

CANCELLED
NOTICE AND AGENDA

COMMISSION ON DIVERSITY AWARENESS
WEDNESDAY
SEPTEMBER 18, 2026

VIRTUAL TEAMS MEETING
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 Sarah Langley at sarah.langley@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. Approval of minutes from the July 31, 2026 meeting.

7. **Reports/Discussion Items**

A. **Presentation from staff on the Public Safety Ballot Measure**

B. Updates from Working Groups

i. Library Working Group

ii. Rainbow Crosswalk

C. Updates from Council Liaison

D. Updates from Staff Liaison

8. **Action Items**

A. Continued discussion and possible action for setting priorities for the year.

B. Nominations and possible selection of Chair and Vice Chair

C. Discussion and possible action of moving the meeting date from the third Friday of the month.

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

10. **Adjournment**



Commission on Diversity Awareness

6. A.

From: Georganna Staskey, Deputy City Clerk

DATE: 09/18/2026

SUBJECT: Approval of minutes from the July 31, 2026 meeting.

STAFF RECOMMENDED ACTION:

Executive Summary:

Attachments

July 2026 Minutes

Minutes

COMMISSION ON DIVERSITY AWARENESS
WEDNESDAY
JULY 31, 2026

COUNCIL CONFERENCE ROOM
[VIRTUAL TEAMS MEETING](#)
211 WEST ASPEN AVENUE
10:00 A.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

Chair Hernandez called the meeting to order at 10:04 am.

2. Roll Call

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

MANNY HERNANDEZ, CHAIR, Present	SILINA MARTINEZ, Present
SANDRA DARLING, VICE CHAIR, Not Present	JUSTIN MALLETT, Present
CARMENLITA CHIEF, Not Present	ANGELICA SANCHEZ, Present

3. Mission Statement and Land Acknowledgment

Chair Hernandez read Mission Statement and Commissioner Mallett read Land Acknowledgement

MISSION STATEMENT

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

LAND ACKNOWLEDGEMENT

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4. Upcoming Opportunities and Announcements

None.

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.

None.

6. Approval of Minutes

- A. Minutes of the May 27, 2026 meeting.

Moved by Commissioner Martinez, seconded by Commissioner Sanchez to approve the minutes of the May 27, 2026 meeting. The motion passed unanimously.

7. Action Items

- A. Discussion and possible action for setting priorities for the year.

The Commission discussed using City proclamations as a broader opportunity to increase community awareness, education, and engagement around diversity and inclusion. Members proposed pairing proclamations with highlights of local community members, business owners, cultural events, and related programs or activities, with the goal of creating content that could potentially be shared through City social media and other outreach channels. The Commission discussed assigning Commissioners to take the lead on individual proclamation months, including conducting interviews and gathering information about relevant community events, while allowing the full Commission to provide input during the planning process. Members also emphasized the importance of expanding the proclamation calendar beyond identity-based topics to reflect the broader range of diversity and inclusion in the community, while coordinating with other commissions where appropriate and avoiding duplication of efforts. Staff noted that the City generally limits Council meetings to three proclamations and that any proposed outreach would need to follow City communications policies. The Commission agreed to develop a working proclamation calendar, identify additional topics and gaps, and determine Commissioner assignments at a future meeting. The group also discussed using tabling opportunities and partnerships with other boards and commissions to increase CODA's visibility and gather community input.

8. Reports

- A. Updates from Working Groups

Commissioner Sanchez reported that the Library Working Group continues progress on the LGBTQ+ Oral History Project and Little Library Project. She noted that her term ends September 1 and offered to remain involved as a community member while the Commission considers a transition for her role. Ms. Staskey let Commissioner Sanchez know she was eligible for another term if she was interested and Commissioner Sanchez stated she was.

Commissioner Sanchez reported that the Rainbow Crosswalk group is on pause for the summer.

- B. Updates from Council Liaison

Councilmember House expressed her appreciation for the Commissioners and thoughtful conversation throughout the meeting. She had no further updates.

