

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.

NOTICE AND AGENDA

ATTENTION

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

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NOTICE AND AGENDA

COMMISSION ON DIVERSITY AWARENESS

**Tuesday
MAY 18, 2021**

VIRTUAL TEAMS 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, 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 April 20, 2021.

Approve the minutes of the Commission on Diversity Awareness Meeting of April 20, 2021.

5. DATE OF NEXT MEETING - June 15, 2021 at 1:30 pm

6. ACTION ITEMS

A. Review and Approve: Proclamation for Pride 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. **New Commissioner updates**

Thank You Deborah Corey and Dr. Mnouia Mnouer for their service on the Commission on Diversity Awareness. Two new Commissioners will begin in June to replace the two outgoing members.

B. **Commission Partnerships**

1. **Beautification and Public Arts Commission**

Informational item.

2. **Commission Partnerships**

Discuss upcoming Diversity meetings and assign CODA Commissioner Member if applicable

3. **NAU Diversity Commission Report**

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

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

Listen to the presentation from the Flagstaff High School Native American Club and discuss.

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

Update from the Staff Liaison

E. **Proclamations Work Group Update**

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

F. **Sanctuary Cities**

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: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: Consideration and Approval of Minutes: Commission on Diversity Awareness Meeting of April 20, 2021.

STAFF RECOMMENDED ACTION:

Approve the minutes of the Commission on Diversity Awareness Meeting of April 20, 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

April 2021 Minutes draft

COMMISSION ON DIVERSITY AWARENESS

APRIL 20, 2021

VIRTUAL MEETING

DRAFT MINUTES

1. Call to Order

Vice Chair Wegwert called the meeting to order at 1:36 PM.

2. Roll Call

PRESENT:

DeAnn Wegwert, Vice Chair
Mandy Gebler
Marcela Pino
Mounia Mnouer
Jean Toner

ABSENT:

Deborah Corey
Dan Duke, Chair

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.

None.

4. APPROVAL OF MINUTES

A. Consideration and Approval of Minutes

Commissioner Pino motioned and Commissioner Toner seconded to approve the minutes from the March 16, 2021 meeting. The motion was passed unanimously.

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.

The commission made some updates and edits to the order of the wording and the verbiage of the proclamation. Commissioner Toner motioned and Commissioner Pino seconded to approve the proclamation with edits and forward to Mayor Deasy's office. The motion passed unanimously.

7. **REPORTS/DISCUSSION ITEMS**

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

Commissioners thanked staff for the presentation and asked a few follow up questions.

B. **Commission Partnerships**

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

- i. Reviewed current list of City Boards and Commissions with liaison assignments.
- ii. Public Participant asked if County commissions were included and Staff liaison replied they were not.
- iii. Public participant asked about Tri Diversity meeting on April 28th at 5:30pm. City Clerk's Office Stacy Fobar responded and reminded the Commissioners about protocol for multiple Commissioners attending the same meeting.
- iv. Future agenda item – assign Commission members to attend on behalf of CODA at other meetings such as Tri Diversity.
- v. Asked for County and city list of Boards and Commissions at Planning Retreat. Staff liaison to get this information for the Planning Retreat.

2. **Beautification and Public Arts Commission**

Discussion tabled until next meeting due to Commissioner Cruz from the Beautification and Public Art Commission being absent.

C. **Proclamations**

1. **Pride Month June**

The commission reviewed and made adjustments to the proclamation. Vice Chair Wegwert moved to approve the updated proclamation, Commissioner Mnouer second, motion unanimously approved. Later in the meeting, the vote for the proclamation was amended to include resources from the Guidance Center. The proclamation will be presented again at the next meeting before being forwarded to the Mayor's office.

Commissioner Pino left the meeting.

2. **Work Group Update**

The Work Group was unable to collaborate on the Mental Health Awareness Month and Commissioner Gebler stated that she would prefer to not have this approved during the middle of the month.

D. **NAU Diversity Commission Report**

Tabled till the next meeting since presenters were not in attendance.

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

Vice Chair Wegwert e-mailed the Native American club at the high school, asked for students to speak but there was no response. The question came up of “are we willing to do a special session with high school group?” This will be decided upon once the availability of the high school group is known.

F. Sanctuary Cities

Commissioner Toner provided an update and had invited the Sheriff to come and discuss this topic. They would like to invite the Interfaith group so this item will need to remain on the agenda.

