

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

[Click here to participate in the online meeting](#)

## **NOTICE AND AGENDA**

**COMMISSION ON DIVERSITY AWARENESS**  
**Tuesday**  
**August 17, 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  
Christine Tucci  
Mandy Martinez Gebler  
Claire Hardi

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 July 26, 2021.

Approve the minutes of the Commission on Diversity Awareness Meeting of July 26, 2021.

5. **Date of Next Meeting** - September 21, 2021

6. **Action Items**

- A. **Review and Approve:** Proclamation for Native American Heritage Month and Hispanic Heritage 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. **Proclamations Work Group Update**  
Discuss any upcoming Proclamations for the Work Group to focus on.
- B. **Workgroup Update**  
Land Acknowledgment and Involvement with the Renaming of the Peaks and Snowbowl expansion plans  
If Legal is in attendance, listen to and discuss information and feedback on Dr. Silver Report.  
Discuss any updates from the Workgroup.
- C. **Recommendations to Council**
- a. Updates on Recommendations  
Recommendation to the Flagstaff City Council for a city ordinance regarding equitable restroom availability - . Information was sent out to the Commission following the July meeting.
- b. Recommendations for Consideration  
Anti Camping Ordinance - Information regarding this discussion was sent out to the Commission following the July meeting.
- D. **Commission Priorities**  
Review the list of priorities 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 and Involvement with the Renaming on the Peaks and Snowbowl expansion plans
  4. Civil Rights

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
- B. **Diversity Survey** - next steps, workgroups, recommendations

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:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT: Consideration and Approval of Minutes:** Commission on Diversity Awareness Meeting of July 26, 2021.

---

### **STAFF RECOMMENDED ACTION:**

Approve the minutes of the Commission on Diversity Awareness Meeting of July 26, 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**

July 26, 2021 draft minutes

---

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**

[Click here to participate in the online meeting](#)

## **NOTICE AND AGENDA**

# **DRAFT MINUTES**

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

**VIRTUAL TEAMS MEETING  
211 WEST ASPEN AVENUE  
1:30P.M.**

### **1. Call to Order**

a. 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>
DeAnn Wegwert - Vice Chair	Mandy Gebler
Claire Hardi	
Marcela Pino joined at 1:34pm	
Christine Tucci	
Dan Duke - Chair	
Jean Toner	

### **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.*

Jessica Vigorito Staff Liaison

### **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.

Chair Toner motioned for the June 15, 2021 minutes to be approved. Pino second motion. The motion passed unanimously.

- 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.

Chair Duke motioned for the July 13, 2021 Special Meeting/Retreat minutes to be approved. The motion passed unanimously.

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

No concerns stated

6. **Action Items**

- A. **Chair and Vice Chair Appointment**

Nominate and vote for Chair and Vice Chair positions.

- Commissioner Toner motioned for Vice Chair Wegwert to move into the Chair role given the Commission discussed the Vice Chair moving into the Chair role for continuity, Chair Duke second the motion, the motion passed unanimously.
- Vice Chair Wegwert nominated Commissioner Toner to the Vice-Chair role, Commissioner Toner accepted the nomination. The motion passed unanimously.

7. **Reports/Discussion Items**

- A. **Proclamations Work Group Update**

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

- Hispanic Awareness Month September
- By the August meeting the workgroup would like to have two Proclamations for the Commission to review.

- 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.

- Staff Liaison provided an update on the two recommendations.
- Vice Chair Wegwert recommended a member of the Commission attend the September Council Meeting for support. Commissioner Toner volunteered to be present.

## 2. Recommendations for Consideration

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

- Commissioner Hardi asked the Commission to consider sending a recommendation to Council on this topic.
- Commissioner Toner requested to ask for Legal department advice on actions and suggested involving the Housing Commission on this topic.
- Commissioner Hardi provided additional information on other cities that have appealed their Anti Camping Ordinance, related court cases and how this item came up as a FAIR.
- Staff Liaison to send recording of Council meeting from July 9th FAIR to the Commission Members.
- Commissioner Toner asked for next steps, Vice Chair Wegwert recommended requesting to be on the Housing agenda, not public participation for August 26<sup>th</sup>.
- Commissioner Toner supported a work group for this topic and offered to serve on this work group. Commissioner Pino offered to serve on this workgroup also. Chair Duke requested to move this item to the next agenda item to review all items that will create workgroups.

### 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)
- Vice Chair Wegwert recommended the Commission spend more time on this prior to going before the Indigenous Commission. Commissioner Toner agreed with this recommendation.
  - Commissioner Toner suggested item #3 and #5 combine together for a workgroup.
  - Commissioner Wegwert recommend the Commission establishes workgroups, Commissioner Wegwert and Commissioner Toner volunteered for the Land Acknowledgment and Renaming the Peaks workgroup. Chair Duke asked Commissioner Hardi to join the Anti Camping workgroup and Commissioner Hardi agreed. Commissioner Pino volunteered for a workgroup prior to leaving the meeting at 2:30pm. Chair Duke volunteered for the Anti Camping work group. Commissioner Tucci volunteered for the Land Acknowledgment and Renaming the Peaks workgroup.