- C. Updates from Staff Liaison

Ms. Staskey reported one current vacancy, noting additional terms are set to expire in September. Recruitment outreach is underway, and commissioners were encouraged to help promote the opportunity. Ms. Staskey also recommended skipping the August meeting and reconvening in September to continue working on goals. She noted a staff transition for the September meeting.

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

Chair Hernandez requested Chair and Vice Chair considerations come forward at the September meeting. He also shared a personal update and requested a discussion on moving the meetings to another day of the week.

10. **Adjournment**

The meeting was adjourned at 11:21 a.m.



Commission on Diversity Awareness

7. A.

From: Georganna Staskey, Deputy City Clerk

DATE: 09/18/2026

SUBJECT: Presentation from staff on the Public Safety Ballot Measure

STAFF RECOMMENDED ACTION:

Executive Summary:

Attachments

Presentation





Background

- Identified core services, public safety, and fire resources as Council budget considerations in January 2025
- Discussed public safety needs in April 2025
- Public safety includes Fire, Aircraft Rescue Firefighting, Police, and Emergency Management
- Supported the exploration of a public safety ballot measure and citizen committee in September 2025
- Citizen Committee met between November 2025 and May 2026
- Details are available at the Connect Flagstaff site <https://connect.flagstaffaz.gov/safety-committee>
- City Council called election in June 2026





Financial Overview

- FY 2025-2026 budget included \$83 million to support public safety*
 - \$54 million (or 46%) of general fund (GF)
 - \$29 million in other funds (OF)
- FY 2026-2027 reallocated \$537,000 to public safety
- FY 2026-2027 budget included \$107 million
 - \$60 million (or 49%) of general fund
 - \$47 million in other funds
- Inability to rebuild after 2008 and address growth
- Operating costs outpacing growth of General Fund
- Capital costs have grown significantly
- Increasing costs in personnel, technology, and infrastructure

* FY25-26 budget increased to \$85 million (\$55M GF and \$30M OF)





Fire Department Impact

- Addressing today's needs and some future growth
- Staffing to address Flagstaff's evolving risk and demands for firefighter safety
- Reduce severity of wildfire in treated areas
- Assist in addressing insurance premiums
- Sustain and improve response times
- Adequate resources to respond to large-scale or multiple incidents
- Facilities for personnel and apparatus
- Support Fire Station operations



ALERT TOP STORY

Train engine overheats, catches fire in west Flagstaff; blaze under control, smoke impacts expected



ALERT TOP STORY

Flagstaff Fire Department to conduct pile burns near Thorpe Park

Wildland Fire Risk

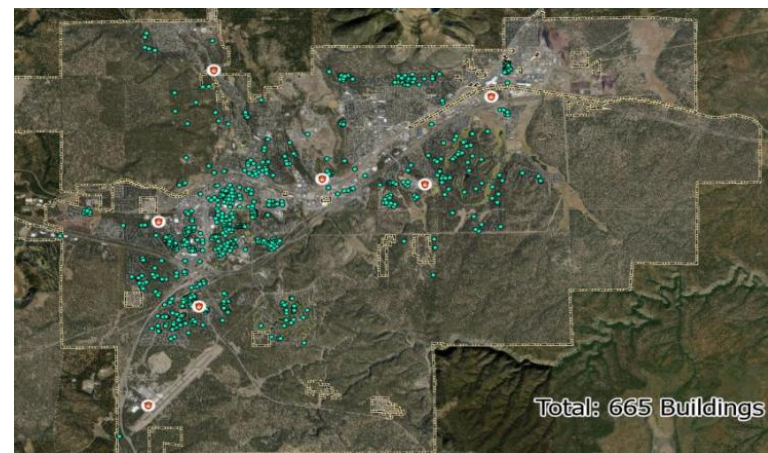


- Additional all-risk firefighters as first line response
- Address increase in frequency and intensity
- Provide additional equipment
- Build a wildland fire station and training facility
- Fund prevention work
 - Hazardous fuel removal
 - Home hardening to protect neighborhoods
 - Equipment