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

1. What day and time work best for the Commission? Survey Monkey ok to use to establish date and time of the retreat, 2-3 hours preferred.
2. What the Commission is seeking as outcomes and what process they want. Coming up with plan of action, review survey more thoroughly, goals from survey results, WHAT ACTIONS can be recommended to Council, recommendations to council from survey
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? No, would prefer to use in house facilitation.

8. AGENDA FOR FUTURE MEETING(S)

A. Chair and Vice-Chair Appointments

Two appointments to the commission will be brought forward to Council in May and the Commission will vote on new chairs in July.

9. ADJOURNMENT

The Meeting of the Commission on Diversity Awareness held April 20, 2021, adjourned at 3:05 p.m.



Commission on Diversity Awareness

6. A.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: **Review and Approve:** Proclamation for Pride 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: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: New Commissioner updates

STAFF RECOMMENDED ACTION:

Thank You Deborah Corey and Dr. Mnouia Mnouer for their service on the Commission on Diversity Awareness. Two new Commissioners will begin in June to replace the two outgoing members.

Executive Summary:



Commission on Diversity Awareness

7. B. 1.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

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. B. 2.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: Commission Partnerships

STAFF RECOMMENDED ACTION:

Discuss upcoming Diversity meetings and assign CODA Commissioner Member if applicable

Executive Summary:



Commission on Diversity Awareness

7. B. 3.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

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. C.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: Flagstaff High School Students Advocate for Renaming the Peaks

STAFF RECOMMENDED ACTION:

Listen to the presentation from the Flagstaff High School Native American Club and discuss.

Executive Summary:

