

The public can join the meeting to provide public comment. Please notify Jessica Vigorito at [Jessica.Vigorito@flagstaffaz.gov](mailto:Jessica.Vigorito@flagstaffaz.gov) if you need any assistance joining the meeting.

ATTENTION  
IN-PERSON AUDIENCES AT COMMISSION MEETINGS HAVE BEEN SUSPENDED UNTIL FURTHER NOTICE

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## **NOTICE AND AGENDA**

**COMMISSION ON DIVERSITY AWARENESS  
MONDAY  
JULY 26, 2021**

**VIRTUAL TEAMS MEETING  
211 WEST ASPEN AVENUE  
1:30P.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, Vice Chair

3. **Public Comment**

*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 June 15, 2021.

Approve the minutes of the Commission on Diversity Awareness Meeting of June 15, 2021.

B. **Consideration and Approval of Minutes:** Commission on Diversity Awareness Special Meeting/Retreat of July 13, 2021.

Approve the minutes of the Commission on Diversity Awareness Special Meeting/Retreat of July 13, 2021.

5. **Date of Next Meeting:** August 17, 2021

6. **Action Items**

A. **Chair and Vice Chair Appointment**

Nominate and vote for Chair and Vice Chair positions.

7. **Reports/Discussion Items**

A. **Proclamations Work Group Update**

Discuss any upcoming Proclamations for the Work Group to focus on.

B. **Recommendations to Council**

1. Updates on Recommendations

1. Recommendation to the Flagstaff City Council for a city ordinance regarding equitable restroom availability - FAIR item for September 7th Council meeting.
2. Recommendation for Statement to Council on the US Capital insurrection - This was discussed by Council and no statement was made given it was too untimely.

2. Recommendations for Consideration

Anti Camping Ordinance This was listed as a FAIR item on Council's July 9th agenda.

C. **Commission Priorities**

Review the list of priorities from the Retreat and discuss the next steps for each item including whether a work group should be formed and which Commission members will serve on the workgroup.

1. Criminal Justice conversation with Flag PD
2. Conversation with DBA including literature to distribute
3. Land Acknowledgment
4. Civil Rights
5. Involvement with the Renaming on the Peaks and Snowbowl expansion plans (Reserved time on the Indigenous Commission's August 12th agenda, meeting begins at 4:30pm)

8. **Agenda for Future Meeting(s)**

A. **Partnerships/Presentations**

Discuss potential presentations to Inclusive and Adaptive Living Commission, Indigenous Commission, 3 County Diversity Councils, NAU (Diversity Fellows), CCC

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](http://www.flagstaff.az.gov).

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Jessica Vigorito, Human Resources Analyst



**Commission on Diversity Awareness**

**4. A.**

**From:** Stacy Fobar, Deputy City Clerk

**DATE:** 07/26/2021

**SUBJECT: Consideration and Approval of Minutes:** Commission on Diversity Awareness Meeting of June 15, 2021.

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**STAFF RECOMMENDED ACTION:**

Approve the minutes of the Commission on Diversity Awareness Meeting of June 15, 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.

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**Attachments**

June 2021 DRAFT Minutes

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**COMMISSION ON DIVERSITY AWARENESS  
JUNE 15, 2021  
VIRTUAL TEAMS MEETING**

**DRAFT MINUTES**

**1. Call to Order**

Chair Duke called the meeting to order at 1:31 PM.

**2. Roll Call**

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

<b>PRESENT:</b>	<b>ABSENT:</b>
Robert "Dan" Duke, Chair	
DeAnn Wegwert, Vice Chair	
Jean Toner joined late	
Mandy Martinez Gebler	
Marcela Pino	
Claire Hardii	
Christine Tucci	

**3. Public Comment**

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None

**4. APPROVAL OF MINUTES**

**A. Consideration and Approval of Minutes:** Commission on Diversity Awareness Meeting of May 18, 2021

Chair Duke motioned for the May 18, 2021 minutes to be approved. The motion passed unanimously.

**5. DATE OF NEXT MEETING- July 20, 2021 at 1:30 pm**

Commissioner Gebler will not be in attendance for the July 20, 2021 meeting.

6. **ACTION ITEMS**

7. **REPORTS/DISCUSSION ITEMS**

A. **Welcome New Commissioner Members**

New Members introduced themselves as well as current members.