Building Height Risk

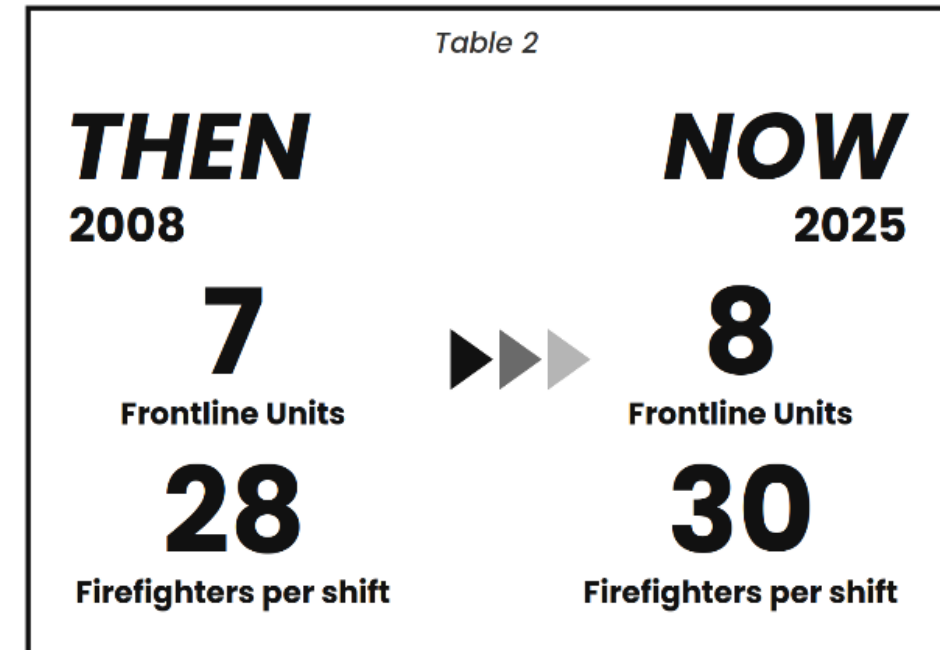
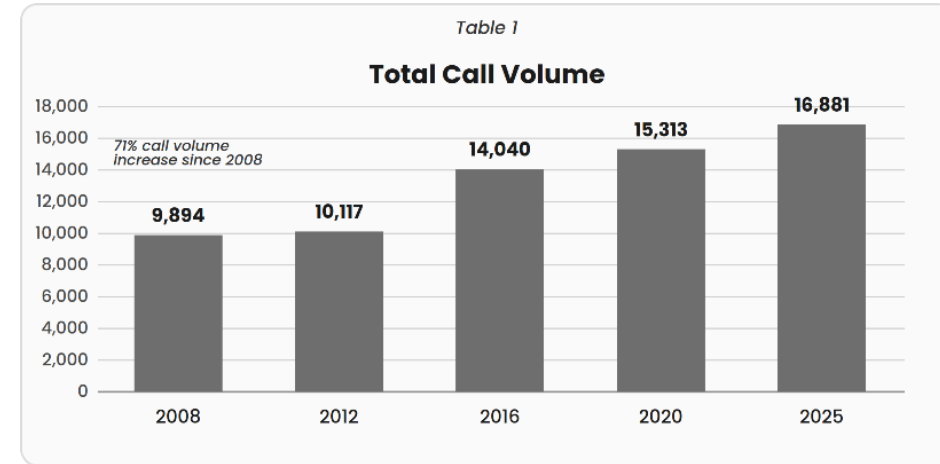
- 109.4% increase in mid-rise facilities
- Higher level of risk
- Requires a larger number of personnel to respond
- Additional Ladder Truck staffing
- Training for personnel





