

NOTICE AND AGENDA

COMMISSION ON DIVERSITY AWARENESS
WEDNESDAY
APRIL 17, 2026

STAFF CONFERENCE ROOM
211 WEST ASPEN AVENUE
1:30 P.M.

To participate in the meeting virtually use the following link:

[Join the Meeting Online](#)

The public can join the meeting to provide public comment. Please notify Georganna Staskey at georganna.staskey@flagstaffaz.gov if you need any assistance joining the meeting.

1. **Call to Order**
2. **Roll Call**

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

MANNY HERNANDEZ, CHAIR
SANDRA DARLING, VICE CHAIR
CARMENLITA CHIEF

SILINA MARTINEZ
JUSTIN MALLETT
ANGELICA SANCHEZ

3. **Mission Statement and Land Acknowledgment**

MISSION STATEMENT

A commission to foster support, respect, awareness and appreciation of diversity among all citizens of Flagstaff.

LAND ACKNOWLEDGEMENT

The Commission on Diversity Awareness humbly acknowledges the ancestral homelands of this area's Indigenous nations and original stewards. These lands, still inhabited by Native descendants, border mountains sacred to Indigenous peoples. We honor them, their legacies, their traditions, and their continued contributions. We celebrate their past, present, and future generations who will forever know this place as home.

4. **Upcoming Opportunities and Announcements**
5. **Open Call to the Public**

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 four (4) minutes.

6. **Approval of Minutes**

- A. Minutes from the February 20, 2026.

Approve the minutes.

7. **Action Items**

- A. Rescheduling or Canceling the June meeting for the City observed Holiday of Juneteenth

B. **Proclamations**

- i. Jewish Heritage Month

Discussion and possible action on bringing the Proclamation forward and who might be able to attend.

- ii. Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month

Discussion and possible action on bringing the Proclamation forward and who might be able to attend.

8. **Discussion Items**

- A. Employee Notice and City Manager Directive regarding federal agencies

Review of the Employee notice and City Manager Directive

- B. Regional Plan informational update from Staff

- C. Potential planning meeting to establish goals for the year

- D. Pride Parade update and involvement opportunities from Chair Hernandez

9. **Reports**

- A. Updates from Working Groups

- i. Rainbow Crosswalk Update

- ii. Library Working Group

- B. Updates from Council Liaison

10. **Informational To/From Commissionmembers/Staff and Future Agenda Item Requests**

11. **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 _____, 2026.

Georganna Staskey, Deputy City Clerk



Commission on Diversity Awareness

6. A.

From: Georganna Staskey, Deputy City Clerk

DATE: 04/17/2026

SUBJECT: Minutes from the February 20, 2026.

STAFF RECOMMENDED ACTION:

Approve the minutes.

Executive Summary:

Attachments

02.20.2026.CODA Minutes

MINUTES

COMMISSION ON DIVERSITY AWARENESS
WEDNESDAY
FEBRUARY 20, 2026

[VIRTUAL TEAMS MEETING](#)
211 WEST ASPEN AVENUE
1:30 P.M.

1. Call to Order

Chair Hernandez called the meeting to order at 1:38 p.m.

2. Roll Call

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

MANNY HERNANDEZ, CHAIR - present
SANDRA DARLING, VICE CHAIR - absent
CARMENLITA CHIEF - present

SILINA MARTINEZ - present
JUSTIN MALLETT - absent
ANGELICA SANCHEZ - present
VACANT

3. Mission Statement and Land Acknowledgment

Chair Hernandez read the Mission Statement and Land Acknowledgement.

MISSION STATEMENT

A commission to foster support, respect, awareness and appreciation of diversity among all citizens of Flagstaff.

LAND ACKNOWLEDGEMENT

The Commission on Diversity Awareness humbly acknowledges the ancestral homelands of this area's Indigenous nations and original stewards. These lands, still inhabited by Native descendants, border mountains sacred to Indigenous peoples. We honor them, their legacies, their traditions, and their continued contributions. We celebrate their past, present, and future generations who will forever know this place as home.

4. Upcoming Opportunities and Announcements

Chair Hernandez spoke of the upcoming Chinese New Year Celebrations happening downtown.

Commissioner Sanchez spoke of the Bilingual Beginnings program at the Library featuring American Sign Language, Spanish, and Navajo story time.

5. Open Call to the Public

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None.

6. Approval of Minutes

A. Approval of minutes from the October 17, 2025 meeting

Commissioner Sanchez noted a correction in the minutes under item 6, a misspelling of Commissioner. Moved by Commissioner Sanchez and Seconded by Commissioner Martinez to approve the minutes with the correction as noted. The vote was unanimous.