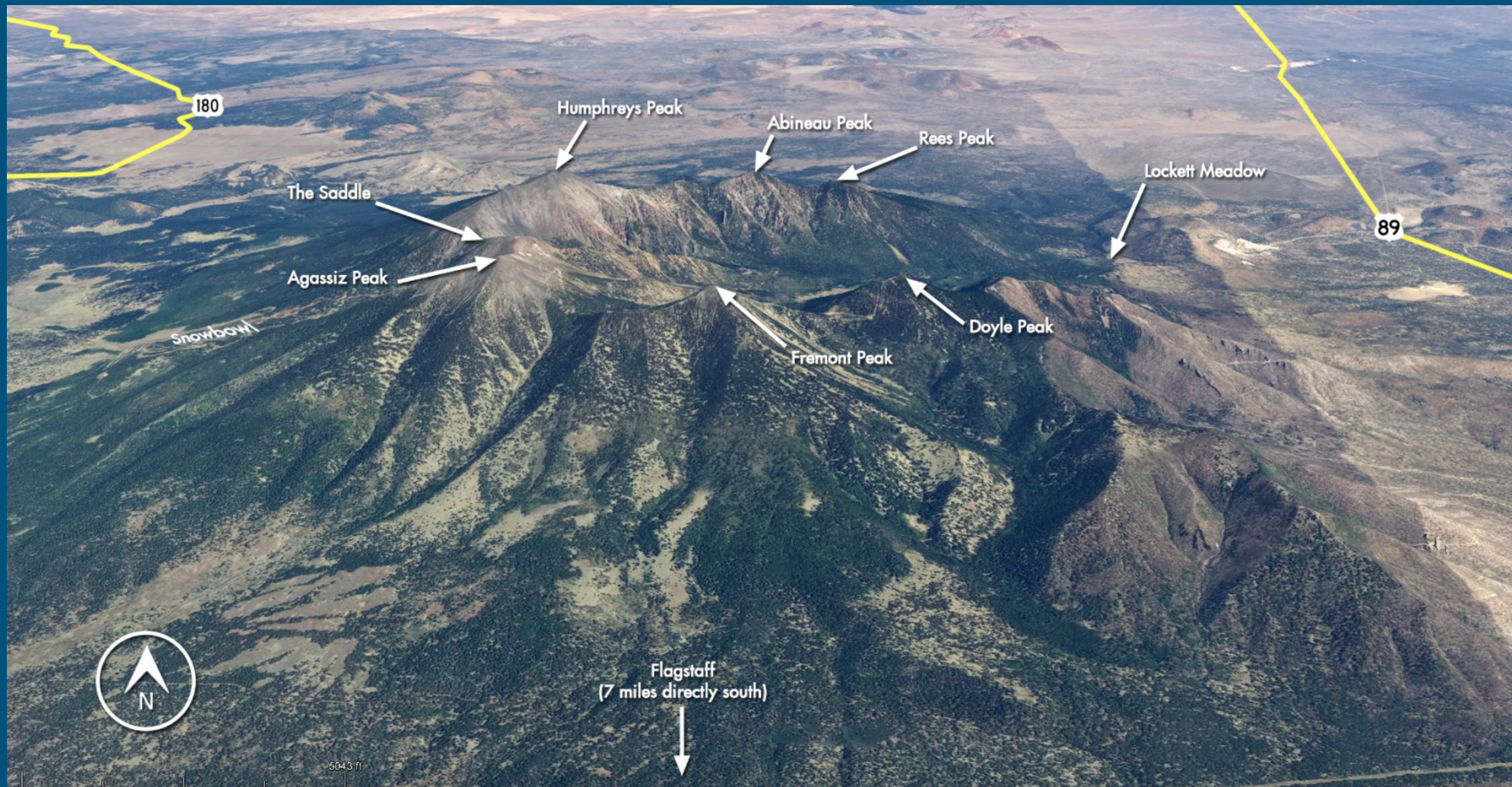
Attachments

Agassiz Peak presentation



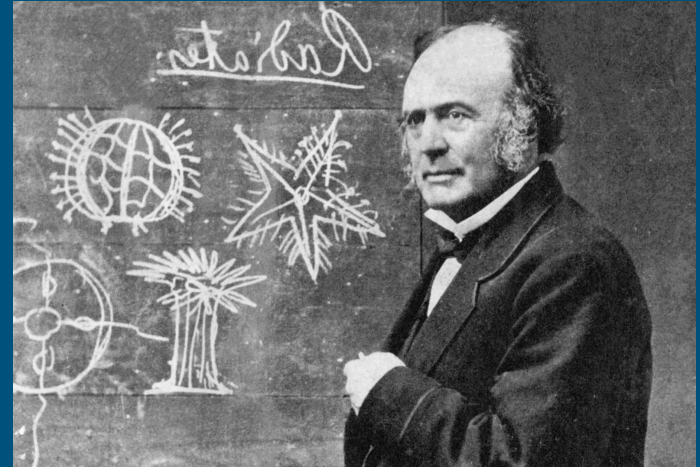
Renaming Agassiz Peak

By: Indigenous Youth Leaders



History of Jean Louis Rodolphe Agassiz

- Jean Louis Rodolphe Agassiz was a Swiss- born American biologist/ geologist.
- Agassiz was also an opponent of miscegenation. At a lecture at the Charleston Literary Club in South Carolina in 1847, **Agassiz announced that blacks constituted a separate species**. In a letter to American abolitionist Samuel Gridley Howe in 1863, **Agassiz stated that sexual relations between blacks and whites were “immoral” and “destructive to the social equality.”**
- Agassiz peak, is named after a biologist who used his studies to legitimize racist beliefs of white superiority. So, keeping the name the same deeply affects the indigenous as the meanings behind each of their names are important to us. This also creates a culture of racism colonization that should be deemed unacceptable.

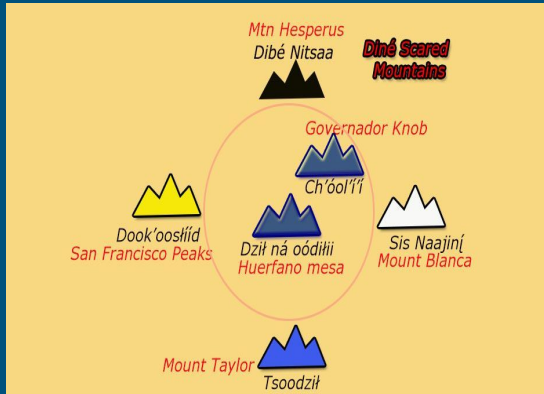


Why is this is an important issue to indigenous people?

- The peaks is considered sacred to 13 indigenous nations which sadly, some have been pushed out of Arizona. **13 Tribal Nations which include; Pueblo, Mohave, Havasupai, Yavapai, Hualapai, Navajo, Hopi, Apache, Zuni, Salt, Gila, Paiute, and Ute**
- The peaks still remain sacred and holy to many Indigenous nations therefore, the **current names of the peaks is viewed as inappropriate and misrepresenting.**

Cultural significance to local Native tribes

The peaks are associated with 13 indigenous nations. The Peaks is associated with spiritual deities, ancestors, emergence, ceremonies, climate conduit, and is still integral to indigenous daily practices.



