

# Minutes

## Human Relations Commission

### November 8, 2022

Minutes of the HUMAN RELATIONS COMMISSION held on Tuesday, November 8, 2022, 6:00 p.m., held both In-Person & Virtually: Tempe Public Library 2<sup>nd</sup> Floor Conference Room, 3500 South Rural Road, Tempe, AZ 85282 & Microsoft Teams at the following link: [Join Microsoft Teams Meeting](#) or by telephone: +1 480-498-8745 United States, Phoenix (Toll), Conference ID: 274 491 056#

**(MEMBERS) Present:**

Michelle Donati-Grayman  
Melissa Farling  
Rabbanni Furqaan  
Jana Lynn Granillo  
William Ortega  
David Reynolds  
Joe Rojas  
Peggie Simmons  
Hugo Tapia  
Kate Vawter

**(MEMBERS) Absent:**

Candyce Lindsay

**City Staff Present:**

Dr. Velicia McMillan Humes, Chief Diversity Officer  
Ginny Belousek, Equity & Inclusion Manager  
Megan Hutchison, Executive Assistant to CMO

**Guests**

Dr. Cliff Moon, Coordinator of Diversity and Inclusion, TUHSD  
Ron Denne Jr., Coordinator of Social Emotional Wellness, TUHSD

**Call to Order**

Chair Tapia called the meeting to order at 6:05 p.m.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2 – Consideration of Minutes: HRC – October 11, 2022**

Motion made by Commissioner Reynolds to approve the minutes of October 11, 2022; Second by Commissioner Rojas. Motion passed on a 10-0 vote. Ayes: Chair Tapia, Vice Chair Ortega, and Commissioners Michelle Donati-Grayman, Melissa Farling, Rabbani Furqaan, Jana Lynn Granillo, David Reynolds, Joe Rojas, and Peggie Simmons. Nays: None. Absent: Commissioner Candyce Lindsay.

**Agenda Item 3 - Welcome & Introductions of New Chief Diversity Officer – Velicia McMillan Humes**

Chair Tapia welcomed Dr. Velicia McMillan Humes to the Commission. The Commission and Velicia then took turns introducing themselves.

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**Agenda Item 4 - Presentation by Tempe Union School District – Dr. Cliff Moon**

Chair Tapia introduced Dr. Cliff Moon and Ron Denne Jr. to the Commission. Cliff and Ron thanked the Commission for the invitation and then introduced themselves. They then proceeded to present the attached PowerPoint to the Commission.

Cliff & Ron then opened the floor to any questions or comments. The Commission asked if they tracked when the QR code is being used on the referral forms and if they have any data for those on AHCCCS. Ron replied that they currently do not have any data regarding AHCCCS and they use the QR code tracking to determine when the information should be pushed out to the students. The Commission then inquired about the healing for hate seminar. Cliff let the Commission know that the program recently finished in October and will be brought back next year around the same time. He will forward that information to Chair Tapia so he can share it with the Commission.

Cliff then let the Commission know that they can be a voice in the Community. If they see things happening, they can let people know that TUHSD is working towards a solution.

The Commission thanked Cliff and Ron for their time.

**Agenda Item 5 – 2050 General Plan update – Commissioner Simmons**

Chair Tapia turned the floor over to Commissioner Simmons and Granillo. They let the Commission know that land use in the city was the most recent topic being discussed during their last 2050 General Plan meeting. They are looking into repurposing vacant parcels, adding cultural resource areas onto maps, combining industrial with residential housing, and turning abandoned strip malls into residential spaces. Their next meeting will be on November 15. The Commission then inquired if there was a way to submit comments. They let the Commission know that there is currently a survey open until November 9 for comments and feedback. That survey can be found at the following link:

[https://www.tempe.gov/government/communication-and-media-relations/tempe-forum#peak\\_democracy](https://www.tempe.gov/government/communication-and-media-relations/tempe-forum#peak_democracy)

**Agenda Item 6 - CEASE City Update – Velicia McMillan Humes & Ginny Belousek**

Ginny Belousek let the Commission know that she and Dr. Velicia McMillan Humes recently met with City Manager Andrew Ching where he approved moving forward with Tempe becoming a CEASE City. Velicia will give a short presentation to Mayor & Council during the City Manager's Announcements, the same evening the Council is presented with the approved HRC minutes from October, and she will work with the organization to start getting the employees trained.