### D. **Diversity Survey**

Update from Commissioner Toner on meeting with Parks and Recreation meeting regarding the Diversity Survey.

Commissioner Toner provided an update on the meeting with the Recreation, Parks and Open Spaces Section Head and Recreation Manager. Commissioner Toner recommended leaving this as an agenda item to follow up on recruitment strategies, Community engagement, dynamic partnerships and other follow up from the Survey including recommendations to other groups.

**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**

Chair Duke adjourned the meeting at 3:00 PM.





## **Commission on Diversity Awareness**

**6. A.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT: Review and Approve:** Proclamation for Native American Heritage Month and Hispanic Heritage 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.

---

### **Attachments**

Native American Heritage Month draft Proclamation

Hispanic Heritage Month draft Proclamation

---

# City of Flagstaff – Office of the Mayor

# Proclamation

WHEREAS, the City of Flagstaff celebrates the rich cultural traditions and proud ancestry of Native Americans/Indigenous peoples and recognizes the vital contributions native peoples have made to strengthen and diversify and our community; and

WHEREAS, the Mayor and City Council of Flagstaff have a history of supporting the advancement of diversity; and

WHEREAS, approximately 11.7 per cent of the citizens in the City of Flagstaff are members of Native American Nations, including Havasupai, Hualapai, Hopi, Navajo and Paiute tribes; as well as other tribal members who cherish the region; and

WHEREAS, Native Americans/Indigenous peoples in Flagstaff have played, and continue to play, an integral role in shaping, developing, and creating a vibrant city; and

WHEREAS, the Flagstaff City Council established the Commission on Diversity Awareness to advise the City Council on issues and methods in promoting diversity awareness within the City of Flagstaff; and

WHEREAS, the Commission on Diversity Awareness supports the designation of the month of November, 2021 as Native American Heritage Month, in unison with state and national observances;

**NOW, THEREFORE, I, PAUL DEASEY, MAYOR OF THE CITY OF FLAGSTAFF, ARIZONA** do hereby proclaim **November, 2021** as -

**\*\*\* NATIVE AMERICAN HERITAGE MONTH \*\*\***

and encourage our community to learn about the history, heritage, and contributions of Native American peoples of this great land.

**DATED** this 1st day of November, 2021.

---

**MAYOR**

**ATTEST:**

---

**CITY CLERK**



## City of Flagstaff – Office of the Mayor

# Proclamation

WHEREAS, the City of Flagstaff celebrates the rich cultural traditions and proud ancestry of Hispanic Americans and recognizes the vital contributions Hispanic peoples have made to strengthen and diversify our community; and

WHEREAS, Hispanic families resided in Southside or Old Town areas of Flagstaff beginning in the 1920s accounting for thirty percent of the total population; and

WHEREAS, Hispanic Americans have influenced Flagstaff and continue to play an integral role in shaping, developing and creating a vibrant city; and

WHEREAS, the Flagstaff City Council established the Commission on Diversity Awareness to advise the City Council on issues and methods in promoting diversity awareness within the City of Flagstaff; and

WHEREAS, the Commission on Diversity Awareness recommends the designation of September 15, 2021 through October 15, 2021 as Hispanic Heritage Month, in unison with national and statewide observances; and

**NOW, THEREFORE, I, PAUL DEASEY, MAYOR OF THE CITY OF FLAGSTAFF** do hereby proclaim **on September 15, 2021**, as -

### **\*\*\* HISPANIC HERITAGE MONTH \*\*\***

in Flagstaff in recognition of the history, heritage and contributions of Hispanic peoples of this great land.

**DATED** this 15th day of September, 2021.

---

**MAYOR**

**ATTEST:**

---

**CITY CLERK**



**Commission on Diversity Awareness**

**7. A.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**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.

---



## **Commission on Diversity Awareness**

**7. B.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT: Workgroup Update**

Land Acknowledgment and Involvement with the Renaming of the Peaks and Snowbowl expansion plans

---

### **STAFF RECOMMENDED ACTION:**

If Legal is in attendance, listen to and discuss information and feedback on Dr. Silver Report.  
Discuss any updates from the Workgroup.

### **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

---



## **Commission on Diversity Awareness**

**7. C. a.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT:** Updates on Recommendations

---

### **STAFF RECOMMENDED ACTION:**

Recommendation to the Flagstaff City Council for a city ordinance regarding equitable restroom availability - . Information was sent out to the Commission following the July meeting.

### **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.

### **Previous Council Decision on This:**

FAIR item for September 7th Council meeting

---



## **Commission on Diversity Awareness**

**7. C. b.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT:** Recommendations for Consideration

---

### **STAFF RECOMMENDED ACTION:**

Anti Camping Ordinance - Information regarding this discussion was sent out to the Commission following the July meeting.

### **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.

### **Previous Council Decision on This:**

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

---





## **Commission on Diversity Awareness**

**7. D.**

**From:** Jessica Foos, Human Resources Analyst

**DATE:** 08/17/2021

**SUBJECT:** Commission Priorities

---

### **STAFF RECOMMENDED ACTION:**

Review the list of priorities 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 and Involvement with the Renaming on the Peaks and Snowbowl expansion plans
4. Civil Rights

### **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.

---