Calls for Service

- Increase in number of calls
- Exceeded ability to find efficiencies
- Additional supplies
- Replacement of life saving equipment
- Fire academy and training to retain qualified staff
- New Fire Station
 - Improve response times in existing neighborhoods
 - Address new neighborhoods near JW Powell



Aircraft Rescue and Firefighting Impact



Background

- Aircraft Rescue and Firefighting (ARFF) is federally mandated at commercial service airports
- ARFF response available 24 hours per day, 365 days per year



Impact

- Sustain economic impact of air service for visitor and business travel (160,000+ passengers in 2025 with \$33M in visitor spending and \$36M in on-airport economic activity)
- Attract additional air service
- Maintain capability to support 120 daily aircraft operations

Aircraft Emergency Response



- Minimum staffing 2 per shift to respond to 70-135 passengers and crew
- 3 more ARFF staff to address aircraft type and size increase that equates to higher level of risk
- Increases minimum staffing from 2 to 3
- Improve emergency response
- Maintain mandated ARFF coverage and bring ARFF level of service to local, regional and national standards and best practices
- Retain mandated level of airport security

<https://www.fox10phoenix.com/video/1513971>



First responders train for worst-case scenarios i...
First responders were preparing for the worst case scenario in Flagstaff on Monday. As part of federally-mandated...

www.fox10phoenix.com

Police Department Impact



- Additional personnel in Dispatch to answer 9-1-1 calls
- More support in evidence and records to maintain integrity
- Identify trends and create response plans to mitigate crime
- Improve response with Police Aides for non-emergency calls
- Increase space and people for proficiency and scenario-based training





Response

- PFM Study identified gaps in service
- Reduced transports from Jail to Court to create greater availability
- Maintain safety for large events and protest
- Ability to respond to more than one critical incident with additional personnel
- Keep streets safe
- Respond to community members calls for service



ALERT TOP STORY

**Suspect in Flagstaff shoot-out,
helicopter crash makes first
appearance in Coconino
County Superior Court**





Criminal Investigation

- Advanced software and specialized training needed to extract data
- Expansion of evidence with increased technology
- Aging systems and integration challenges to identify trends
- Additional staff to investigate 174 people crimes and 271 property crimes
- Build prosecutable cases to support victims
- Space to retain evidence and meet prosecuting and community expectations



ALERT **TOP STORY** **BREAKING**

Flagstaff police say homicide a possibility in disappearance of Kelly Paduchowski

CODY BASHORE Digital Editor Jul 2, 2024 0 1 min to read



ALERT **TOP STORY**

Body of missing 8-year-old girl found in Coalmine; Navajo Police Department and FBI investigation underway

DAILY SUN STAFF Jan 16, 2026 0 1 min to read

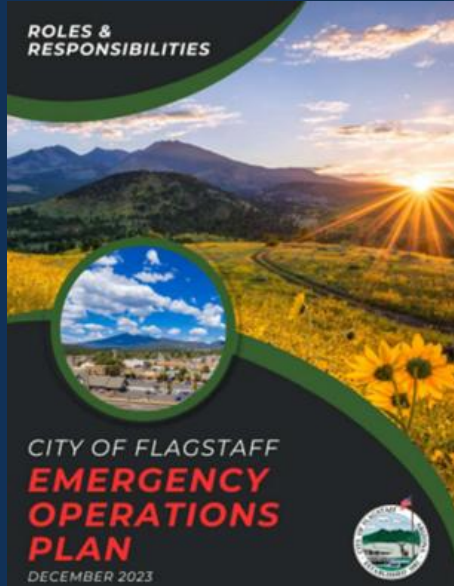


Emergency Management Impact

- Why does Flagstaff have its own Emergency Management Program?
 - Dedicated program for Flagstaff's unique hazards
 - Bridge across fire, police, and airport – connects plans, people, and communication so the city responds as one team
- Resources, personnel, plans, training, and equipment to address local risks
- Community impacts with additional investment
 - Provide a more coordinated emergency response
 - Clear and reliable public information and alerts
 - Reduce long-term recovery costs after disasters
 - Stronger support for residents and businesses during recovery