**Agenda Item 7 – Proposed Future Agenda Items**

Chair Tapia let the Commission know that there were no items discussed during the meeting and he opened the floor to suggestions for the December meeting. The following were recommended: Boards & Commission Annual Report, Gray Box presentation with MYAC, and an invitation to Dr. Tungston to talk about the police modeling workshop currently being done with Tempe Police Department. Chair Tapia let the Commission know that if they have any additional items, they would like added to future agendas, they should contact Ginny Belousek or Megan Hutchison.

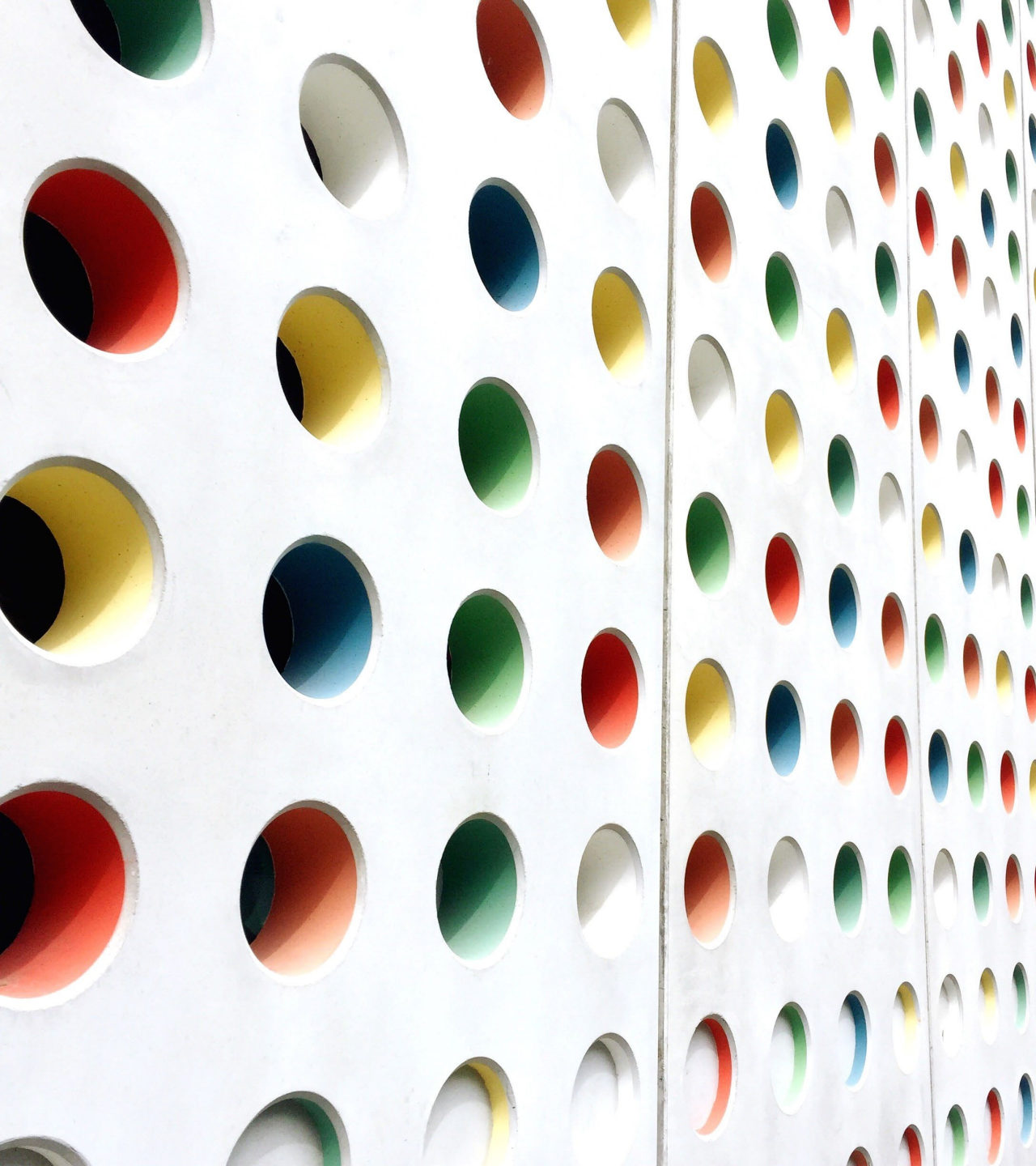
**Agenda Item 8 – Upcoming Meeting – Tuesday, December 13, 2022**

