



## Legislation Details (With Text)

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<b>Title:</b>	COUNCIL ITEM OF SPECIAL INTEREST: CREATION OF A DIVERSITY AWARENESS AND HUMAN RELATIONS COMMISSION Staff Contact and Presenter: Nancy Mangone, Assistant City Attorney and Staff Contact and Presenter: Jim Brown, Director, Human Resources and Risk Management				

### Sponsors:

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### Code sections:

**Attachments:** 1. Human Relations Commission Benchmark Data (Attachment 1), 2. Diversity Commission Language (Attachment 2), 3. Glendale Commissions Comparison Chart (Attachment 3), 4. AZ Diversity Commissions Comparison Chart (Attachment 4), 5. Powerpoint

Date	Ver.	Action By	Action	Result
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## COUNCIL ITEM OF SPECIAL INTEREST: CREATION OF A DIVERSITY AWARENESS AND HUMAN RELATIONS COMMISSION

Staff Contact and Presenter: Nancy Mangone, Assistant City Attorney and

Staff Contact and Presenter: Jim Brown, Director, Human Resources and Risk Management

### Purpose and Recommended Action

This is request for Council to discuss and consider enacting an ordinance to establish a City of Glendale Diversity Awareness and Human Relations Commission. The Commission will be created by expanding the role and responsibilities of the existing Persons on Disabilities Commission and have it address and advise Council on issues, policies and regulations related to all of the diverse members of the Glendale community.

### Background

CM Aldama originally requested, as a CIOSI in a September 1, 2015 Council Workshop, that the Human Resources and Risk Management Department collect information and benchmark data on the other valley benchmark cities that have established Human Relations Commissions. The Department's benchmark data was presented to Council at a November 17, 2015 workshop and is attached to this report as Attachment 1. At the Council's request, additional information and proposed language was presented in workshops on February 2, 2016 and June 7<sup>th</sup>, 2016, and in a voting session on November 22, 2016. The item was tabled in the voting session and CM Aldama has requested this item be brought back for discussion and consideration at the April 18 workshop. CM Aldama's proposed language for creating the Diversity Awareness and Human Relations Commission is attached as Attachment 2.

In conversations with City staff between November 2016 and March 2017, Council members have asked for additional background materials including a summary of the powers, duties and composition of the City of Glendale's other Boards and Commissions and a summary of the language related to the goals and responsibilities of Human Relations Commission established by other Arizona cities and towns. That background information is provided to Council with this report in Attachments 3 and 4, respectively.

### **Analysis**

Based on the direction provided by Council at prior workshops, as well as direct input from CM Aldama, staff is requesting direction on how the Council would like to proceed on the creation of a Diversity Awareness and Human Relations Commission. The following options provided for the Council in this presentation include:

- Move to a voting session the Diversity Awareness and Human Relations Commission draft ordinance as presented by CM Aldama, with or without modifications;
- Work with staff to draft an alternative ordinance; or
- Leave things as they exist today, with no Diversity or Human Relations Commission

### **Previous Related Council Action**

Council has discussed the establishment of a Human Relations and Diversity Commission in three prior workshops (November 17, 2015, February 2, 2016 and June 7, 2016) and considered, but tabled, a Human Relations Commission ordinance on November 22, 2017.

### **Community Benefit/Public Involvement**

Establishing a Diversity/Human Relations Commission benefits the public by giving citizens a permanent forum to engage City staff and Council on diversity issues and bring information/programs to Council for consideration. It will also work to eliminate prejudice and discrimination in Glendale community and promote equal opportunity, tolerance, mutual respect, understanding, awareness and unity among all citizens who live, work and spend time in our City.

### **Budget and Financial Impacts**

There is no expected financial impact associated with changing the role of the Commission of Persons with Disabilities to have it become the Diversity Awareness and Human Relations Commission.