Emergency Preparedness



- Emergency operations planning and joint training
- Prepared for:
 - Active shooter
 - Airport emergencies
 - APS Public Safety Power Shut-offs
 - Large scale events
 - Keeping city services running during disruptions (continuity of operations and continuity of government)

Emergency Response & Recovery



- Emergency declarations to unlock resources (County, State, Federal)
- One team: coordinated response, clear public updates, shared recovery effort
- Disaster recovery: repair public infrastructure, support residents and businesses, and coordinate with nonprofit partners





Why a sales tax & bond?

Balance the needs and maintaining lowest cost possible

- 0.5% (half cent per dollar) Sales Tax
 - Ongoing dollars to pay for personnel, operating costs, contracts and commodities
 - Equipment replaced on regular intervals like emergency radios, PPE, or cardiac monitors
- \$40 Million General Obligation (GO) Bond
 - Reduces the amount of a sales tax
 - One-time dollars for capital expenses like construction, additional equipment, and vehicles
 - Additional revenue within the current rate
- Together the ballot measure provides the people and the infrastructure to meet public safety needs





Prop 404 – 0.5% Sales Tax

Ongoing resources to enhance public safety services

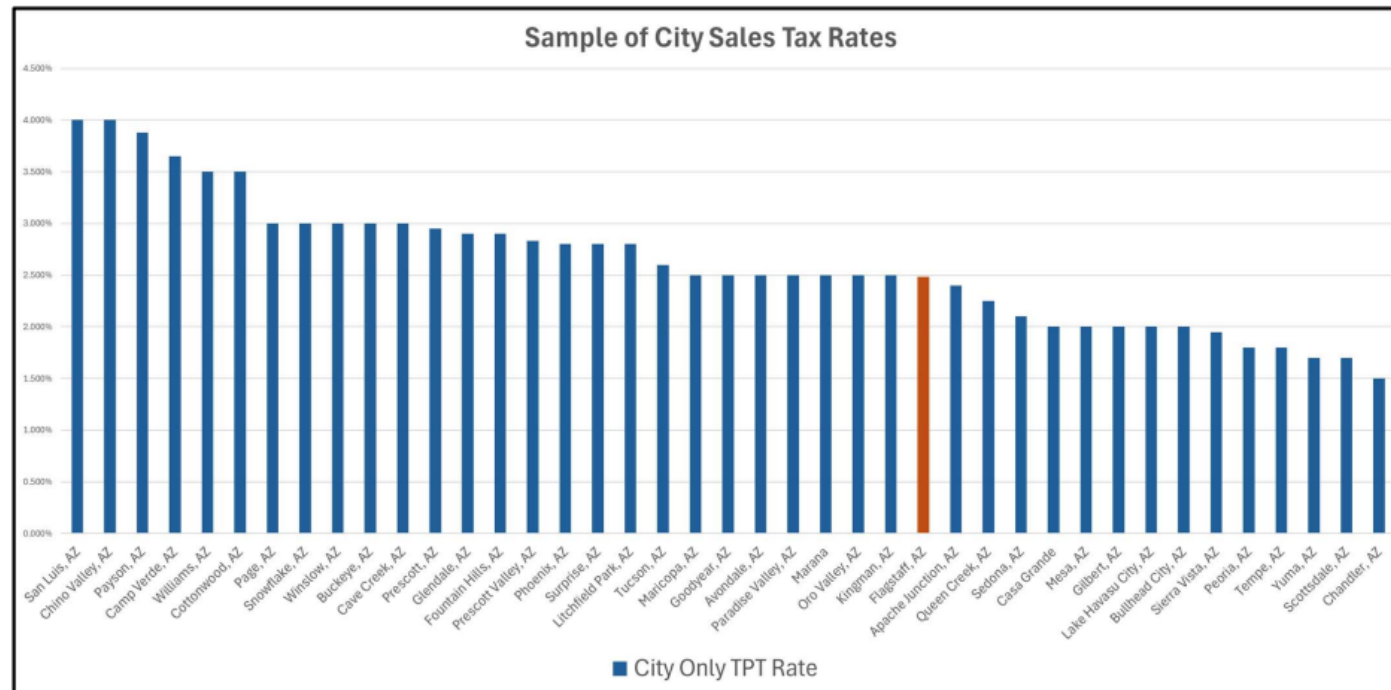
- All-Risk Firefighters for wildland, suppression, and EMS
- Fire academy and training
- Fire supplies and equipment
- Fire cancer testing and turnouts
- Police training
- Station O&M
- Emergency response vehicles and maintenance
- Citywide evacuation plan
- Emergency Management personnel
- Aircraft rescue firefighters, equipment & supplies
- Police personnel, equipment & supplies