7. Proclamations

A. Proclamation review for Women's History Month

Deputy City Clerk Georganna Staskey presented the proclamation for review. Commissioner Sanchez noted that Vice-Chair Darling had invited the Women's Leadership Group to attend; Ms. Staskey will follow up to confirm their attendance.

Commissioner Martinez moved to approve the proclamation, seconded by Commissioner Sanchez. The motion carried unanimously.

The Commission resumed discussion at approximately 2:04 p.m.

Commissioner Hernandez concurred with Councilmember House's suggestion, made during her update, to include a call to action within the proclamation. The Commission collaboratively drafted language encouraging community members to learn about, reflect upon, and participate in programs and events that honor women's history and promote continued progress toward equity.

Following finalization of the revised language, Commissioner Sanchez moved to reapprove the proclamation as amended. The motion was seconded by Commissioner Chief and carried unanimously.

8. Discussion Items

A. Outreach on the Regional Plan 2045 Update

City Clerk Stacy Saltzburg reported that staff is working to formalize materials related to the Regional Plan, finalize details, and share information with the community. She noted that the election is scheduled for May 19, that ballots will be mailed, and that no polling places will be available. She also indicated that staff could attend a future meeting to provide additional information.

Chair Hernandez commented that this would be a valuable use of the Commission's time and an opportunity to review materials.

Commissioner Sanchez concurred, noting that reviewing program materials falls within the Commission's purview and expressing a desire to be involved.

Commissioner Chief also expressed support for this approach.

9. Reports

A. Updates from Working Groups

i. Rainbow Crosswalk Update

Commissioner Sanchez shared information regarding a recent outreach effort conducted downtown to gather community input on potential locations for a rainbow crosswalk. She reported strong public interaction and positive engagement and noted that she looks forward to reviewing the collected feedback with the Commission at a future meeting.

ii. Library Working Group

Commissioner Sanchez provided an update on the Library Working Group, highlighting the successful launch of the monthly "Bilingual Beginnings" story time series, which drew strong attendance and will continue with rotating languages such as American Sign Language, Spanish, and more. She noted upcoming media outreach with the Arizona Daily Sun to promote the program and shared that the group continues to focus on inclusivity and community belonging through partnerships, including work with Coconino Community College. Additional projects in progress include planning a June Drag Story Hour and pursuing grant funding for an LGBTQ+ oral history project, with a key goal of acquiring a sound booth. Commissioners expressed strong support and offered continued assistance.

B. Updates from Council Liaison

Councilmember House thanked everyone for joining. She mentioned the March 3rd Council Meeting regarding a citizen petition about potential ICE activity, specifically requesting the City deny access to City-owned facilities for immigration enforcement. She encouraged the Commission to participate in the conversation and invited Commissioners to share concerns or experiences. She noted that while such issues are rare locally, the Commission has previously engaged with statewide or national topics, like Black Lives Matter.

She emphasized that commissioners should feel empowered to bring forward important topics, offer recommendations, or provide opinions to Council, and encouraged placing such items on future agendas for discussion. Finally, she referenced the recently approved Women's History Month proclamation, suggesting the Commission consider adding language to encourage community engagement with related events or programming, making the proclamation more actionable. This concluded her updates and the Commission returned to the Proclamation item at approximately 2:04 p.m.

C. Updates from Staff Liaison

Ms. Staskey thanked everyone for attending and for their patience while the city works to permanently fill the staff liaison position. She reported that within the next two to three months, they hope to have someone trained and ready to take over full-time, providing the commission with a consistent liaison. She noted that she is still overseeing the program as a whole, and is available to answer questions in her absence.

She also reminded commissioners to keep an eye on the working calendar and weekly listserv, and to feel free to submit agenda items in the future. She encouraged looking several months ahead to allow time for staff input and subject matter experts so recommendations can be prepared for council.

Finally, Ms. Staskey shared that the Public Affairs has been posting vacancies on social media and is working to increase awareness of boards and commissions to encourage broader public participation. She emphasized the importance of bringing community voices into specialty groups and commissions.

10. Informational To/From Commissioners/Staff and Future Agenda Item Requests

Chair Hernandez requested additional information and discussion regarding the U.S. Immigration and Customs Enforcement item potentially going before Council, suggesting it be placed on the Commission agenda if it advances beyond March 3. Ms. Staskey clarified that the item stems from a citizen petition and that Council will first decide whether to move it forward for further discussion; if so, it will return for a broader conversation and be brought back to the Commission. Hernandez thanked her for the clarification and agreed the topic is important to revisit if it progresses.