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

Update from the Staff Liaison:

- Review the draft Agenda for the Retreat
- Dates and Times: June 30th beginning at 9am or 3pm, July 13th at 1pm

Date for the Retreat announced: July 13th at 1pm. The staff Liaison will send a calendar appointment with the Teams meeting link. The Commission requested to include a review of the Diversity Strategic Plan from NAU during the Retreat. The Commission also requested 3 hours for the Retreat.

C. **Proclamations Work Group Update**

Discuss any upcoming Proclamations for the Work Group to focus on.

1. October Hispanic Heritage Month
2. November Indigenous Day Celebration
3. February Black History Month

1. **Pride Proclamation Update**

Staff liaison provided the following updates:

- The Proclamation was read on June 1<sup>st</sup> at the Pride Flag raising ceremony.
- The Mayor will read the Proclamation at June 15<sup>th</sup> Council meeting.

D. **Commission Partnerships and Updates**

1. **Beautification and Public Arts Commission**

Commissioner Cruz not in attendance.

2. **NAU Diversity Commission Report**

Commissioner Pino stated that the group is pending updates and priorities, however, the Diversity Fellows are out for the summer so potential for no updates till the Fall.

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

Discuss the presentation from the Flagstaff High School Native American Club and any follow up action items.

Vice Chair Wegwert recommend notifying Council that it is an important topic to support even though this action would require Federal level change.

Commissioner Hardi explained the potential obstacles and recommended utilizing the Legislative affairs program as a resource.

The Commission wants to ensure that there are specific items to recommend to Council and Vice Chair Wegwert motioned for the Commission to further support the Native American Club in their effort to Rename the Peaks and that they discuss how to support them.

Commissioner Pino Second motion, and the motion passed unanimously. Commissioner Toner requested this item to be added to the Retreat agenda for next steps discussion.

**G. Sanctuary Cities**

- i. No additional information or update
- ii. Commissioner Toner asked for Legal advice on this topic.
- iii. Commissioner Hardi offered material to share with the Commission on this topic for discussion at the Retreat.
- iv. Vice Chair Wegwert noted there is a potential partnership with the Indigenous Commission on this topic.

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

**A. Chair and Vice-Chair Appointments - Nominations and voting of Chair and Vice-Chair – July agenda**

The Commission requested the staff liaison bring the CODA March 2021 minutes to reference the term limits that were established.

**9. ADJOURNMENT**

Chair Duke adjourned the meeting at 2:40 PM.



**Commission on Diversity Awareness**

**4. B.**

**From:** Stacy Fobar, Deputy City Clerk

**DATE:** 07/26/2021

**SUBJECT: Consideration and Approval of Minutes:** Commission on Diversity Awareness Special Meeting/Retreat of July 13, 2021.

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**STAFF RECOMMENDED ACTION:**

Approve the minutes of the Commission on Diversity Awareness Special Meeting/Retreat of July 13, 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.

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**Attachments**

July Retreat 2021 Minutes

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The public can join the meeting to provide public comment. Please notify Jessica Vigorito at [Jessica.vigorito@flagstaffaz.gov](mailto:Jessica.vigorito@flagstaffaz.gov) if you need any assistance joining the meeting.

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# **Special Meeting/Retreat**

**COMMISSION ON DIVERSITY AWARENESS  
TUESDAY  
JULY 13, 2021**

**VIRTUAL TEAMS MEETING  
211 WEST ASPEN AVENUE  
1:00 P.M.**

**1. Call to Order**

Chair Duke called the meeting to order at 1:04 PM.

**2. Roll Call**

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

Robert "Dan" Duke, Chair  
Christine Tucci  
Mandy Martinez Gebler  
Claire Hardi

Marcela Pino  
Jean Toner  
DeAnn Wegwert, Vice Chair

PRESENT	ABSENT
DeAnn Wegwert, Vice-chair	
Marcela Pino	
Claire Hardi	
Christine Tucci	
Mandy Gebler	
Dan Duke, Chair	
Jean Toner	

Others in Attendance: Mayor Paul Deasy, Staff Liaison Jessica Vigorito

**3. Recommended Protocol for Members and Other Participants in the Virtual Meeting**

All individuals should have their microphones on mute to keep the background noise out of the chat room. The Chair of the meeting should ensure everyone has an opportunity to speak if they would like.