Prop 404 – 0.5% Sales Tax

- 0.5% produces an average of \$18.2 million per year for 15 years
- Increase City's base tax rate from 2.486% to 2.986%
- 37% paid by visitors
- Half of AZ cities have rate of 3.00% or higher
- Address enhanced public safety needs
- Ongoing source for additional staffing and related expenses



What does a Sales tax rate mean to consumers?



- Tax applies to items like dining bills and commodities like a refrigerator
- Tax does not apply to food at the grocery store or residential rent
- At 0.50% the tax would be \$0.50 (fifty-cents) per \$100
- Examples:
 - Purchase a \$50,000 vehicle is \$250 more
 - Eat fast food for \$21 costs \$0.11 more
 - Buy a gallon of milk for \$4.59 is \$0 more
 - Apartment rent for \$1,575 is \$0 more



Prop 405 - \$40M GO Bond

One-time resources to invest in public safety infrastructure and equipment

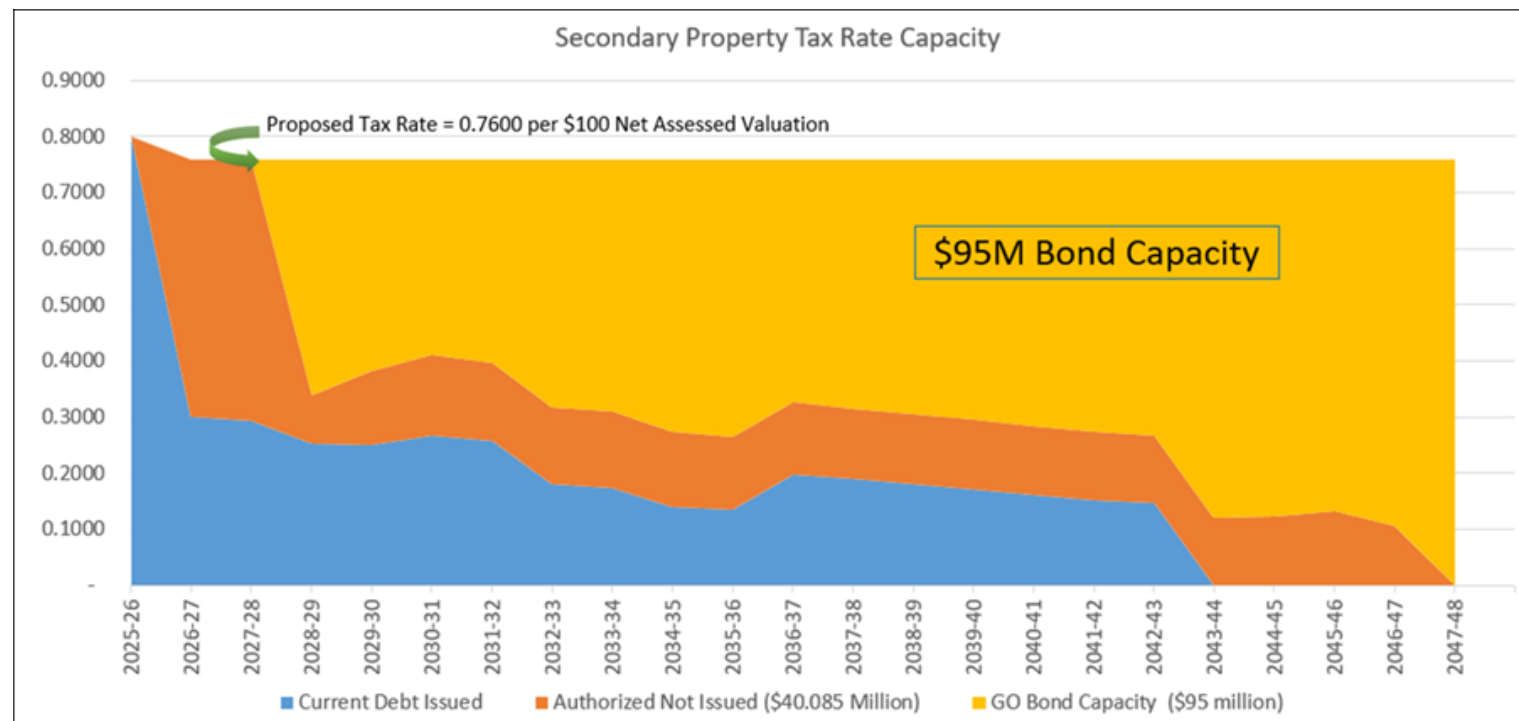
- Wildland fire equipment
- Wildland fire facility
- Emergency medical equipment
- JWP Fire Station #7
- Emergency Management supplies and equipment
- Station expansion and modernization
- Upgraded dispatch technology
- Radios and communications
- Emergency vehicle fleet
- Criminal investigation tools