Native names for Agassiz Peak

- Dook'o'oosłíid (Navajo) (Abalone Shell Mountain) (The Mountain that reflects)
- Pavoyoykyasi (rain tablet) Nuva'tukya'ovi —(Hopi)
- Dził Tso—Dilzhe'e—(Apache) (Big Mountain)
- Tsii Bina—Aa'ku—(Acoma)
- Nuvaxatuh—Nuwuvi—(Southern Paiute)
- Hvehasahpatch or Huassapatch—Havasu 'Baaja—(Havasupai)
- Wik'hanbaja—Hwal'bay—(Hualapai)
- Wi:mun Kwa—(Yavapai)
- Sunha K'hbchu Yalanne—A:shiwi (Zuni)
- 'Amat 'Tikwe Nyava—Hamakhav—(Mojave)
- Sierra sin Agua—(Spanish) (The mountain without water)

Quotes from Native Elders

- “Dook’oosliid has been a part of our sacred circle of life since the beginning of life for the Diné people. We as Diné utilize sacred plants, water, & minerals from this sacred mountain. Our medicine men go to the mountains to gather ceremony bundles & give offerings to the Diyin Dine’e & give their offerings/ thanks for protectings us. The mountain have the power to cure our ailments. That’s why the mountain are sacred to us. We must not abuse the mountains”- **Navajo Elder**
- “[The peaks are one of the] sacred places where the earth brushes up against the unseen world,” said **Yavapai-Apache Chairman Vincent Randall**.
- “To us Hopis, the Peaks is a sacred home and resting place for our spiritual beings, kachina spirits. The kachina spirits serve as guides to the Hopi people.” - **Hopi Elder**

Press Release continued..

☰

Daily Sun

Flagstaff High School students advocate for renaming the Peaks


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ALERT TOP STORY

Flagstaff High School students advocate for renaming the Peaks

Kaitlin Olson Apr 14, 2020 Updated Sep 24, 2020 37

\$1* for 6 mos | EDITOR'S SPECIAL 3.0



1 of 2

Members of Flagstaff High School's Native American Club stand with Flagstaff City Councilmember Jamie Whelan, right, in this March photo. The students are seeking support from local jurisdictions in renaming the San Francisco Peaks to better represent their indigenous history.

Kaitlin Olson

[f](#) [t](#) [e](#) [p](#) [c](#)

Kaitlin Olson

Early last month, rather than being distracted by their upcoming spring break, a group of Flagstaff High School students decided to add a higher issue to their list of spring semester to-dos: advocating for the renaming of the San Francisco Peaks.

In a press conference March 11, representatives from Flag High's Native American Club explained these mountains have long been sacred to 13 tribal nations, so names like Agassiz Peak, in particular, are out-of-line.

Although Louis Agassiz was recognized for his

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Personal Statements from Students

We will be hearing from the following students:

Mashayla Tso, Makaius Marks, Danell Lipscomb, etc.

Closing Statement

Agassiz's science was used to try to legitimize racist beliefs of white racial superiority. Therefore, naming a peak after him is not appropriate and antagonizes the beliefs and acknowledgments of the indigenous nations and other communities of color. **This creates a culture of Racism and colonization that we deem as unacceptable.**

- **Keeping the name, Agassiz Peak, deeply affects Indigenous people as the cultural names of the peaks describe the spiritual healing and power that the mountain withholds.. This also creates a culture of racism and colonization that should be deemed unacceptable.**



Works Cited

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Peaks. The Lumberjack.

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Heinsius, R. (2020, November 18). *Earth Notes: Flagstaff To Rename Street Linked To Racist History*. KNAU Arizona

Public Radio. <https://www.knau.org/post/earth-notes-flagstaff-rename-street-linked-racist-history>.

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got their names. Coconino National Forest - About the Area.

<https://www.fs.usda.gov/detail/coconino/about-forest/about-area/?cid=stelprdb5340115>



Commission on Diversity Awareness

7. D.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

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

STAFF RECOMMENDED ACTION:

Update from the Staff Liaison

Executive Summary:

The Strategic Planning Retreat will be to discuss what actions and recommendations the Commission can provide to the Council from the Diversity Survey results.



Commission on Diversity Awareness

7. E.

From: Jessica Foos, Human Resources Analyst

DATE: 05/18/2021

SUBJECT: Proclamations Work Group Update

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.