4. **Public Comment**

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- Reviewed process for public comments/questions
- Reminded the group that the meeting is being recorded

5. **Welcome and Introduction**

Welcome all Commission Members

Introduce yourself to the group and include one fun fact about yourself that the group may not already know.

Each member took a few minutes to introduce themselves to the group

6. **Goals for the Retreat**

Diversity Survey Plan of Action

Discuss plan to increase partnerships with other Diversity groups and Commissions

Discussed the goals for the Retreat

7. **Review Enacting Authority**

It shall be the Commission's duty to advise the City Council on issues and methods in promoting diversity awareness within the City of Flagstaff.

Review Functions in Enacting Authority

- It shall be the Commission's duty to advise the City Council on issues and methods in promoting diversity awareness within the City of Flagstaff.
- Review Functions in Enacting Authority
  - Read and clarified some functions in the Enacting Authority
  - Requested to have Recommendations update on agendas
    - Restroom update and Insurrection update at July meeting

8. **Diversity Survey**

Review Survey and Results

Establish a plan of action/recommendations to council from survey/Next steps

[NAU Diversity report](#)

- Review Survey and Results
  - The group reviewed the presentation and the results
  - Commission members felt that Housing wasn't an area they could really make recommendations on aside from acknowledging that race was a concern when it comes to Housing.
  - Commissioner Toner recommended having a liaison follow up with Parks and Recreation and Parking and Roads.
  - Commissioner Wegwert recommended follow up with the Parks and Recreation

- Group to give more feedback from the survey
  - Commissioner Toner volunteered to meet with Parks and Recreation Director to provide more detailed information on the survey. All members supported this effort.
- Commissioner Toner directed focus to the bullet on slide 41 “Possibly establish liaison with FPD Citizens Liaison Committee and the Downtown Business Alliance”
  - Commissioner Hardi stated concerns about this recommendation
  - Commissioner Toner suggested working with Flag PD directly instead of the Liaison group as a priority. Commissioner Wegwert agreed with this recommendation.
  - Mayor Deasy mentioned the potential for expanding Civil Rights
  - Commissioner Tucci recommended providing information from the survey but also reminded that not all businesses are part of the DBA.
  - Chair Duke volunteered to become more active with the DBA to assist with disseminating information such as a pamphlet.
  - Commissioner Pino recommended identifying the action items
    - Commissioner Toner recommended a working group to identify ways to address recommendations and do some research on what other cities have done.
    - Commissioner Hardi agreed with developing a subcommittee to address follow up in more detail.
    - Commissioner Hardi shared information on Senate Bill 1532 and asked about a policy component
    - Commissioner Pino asked if the City has Council or Attorney assistance
      - Mayor Deasy volunteered to follow up with the City Attorney on this request.
    - Commissioner Pino recommended creating a list of priorities after the break
- Establish a plan of action/recommendations to council from survey/Next steps
  - Commissioner Toner mentioned Council Member Aslan asked for Land Acknowledgement on Council Agenda.
  - Commissioner Wegwert requested the Commission formally consider Council Member Aslan’s recommendation on Land Use
  - Commissioner Toner recommended the following priorities
    - Criminal Justice conversation with Flag PD
    - Conversation with DBA including literature to distribute
    - Land Acknowledgment
    - Civil Rights
    - Involvement with the Renaming on the Peaks and Snowbowl expansion plans
  - Commissioner Pino recommended a group for Proclamations, Recommendations, Land Use,
  - Commissioner Pino asked about accessibility recommendations from the survey
    - Commissioner Toner recommended speaking to the Inclusion Commission regarding accessibility
    - Commissioner Pino asked whether the 2013 Citizens Survey is relevant given the time has passed. Commissioner Toner suggested it be crossed off the list.
    - Commissioner Pino recommended discussing what each workgroup will work on, so they have focus.
    - Staff Liaison will find out Indigenous dates and times for July 20, 2021 meeting.
- NAU Diversity report
  - Did not discuss the NAU Report

9. **BREAK**

- Chairperson Duke called a ten-minute break at 2:53 pm and resumed the meeting at 3:05 pm

10. **Partnerships**

County Boards and Commissions  
City Boards and Commissions

- o County and City list of Boards and Commissions
  - Presentation to Inclusion Commission
  - Present to Indigenous Commission
  - 3 County Diversity Councils
  - NAU and CCC groups
    - Diversity Fellows NAU
- o Commissioner Hardi asked to discuss whether they can make a recommendation to Council regarding the anti-camping ordinance.