11. Adjournment

The meeting of the Commission on Diversity Awareness was adjourned at 2:23 p.m.



Commission on Diversity Awareness

7. B. i.

From: Georganna Staskey, Deputy City Clerk

DATE: 04/17/2026

SUBJECT: Jewish Heritage Month

STAFF RECOMMENDED ACTION:

Discussion and possible action on bringing the Proclamation forward and who might be able to attend.

Executive Summary:

Attachments

DRAFT Proclamation

City of Flagstaff – Office of the Mayor Proclamation

WHEREAS, the City of Flagstaff joins the Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service and United States Holocaust Memorial Museum in paying tribute to the generations of Jewish Americans who helped form the fabric of American history, culture and society; and

WHEREAS, Jewish American Heritage Month has been observed each May since 2006, when President George W. Bush first proclaimed its national recognition, affirming the vital role Jewish Americans have played in shaping the United States; and

WHEREAS, Jewish American Heritage Month celebrates the rich history, traditions, and vibrant culture of Jewish Americans, while also serving as an opportunity to promote understanding and stand against antisemitism in all its forms; and

WHEREAS, Flagstaff is home to vibrant centers of Jewish life, including Congregation Lev Shalom and Chabad of Flagstaff which provide cultural, educational, and community-centered programming open to all;

NOW, THEREFORE, I, BECKY DAGGETT, MAYOR OF THE CITY OF FLAGSTAFF, do hereby proclaim the month of May as

JEWISH AMERICAN HERITAGE MONTH

And encourages residents to celebrate Jewish American heritage month by learning about Jewish history and culture, participating in local events, and fostering a community of respect, inclusion, and understanding.

DATED this 5th day of May 2026

Becky Daggett

MAYOR

ATTEST:

Stacy Salzburg

CITY CLERK



Commission on Diversity Awareness

7. B. ii.

From: Georganna Staskey, Deputy City Clerk

DATE: 04/17/2026

SUBJECT: Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month

STAFF RECOMMENDED ACTION:

Discussion and possible action on bringing the Proclamation forward and who might be able to attend.

Executive Summary:

Attachments

DRAFT Proclamation

City of Flagstaff – Office of the Mayor

Proclamation

WHEREAS, the City of Flagstaff recognizes the importance of celebrating the cultural diversity and contributions of the Asian American, Native Hawaiian, and Pacific Islander (AANHPI) community; and

WHEREAS, AANHPI Heritage Month provides an opportunity for our community to honor the rich heritage, traditions, and history of Asian Americans, Native Hawaiians, and Pacific Islanders, who have greatly enriched the fabric of our society; and

WHEREAS, by celebrating AANHPI Heritage Month, we honor the resilience, perseverance, and achievements of the AANHPI community, and commit to building a more inclusive and equitable society for future generations; and

WHEREAS, The Federal Asian Pacific American Council has announced that the theme of 2026’s Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month is “Power in Unity: Strengthening Communities Together,” which honors the hard work of AANHPI leaders who established a foundation for future generations to thrive and adapt to change with resilience.

NOW, THEREFORE, I, BECKY DAGGETT, MAYOR OF THE CITY OF FLAGSTAFF do hereby proclaim the month of May as

ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER (AANHPI) HERITAGE MONTH

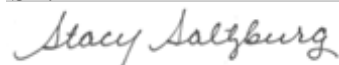
and invites residents to honor AANHPI heritage month by engaging in cultural events, uplifting AANHPI voices, and helping build a more connected and inclusive community.

DATED this 5th day of May 2026



MAYOR

ATTEST:



CITY CLERK



Commission on Diversity Awareness

8. A.

From: Georganna Staskey, Deputy City Clerk

DATE: 04/17/2026

SUBJECT: Employee Notice and City Manager Directive regarding federal agencies

STAFF RECOMMENDED ACTION:

Review of the Employee notice and City Manager Directive

Executive Summary:

Attachments

Employee Notice
Directive



EMPLOYEE NOTICE

The City of Flagstaff is sharing the following information to ensure employees understand how to respond if federal law enforcement personnel visit a City workplace. The City of Flagstaff has no indication that agencies such as Immigration and Customs Enforcement (ICE) will be present at City facilities; however, employees are asked to review this guidance in advance so they are prepared. This information applies to all City of Flagstaff employees and contractors working in City facilities.