Meeting will be on Tuesday, December 13, 2022

**Motion made by Commissioner Reynolds to adjourn the meeting**

**Second by Commissioner Simmons**

**Meeting adjourned at 8:00 p.m.**



# Tempe Union High School District Diversity and Inclusion

Dr. Cliff Moon, Coordinator of Diversity and Inclusion  
Ron Denne Jr., Coordinator of Social Emotional Wellness

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# Dr. Cliff Moon: Role in the School District

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**“I see my role not as the sole expert but creating an environment of sharing and fostering a mutual understanding of diversity related issues/topics.”** “I approach this role by considering the following:

- 1) What can individuals tell me about the diversity of the school and the community?**
- 2) How do individuals see themselves contributing to the district’s initiative to address diversity issues?**
- 3) How do we work together to promote and sustain diversity, inclusion, and equity within the school community?”**

# Ron Denne Jr.: Role in the School District

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“I provide support to our entire school community in the areas that promote safety, social-emotional wellness and positive mental wellbeing.”

“I work to develop supports and systems in prevention, intervention and postvention”

Tempe Union High School District Mission

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“Excellence in Teaching  
and  
Learning”

# Tempe Union High School District Vision Statement

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All students will graduate with  
the skills necessary for success  
in college, career and life.

# Tempe Union High School District Core Values & Beliefs

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## **Students First**

- We put **students' academic and social/emotional needs at the forefront of everything we do.**
- We believe that **all students can learn, and we accept responsibility for their learning.**
- We **eliminate barriers to student learning.**
- We believe that all **students learn best in a safe and well-maintained learning environment.**
- We **believe a variety of extracurricular opportunities enriches the learning experiences of our students.**



# Tempe Union High School District Core Values & Beliefs

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## **Employees Matter**

- **We hire and develop a diverse and culturally competent workforce.**
- **We hold all employees to high expectations.**
- **We provide a healthy, happy, safe and supportive work environment.**
- **We believe in providing opportunities for all staff to collaborate and continually improve their craft.**

# Tempe Union High School District Core Values & Beliefs

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## **Family, Community and Business Partnerships**

- **We pursue a strong and active relationship with families and the community to meet the social/emotional and academic needs of our students.**
- **We believe strong relationships provide students the tools and strategies needed to learn and succeed as responsible and contributing members of society.**
- **We believe in fostering meaningful and collaborative business relationships to ensure an innovative and future - focused workforce.**

# Tempe Union High School District Core Values & Beliefs

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## **Diversity and Inclusion**

- We believe that **all people bring value to our organization.**
- We believe that **all people deserve respect and dignity.**
- We **value the richness that comes from our diverse cultures.**
- We **benefit and learn from the voice of our diverse community.**

# Tempe Union High School District Core Values & Beliefs

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## **Integrity**

- **We behave with integrity in everything that we do and say.**
- **We act with civility; our words and actions matter.**
- **We value truthfulness and trustworthiness.**
- **We learn from our individual vulnerability and, through our relationships, develop a culture of safe risk taking and personal growth.**
- **We take responsibility for our actions.**

# Diversity and Inclusion Initiatives 2022-2023

## Educator Audience

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- \* **Dignity Learning Circles and Diversity Learning Circles**
- \* **Cultural Considerations in Threat Assessment Protocol/Discipline with Dignity**
- \* **Critical Conversations to Build Community Wisdom Through a Dignity Framework**
- \* **Online Youth Radicalization**
- \* **Discussing Sensitive Topics in the Classroom**
- \* **LGBTQ+ Students: Symposium for Educators**
- \* **Healing from Hate Symposium**
- \* **Critical Conversations to Build Community Wisdom Through a Dignity Framework**
- \* **Self-paced Schoology Course on Diversity, Equity and Inclusion:** Choose from a wide-range of webinars on topics like Disability History, Skills to Support Black Girls, Culturally Responsive Literacy Practices for and About Native American Students, What Every Teacher Should Know About Serving Immigrant-Origin Students, Racial Equity, and more. Develop a plan to utilize this information in the classroom.