11. **ADJOURNMENT**

Chair Duke adjourned the meeting at 4:00 PM.

CERTIFICATE OF POSTING OF NOTICE

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Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Jessica Foos, Human Resources Analyst



**Commission on Diversity Awareness**

**6. A.**

**From:** Stacy Fobar, Deputy City Clerk  
**DATE:** 07/26/2021  
**SUBJECT:** **Chair and Vice Chair Appointment**

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**STAFF RECOMMENDED ACTION:**

Nominate and vote for Chair and Vice Chair positions.

**Executive Summary:**

As discussed in the March 2021 meeting, nominations and voting will occur in July and the terms will begin in October. The length of appointment will be one year with the Vice Chair progressing to the Chair position after the one year as Vice Chair unless the Vice Chair has termed out.

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**Commission on Diversity Awareness**

**7. A.**

**From:** Stacy Fobar, Deputy City Clerk  
**DATE:** 07/26/2021  
**SUBJECT:** Proclamations Work Group Update

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**STAFF RECOMMENDED ACTION:**

Discuss any upcoming Proclamations for the Work Group to focus on.

**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.

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**Commission on Diversity Awareness**

**7. B. 1.**

**From:** Stacy Fobar, Deputy City Clerk

**DATE:** 07/26/2021

**SUBJECT:** Updates on Recommendations

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**STAFF RECOMMENDED ACTION:**

1. Recommendation to the Flagstaff City Council for a city ordinance regarding equitable restroom availability - FAIR item for September 7th Council meeting.
2. Recommendation for Statement to Council on the US Capital insurrection - This was discussed by Council and no statement was made given it was too untimely.

**Executive Summary:**

Commission recommendations are important to the City Council and they are taken under consideration for possible action. The City Council has several options and may:

- Accept the recommendation and give further direction.
  - Change the provisions of a recommendation before giving further direction.
  - Send a matter back for further consideration.
  - Not accept the recommendation.
-



**Commission on Diversity Awareness**

**7. B. 2.**

**From:** Stacy Fobar, Deputy City Clerk  
**DATE:** 07/26/2021  
**SUBJECT:** Recommendations for Consideration

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**STAFF RECOMMENDED ACTION:**

Anti Camping Ordinance This was listed as a FAIR item on Council's July 9th agenda.

**Executive Summary:**

Commission recommendations are important to the City Council and they are taken under consideration for possible action. The City Council has several options and may:

- Accept the recommendation and give further direction.
  - Change the provisions of a recommendation before giving further direction.
  - Send a matter back for further consideration.
  - Not accept the recommendation.
-



## Commission on Diversity Awareness

7. C.

**From:** Stacy Fobar, Deputy City Clerk

**DATE:** 07/26/2021

**SUBJECT:** Commission Priorities

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### STAFF RECOMMENDED ACTION:

Review the list of priorities from the Retreat and discuss the next steps for each item including whether a work group should be formed and which Commission members will serve on the workgroup.

1. Criminal Justice conversation with Flag PD
2. Conversation with DBA including literature to distribute
3. Land Acknowledgment
4. Civil Rights
5. Involvement with the Renaming on the Peaks and Snowbowl expansion plans (Reserved time on the Indigenous Commission's August 12th agenda, meeting begins at 4:30pm)

### Executive Summary:

#### Informal Working Groups

Informal working groups may be created to research, gather information, and provide recommendations back to the commission on various matters. No official appointments are made to a working group by the commission. Working groups may consist of members of the public and/or less than a quorum of commission members. Unlike subcommittees, working groups are not required to have formal agendas or minutes.

All information and recommendations from the work group must be provided and presented to the commission in an open meeting for public discussion. Informal working groups do not have any powers, duties, or responsibilities of the parent commission. No actions, statements, or recommendations can be made or provided by the working group on behalf of the commission.

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