Greet Federal Law Enforcement Agent(s)

Meet the federal law enforcement agent(s) where visitors enter the building. Request the agent(s) provide their name, agency name, badge number and the reason for their visit. Federal agent(s) are subject to the same protocols for reception and monitoring as other visiting members of the Public unless and until a valid judicial warrant or court order authorizes entry beyond public areas. Do not respond to inquiry by an agent(s) to confirm if the named individual(s) is a staff member or if they are in the building. The agent(s) should not speak to or interview any staff members at this point.

Potential Script for Contacted Employees

"I want to be as helpful and cooperative as I can with any lawful orders. My instructions require me to quickly get a copy of your warrant and any paperwork you have, as well as your full credentials including name, agency, and badge number. I will share this information with my supervisor who will quickly consult with attorneys in order to comply with your request as soon as possible."

Document the interaction

Keep notes of the name, agency name, badge number, reason for visit, and who you contact.

Notify Leadership

Contact the supervisor on duty and the Division Director. The Division Director will notify the City Manager's office and the City Attorney's office. The information obtained should not be shared with other employees or visitors.

Obtain documentation

Request the agent(s) provide the paperwork and/or warrant(s). If you are not provided a copy of the paperwork, make a copy for the City Attorney's office.

Escort to private area

The supervisor will request the agent(s) follow them to a more private space (e.g., private office or conference room) while they make copies of the paperwork and review it with the City Attorney's office. If the agent(s) refuse to move to a more private space, ask them to remain there until you return.

Update the interaction document

Add to your notes additional interactions you had with the agent(s), if the agent(s) refused to move to the private space, anyone involved, and the outreach to the City Attorney's office.

Await directions

The City Attorney's office will review the paperwork for validity. Await further direction.

CITY OF FLAGSTAFF

City Manager Directive

#2026-01

Title: Use of City Property by Partner Government and Non-Profit Entities

Effective: March 3, 2026

Revision: April 8, 2026

Contact: City Manager's Office

I. PURPOSE

The City of Flagstaff ("City") is committed to collaborating with partner government and non-profit entities when necessary to further City goals and priorities, especially when responding to a natural disaster or other emergency. When partner entities assist in responding to a natural disaster or emergency, they often need to use City real property and facilities to stage their response and assistance to the community. The City Manager has developed this directive to clarify the process our partners must follow when the use of City property or facilities is requested.

II. APPLICABILITY

This directive is applicable to any request made by a partner government or non-profit entity to use City real property and facilities to carry out its mission and operations in the City of Flagstaff. For example, this directive would apply to a request from the Red Cross to use a City facility to serve as a shelter for residents displaced after a natural disaster.

This policy is not applicable to the following:

- City operations performed jointly or with the assistance of a partner agency or entity, such as the Flagstaff Fire Department conducting a controlled burn in the community with the assistance of the U.S. Forest Service.
- The City Municipal Court Building, which is subject to the administrative authority of the Arizona Supreme Court.
- City Special Events, which are governed by City Code Chapter 8-12.
- Transportation Security Administration (TSA) and any other Federally mandated operations at Flagstaff Pulliam Airport.

III. GUIDANCE AND PROCEDURES

Requests from partner government and non-profit agencies (e.g., FEMA, Arizona Department of Public Safety, Red Cross, U.S. Forest Service, etc.) to use City property to conduct their operations will be made through the City Manager's Office and will only be approved when the City Manager determines that the use furthers the interests of the City. A request furthers the interests of the City when it aligns with City goals and priorities and does not create unreasonable disruptions to City operations or present an unreasonable danger to the public health or safety.

When an emergency has been declared by the Mayor, requests may be made through the Mayor and will be approved or denied based on the same standards outlined above.

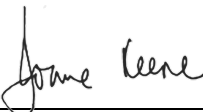
IV. SIGNAGE AT CITY PARKS AND FACILITIES

Signs containing the following language shall be posted at all City Parks and Facilities.

This property is owned by the City of Flagstaff and may only be used for its intended City purpose. Use of this property for any other purpose is prohibited without prior written authorization from the City of Flagstaff.

City Code References: Chapters 8-11, 8-12, and 8-14

The form and location of the signs will be determined at the discretion of the City Manager.

By: 
Joanne Keene, City Manager

Dated: April 8, 2026



Commission on Diversity Awareness

8. C.

From: Georganna Staskey, Deputy City Clerk

DATE: 04/17/2026

SUBJECT: Potential planning meeting to establish goals for the year

STAFF RECOMMENDED ACTION:

Executive Summary:
