


**COCONINO COUNTY**  
**AFRICAN AMERICAN ADVISORY COUNCIL**  
**MEETING MINUTES: January 8, 2020**

TOPIC	DISCUSSION	ACTION	FOLLOWUP
<p><b>Committee Officers</b>  [X] Deb Harris, Chair  [X] Breyaunna Smith, Vice Chair</p> <p><b>Committee Members</b>  [E] Khara House,  Communications &amp;  Social Media  Liaison  [X] Amber Jones  [X] Laurel Matsuda  (phone part of time)  [X] Dr. Tracye A. Moore  [X] Melisa Tunley</p> <p style="text-align: right;"><b>Also, Present:</b>  Mark Reavis  Dawn Anderson  Wanda Billings-Reber  Sarah Dechter  Carlton Johnson  Jeanne Sablan  Melissa Shaw  Eric Peterson  Bill Ring  Susie Garretson</p>			
<b>1) CALL TO ORDER</b>	The meeting was called to order at 5:36 PM		
<b>2) OPENING PUBLIC PARTICIPATION</b>	A. Introductions B Eric Peterson distributed draft copies of the revised bylaws to be considered at the next AAAC meeting. Distributed paper copies.		Susie: Add Bylaws to next meeting.
<b>3) APPROVAL OF MINUTES</b>	A. Discussion and possible action on approving the December 11, 2019 AAAC meeting minutes: Council member Moore moved to approve the December 11, 2019 AAAC meeting minutes. Council member Smith seconded the motion and it passed.	5/0/0 <b>APPROVED</b>	
<b>4) NEW BUSINESS</b>	A. FUSD Hiring and Cultural Sensitivity Training – Dawn Anderson, FUSD Human Resources Director: Wanda Billings-Reber and Dawn presented a power point describing FUSD’s efforts to improve their hiring for diversity and cultural sensitivity training and they answered questions.  Wired for Diversity.pptx Answers to some of the questions: <ul style="list-style-type: none"> <li>To ensure against implicit bias on the part of the hiring committees/staff, they</li> </ul>		

are looking in to better address that. One way is that before a person is turned down, the committee has to run that by HR. HR has the authority to override a hiring decision, and there is not just one person making the hiring decisions.

- They are planning to diversify their student teacher base by partnering with more than just NAU & Grand Canyon University. They are reaching out to other schools around the country.
- Dawn is currently enrolled in a program about diversity and equity at Cornell University.
- It was recommended to read Confessions of an Inner-City Teacher by Justin Campbell. He was a presenter at FUSD as a part of the employee development program.
- Currently they have primarily white students applying and being hired for professional level jobs. This is a systemic issue. Dawn is on national boards, which are striving to learn to deal with that.
- Another systemic problem is that people can't afford to live here.
- Dawn has been tasked with ways to offer support systems for the diverse employees they do have. She asked for ideas in this and other areas. One idea was to offer support to trailing spouses.
- People of color in the professional jobs do not match the demographics of the students, but the governing board has set specific goals to improve this.
- Positions open now are: Professional Learning Coordinator; Para-pros: Bus drivers; Pre-school support staff; Enrichment staff with special skills for special programs.
- It was noted that having a diversified staff is better for the students of all colors.
- Dani Donaldson reported that NAU is rolling out a training for supporting Native American students in the classroom.

B. Southside Community Plan – Sarah Dechter, Flagstaff Comprehensive Plan Manager and Carlton Johnson, Associate Planner: Carlton presented a power point.



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The comment deadline for this program is February 4. Goals for the plan include to preserve the historic character of the neighborhoods and more parks and play areas. They will be holding community meetings to include more public comment.

C. Coconino County African American Heritage Month (February) – Jeanne Sablan, Coconino County Human Resources Specialist: Jeanne presented ideas that their staff has come up with:

- Larry Henry, CJCC coordinator, County Manager’s Office- Lunch and Learn on topic
- Movie to play at Harkins or at County Department on a Wednesday or Thursday:
  - o Harriet
  - o Akeelah and the Bee
  - o Hidden Figures
  - o The Pursuit of Happiness
- Choosing a book for a book club and who to coordinate:
  - o Harriet Tubman in Her Own Words
  - o Thurgood Marshall: American Revolutionary
  - o I Know Why the Caged Bird Sings

The group thought the movie Harriet would be best on a Saturday or Sunday matinee.

Breyaunna may do a book club book, but with a book different than the ones listed, and she may do a lunch & learn.

Melisa will see if a teacher can host an African American dance class at her studio for County employees. The Southside Community Association will be holding a closing reception. AAAC may partner with them.

D. Election of AAAC Officers – Council Chair:

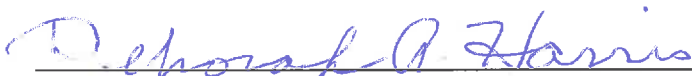
Council Chair Harris moved to approve the slate of officers: Breyaunna Smith for Chair and Khara House for Vice President. The motion was seconded by council Member Moore. The motion was approved. Council Members Smith and House abstained to vote

Susie: Give contact info to Dani & Dawn.

Deb/Tracye  
3/0/2  
**Approved**

	because they were the subject of the motion.		
<b>5) OLD BUSINESS/REPORTS</b>	<p>A. AAAC Retreat, January 11, 2020 – Deb Harris, Council Chair: The agenda was edited, and it was agreed that people will bring their own food.</p> <p>B. Update – African American Town Hall November 16 – Breaunna Smith, Council Vice Chair: This was discussed at the last meeting.</p> <p>C. Update – Vora Financial Holiday Parade December 14 – Council Member, Amber Jones: This was discussed at the last meeting</p> <p>D. Update – Meeting with Diversity Consultant, Kelli McLoud Schingen - Deb Harris, Council Chair: This is not necessary</p> <p>D. Update – AAAC Brochure – Breaunna Smith, Council Vice Chair: Breaunna presented rough draft, but there was a question about the logo with white letters. The group preferred the logo with white letters. The logo and brochure will be voted on at the January 11 retreat.</p>		
<b>6) FINANCE</b>	<p>A. AAAC account status – Susie Garretson: There is \$1443.22 in the account. Susie presented the new finance report that has a column for budget.</p> <p>B. Juneteenth Accounting – Deb Harris, Council Chair: Deb presented and reviewed Profit and Loss statement for the 2019 Juneteenth.</p>		Susie: Send money request now to businesses by end of next week.
<b>7) Public Participation</b>	<p>Bill Ring: Bill is running for re-election as the County Attorney for his second term.</p> <p>3/28/20 District 3 (Matt Ryan) is holding a Community Meeting at Maine School.</p>		Susie: Send time of meeting to AAAC.
<b>8) ANNOUNCEMENTS</b>			
<b>9) NEXT MEETING DATES</b>	<p>January 11, 2020, 9 am -12 pm AAAC Retreat</p> <p>February 12, 2020 AAAC Meeting</p>		
<b>10) ADJOURNMENT</b>	The meeting was adjourned at 7:15PM.		

Respectfully Submitted by Susie Garretson



Deb Harris, Chair of Coconino County African American Advisory Council



Susie Garretson, Coconino County Diversity Council Coordinator