




## COCONINO COUNTY INTER-TRIBAL ADVISORY (ITAC) COUNCIL MEETING MINUTES

Wednesday, May 27, 2020 – 5:30 pm – 7:30 pm

| TOPIC   | DISCUSSION   | ACTION   | FOLLOWUP   |
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| <p><b>Committee Officers</b><br/>           [X] Sharon Doctor, Chair<br/>           [X] Diana Cudeii, Vice Chair</p> <p><b>Committee Members</b>    <i>Also, Present:</i> Dawn Anderson, Wanda Billings-Reber;<br/>           [X] Sarah Hunter            Eric Peterson; Susie Garretson<br/>           [X] Mike Luna<br/>           [X] Juliette Roddy<br/>           [X] Steve Smith<br/>           [X] Rose Toehe<br/>           [X]Tallerita Tunney<br/>                 Rogers</p> |  |  |  |
| TOPIC   | DISCUSSION   | ACTION   | FOLLOWUP   |
| 1) CALL TO ORDER  | Chair Doctor called the meeting called to order at 5:32 pm.  |  |  |
| 2) Opening Public Participation   | Introductions  |  |  |
| 3) APPROVAL OF MINUTES  | Discussion and possible approval of the April 22, 2020 ITAC Meeting minutes:<br>Council Member Roddy moved to approve the April 22, 2020 ITAC Meeting minutes. Council Member Toehe seconded the motion and it passed.   | <b>APPROVED<br/>8-0-0<br/>Juliette/<br/>Rose</b> |  |
| 4) New Business   | <p>A. FUSD Hiring and Cultural Diversity Training – Dawn Anderson, FUSD Human Resources Director, and Wanda Billings-Reber, FUSD Human Resources Coordinator:<br/>Dawn presented this power point:</p> <div style="text-align: center;">  <p>Wired for<br/>Diversity.pdf</p> </div> <p>Data presented included: 27% of FUSD student population, 9% of the staff and 9% of the applicants identify as Native American. They have a five-year goal to have the staff percentage match the student percentage. A new Director of Diversity and Inclusion (D &amp; I) has been hired and they will begin work in July. They are using the Five Dimensions of Diversity and Inclusion Business Model, which includes compliance, awareness, and talent integration. They review the numbers monthly and adjust as they go. Wanda explained that they are learning to broaden their understanding of what diversity is, and the use anecdotal information as well as the numbers. One concern is staff turnover, which is 12-15%, lower than the state. Part of the problem is cost of living. The have a program to help teacher aides move to a</p> |  | Susie: Add Director of Diversity and Inclusion to a future agenda. |

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|                               | <p>professional teacher status. They are trying to improve their staff evaluations, so that it is based on what a person brings to the richness of the environment and not on a person fitting into a white lens.</p> <p>B. Election of ITAC Chair and Vice Chair - Sharon Doctor, ITAC Chair: Council member Toehe moved to elect Sharon Doctor as Chair and Diana Cudeii as Vice Chair, with term ending December 31, 2020. Council Member Roddy seconded the motion and it passed.</p> <p>C. Coordinator for Indigenous Initiatives Update – Rose Toehe, City of Flagstaff: Council member Toehe recently presented the work plan for her department to the City Council. It includes:</p> <ul style="list-style-type: none"> <li>• Cultural Center, possibly on the Mogollon Park property;</li> <li>• Helping the Indigenous Circle of Flagstaff (ICF) develop Articles of Incorporation and Bylaws;</li> <li>• Indigenous Commission made up of Flagstaff residents;</li> <li>• An Economic Impact Study to find the impact of indigenous people on Flagstaff’s economy;</li> <li>• Visibility through public art, looking at changing the name of some of the city streets, cultural events such as the old pow wow;</li> <li>• Education to elevate Indigenous culture;</li> <li>• Public safety and criminal justice training;</li> <li>• Addressing housing, wellness, transportation and healing of generational trauma;</li> <li>• Scheduling joint meetings with various indigenous nations.</li> </ul> <p>The City is now planning an event on Indigenous Peoples Day and would like to have ITAC members on the planning committee.</p> <p>D. June 9, 2020 ITAC presentation to the Board of Supervisors – Sharon Doctor, ITAC Chair: Each Council will have 20 minutes to present information to the Board about their past activities and goals. It can include a Power Point.</p> |   | <p>Sharon:<br/>Create a detailed list of what officer responsibilities are.</p> <p>All:<br/>Consider joining Rose on the County Indigenous Peoples Day planning committee.</p> <p>All: Send ideas to Sharon for a presentation to the Board.</p> <p>Sharon:<br/>Send Susie power point.</p> <p>Susie: Send power point to Lindsay.</p> |
| <p><b>5) Old Business</b></p> | <p>A. Discussion and possible approval of contributing \$250 to the Military Order of the Purple Heart for the Vets Helping Vets program – Sharon Doctor, ITAC Chair: Council Member Roddy moved to approve contributing \$250 to the Military Order of the Purple Heart for the Vets Helping Vets program. Council Member Tunney Rogers seconded the motion and it passed.</p>   | <p>Approved<br/>Juliette/<br/>Tallerita<br/>8/0/0</p> |  |
| <p><b>6) Finance</b></p>      | <p>A. ITAC Account Status – Council Coordinator Susie Garretson: \$1,503.63. Eric added that the Board of Supervisors approved \$2,000 again for each Diversity</p>   |   |  |

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|  | Council for FY2021.   |  |  |
| <b>7) Announcements</b>                | June 9, 2020 6:00 pm: Board of Supervisors Meeting-Diversity County Presentations and passage of Council Bylaws.<br>June 24, 2020 Coconino County Diversity Day                           |  |  |
| <b>8) Closing Public Participation</b> | None.   |  |  |
| <b>9) Next Meeting dates</b>           | June 3, 2020 Tri-Council Meeting (CHAC Hosting) (Commission Open Meeting Law training & Bylaw finalization)<br>June 24, 2020 ITAC Meeting (Census -City/County; Southside Community Assn) |  |  |
| <b>10) Adjournment</b>                 | Council Chair Doctor adjourned the meeting at 7:27 PM.  |  |  |

Respectfully Submitted by Susie Garretson



Sharon S. Doctor, ITAC Chair



Susie Garretson, Diversity Council Coordinator