Prop 405 - \$40M GO Bond

- \$95 million in capacity
- Flat rate policy for Secondary Property Tax is set at 0.7600
- Supplement with Development Impact fees
- Invest in public safety infrastructure and equipment
- One-time source for construction, equipment and vehicles



What does a bond mean to consumers?



- Issuance of bond does not increase secondary property tax
- Assuming assessed value increases by 5%
 - Residential customer pays \$14.93 more per year
 - Commercial property will see a decrease
- Assessed value calculated by Coconino County Assessor annually



Community Benefits

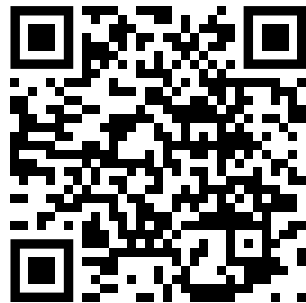
- Improve homeowner insurance access and cost
- Additional all-risk firefighters to support a growing community and build a stronger wildland fire defense
- Provide access and suppression capability for mid-rise buildings which have doubled in Flagstaff
- Maintain Flagstaff Pulliam Airport operations
- More 9-1-1 Communications Center personnel
- Reduce the number of cases a Detective process to improve capacity for interactions with victims and completion of investigations
- Improve emergency preparedness and response





Propositions 404 & 405

- Election on November 3rd
- Learn more at publicsafetyballot.com



Questions?



PublicSafetyBallot.com



Commission on Diversity Awareness

8. A.

From: Georganna Staskey, Deputy City Clerk

DATE: 09/18/2026

SUBJECT: Continued discussion and possible action for setting priorities for the year.

STAFF RECOMMENDED ACTION:

Executive Summary:

The Commission started conversations at the 7/31/2026 Commission meeting. The following goals have been drafted to continue conversations and finalize the Commissions priorities for the coming year.

1. Enhance proclamation initiatives and community impact by conducting interviews and seeking opportunities to highlight community events and promote inclusion.
 2. Expand tabling at downtown events, partnering with other groups and divisions to table together.
-