recommendations accepted by City Council and furnishes the City Council with information through the Coordinator for Indigenous Initiatives.	3 yrs	Council	City Code: Title 2, Chapter 2-26
Industrial Development Authority Independent authority established by State law. Issue revenue bonds to projects eligible for financing under State statute.	6 yrs	Council	Resolution No. 1636
Library Board Serves as a citizen's advisory board to the Library Director.	3 yrs	Council	Intergovernmental Agreement
Open Spaces Advises the Council on the acquisition, management, use, restoration, enhancement, protection, and conservation of open space land within the City of Flagstaff.	3 yrs	Council	City Code: Title 2, Chapter 2-20
Parks and Recreation Makes recommendations to the Council regarding City parks and recreational programs, the annual budget and capital improvements for the Parks and Recreation Divisions.	3 yrs	Council	City Code: Title 2, Chapter 2-03
Pedestrian Advisory Committee Report to the City's Transportation Commission on issues related to planning for and accommodation of pedestrians.	3 yrs	Transport Comm.	Code, Title 2, Chapter 2-12
NAME	TERMS	APP'D BY	AUTHORITY
Personnel Board Conducts hearing to ensure due process for regular, classified employees who are dismissed, demoted, or suspended without pay.	4 yrs	Council	Ord. No. 971, 1041, 1116, 1146,
Planning and Zoning Serves as an advisory board to the Council on matters relating to the growth and physical development of the City. Conduct hearings on amendments to the Zoning Map, tentative subdivision plats, Conditional Use Permits.	3 yrs	Council	ARS § 9-461.02 City Code: Title 2, Chapter 2-01
PSPRS Board Processes membership and retirement applications from the Flagstaff police officers and firefighters.	4 yrs	Mayor	ARS § 38-847
Self-Insurance Trust Fund Board Administers the self-insurance program of the City.	2 yrs	Council	City Code: Title 1, Chapter 1-24
Sustainability Recommend and coordinates activities in concert with the Flagstaff Sustainability Program. Promotes sustainable practices in all spheres of life and educating Flagstaff citizens	3 yrs	Council	City Code: Title 2, Chapter 2-17
Tourism Develops, promotes, and maintains Flagstaff as a year-round destination with professional visitor services that will benefit the community economically, environmentally, and socially.	3 yrs	Council	City Code: Title 2, Chapter 2-13

<p>Transportation Reviews requests for changes in traffic regulations and recommends traffic-related policies to the Council.</p>	3 yrs	Council	City Code: Title 2, Chapter 2-12
<p>Water Reviews extensions of the water and sewer collection systems, treatment and use of water furnished by the City, treatment and disposal of the City's sewage system effluent, and water/sewer rates.</p>	3 yrs	Council	City Code: Title 2, Chapter 2-04
<p>Youth In development</p>		Council	



Commission on Diversity Awareness

7. B. 2.

From: Jessica Foos, Human Resources Analyst

DATE: 04/20/2021

SUBJECT: **Beautification and Public Arts Commission**

STAFF RECOMMENDED ACTION:

Informational item.

Executive Summary:

Commissioner Cruz from the Beautification and Public Arts Commission will speak to the Commission on Diversity Awareness. The BPAC Commissioners are partnering with other commissions to ensure communication and awareness in our community is shared more easily. Commissioner Cruz has agreed to share any pertinent information from the Beautification and Public Arts Commission as well as report back with topics that may intersect.



Commission on Diversity Awareness

7. D.

From: Jessica Foos, Human Resources Analyst

DATE: 04/20/2021

SUBJECT: NAU Diversity Commission Report

STAFF RECOMMENDED ACTION:

Review and discuss any reports or updates from Dr. Gabe Montano or Commissioner Pino.

Executive Summary:



Commission on Diversity Awareness

7. G.

From: Jessica Foos, Human Resources Analyst

DATE: 04/20/2021

SUBJECT: Planning a Retreat/Strategic Plan for Commission, Action Plan and Priorities for Commission

STAFF RECOMMENDED ACTION:

Discuss and provide direction for the Staff Liaison to proceed with the planning of the Retreat.

Executive Summary:

In order to plan a successful Planning Retreat the liaison is looking for some direction in the planning process. Some of the questions for discussion are:

1. What day and time work best for the Commission?
 2. What the Commission is seeking as outcomes and what process they want.
 3. Does the Commission want to work with a Professional such as a consultant and if so are there any recommendations or should the liaison gather quotes for consideration?
-