# Benefits of a Diverse School Community

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“Research shows that the **overall academic and social emotional effects of increased diversity** (e.g., race, ethnicity, gender identity, language, etc.) on school campuses is **likely to be positive, ranging from higher levels of academic achievement to the improvement of near- and long-term intergroup relations.**”



Center for American Progress

<https://www.youtube.com/watch?v=Rcw09YMDHuU>

# Benefits of a Diverse School Community

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## **What Did You Hear?**

- \* Exposure to unique experiences that you may not have otherwise.**
- \* Opportunity to learn from others, especially from those who may be different from you.**
- \* Mitigate the confusion that often comes with intergroup relationships.**
- \* Exposure to backgrounds, perspectives, customs, experiences.**
- \* Foster and develop compassion for others.**
- \* Move beyond what is in the textbook.**
- \* Understand that identity is intersectional.**

# Diversity: Academic Achievement

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**“Students who interacted with racially and ethnically diverse peers showed significant gains in cognitive skills: such as critical thinking, intellectual engagement, and problem-solving.”**



The Century Foundation



# Diversity and Inclusion Initiatives 2022-2023

## Student Audience

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- \* **Defamation Experience**
- \* **ASU Lincoln Scholars Program**
- \* **Youth Peace Building Summit**
- \* **Dignity: Focus on People Experiencing Homelessness (Classroom Discussions)**
- \* **Sproutt Film Festival: Stories about Students with Intellectual Disabilities, Removing the Deficit Narrative**
- \* **Community Leadership Interviews**
- \* **City of Tempe Mayor's Youth Advisory Council**

# Diversity link to Social Emotional Learning/Wellness

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“Education within a **diverse classroom/school** setting prepares students to become **good citizens** in an **increasingly complex, pluralistic society**; it fosters **mutual respect and teamwork**, and it helps build **communities whose members are judged by the quality of their character and their contributions.**”



# Diversity and Student Mental Health

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**The differences in cultural groups have a range of implications for student mental health practice, ranging from the ways students/families view mental health and illness, to treatment seeking patterns.**

# Student Social Emotional Wellness Initiatives 2022-2023

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**Merely adding diverse students/staff to the classroom or school community does not automatically create a more welcoming and intellectually stimulating campus.**

**The infusion of well constructed and delivery of social emotional learning approaches along with deliberate efforts, active engagement, and substantial attention are essential for realizing the benefits diversity has to offer. Social emotional learning “provides a frame work to create better learning and foster mutually beneficial partnerships among students.”** Thus, ensuring that all members of the school community are respected, listened to, and valued.

# Social Emotional Wellness Initiatives 2022-2023

## Student Audience

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- \* **Student Centered Culture and Climate**
- \* **Developing mental health awareness/anti-bullying/anti-violence clubs**
- \* **District and School Social-Emotional Student Wellness Committees**
- \* **Panorama Social Emotional Platform (surveys and check-ins)**
- \* **Focus on promoting resources at each school (e.g., availability of counselors, youth specialists and other support staff)**
  - **Monthly Themes/Activities**
  - **Student Self-Referral Forms**
  - **Resource Fairs in September and other times during school year**
- \* **Care Solace**
- \* **Comprehensive mental health/suicide prevention curriculum for students**

# Social Emotional Wellness Initiatives 2022-2023

## Student Audience

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### \* **notMYkid provides:**

- Botvins Lifeskills for students 9 & 10
- Botvins Transitions for students 11 & 12
- Amplif[I] -
  - youth presentations aim to educate, empower and inspire youth in such areas as drug use, vaping, depression, anxiety, trauma, relationships and body image
- **Let's Talk About It**
  - peer led support group that helps students in need of additional support and strategies. Skills and tools are given to address conflict resolution needs on campuses.

# Social Emotional Wellness Initiatives 2022-2023

## Educator Audience

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- \* **Restorative Practices**
- \* **Trauma Informed Practices/Professional Resilience**
- \* **Suicide Prevention/Awareness Trainings**

**Act on FACTS**

**Applied Suicide Intervention Skills Training (ASIST)**

**safeTALK**

- \* **Crisis response and intervention plans (PREPaRE)**

Social Emotional Wellness Initiatives 2022-2023  
Student Audience

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Students 9 & 10  
Students 11 & 12

aim to educate, empower and inspire youth in such areas as  
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