



Coconino County Hispanic Advisory Council
Meeting Minutes
 Date: July 1, 2020

Members Present: Ruth Eaton (Chair); John Haro (Vice Chair); Dani Donaldson; Frank Moraga; Patty Garcia; J Michael Cruz
 Members Absent: Esteban Villarreal
 Guests:
 County Staff Present: Susie Garretson

Issue/Topic	Conclusions/Results	Action	Follow-up
1. Call to Order	Chair Ruth Eaton called the meeting to order at 5:32 pm.		
2. Public Participation	Introductions Michael applied and was appointed to the Flagstaff Beautification and Public Arts Commission. Ruth applied and was appointed to the County Employee Appeals Board.		
3. Minutes to approve	A. Discussion and possible action on approval of June 3, 2020 CHAC Meeting Minutes: Council Member Haro moved to approve the June 3, 2020 CHAC minutes. Council member Donaldson seconded the motion and it passed. Abstained: Miguel & Michael because they were not in attendance.	APPROVED	
4. New Business	A. Discussion with Coconino County Attorney and Advice on Race Relations and Laws Enforcement – Coconino County Attorney Bill Ring: Bill explained that his industry is designed to deliver justice, and he wanted to know from the Council, ways to make improvements in doing that. He acknowledged that encounters between Caucasian people of all backgrounds and people of color need attention. There is a lot of healing to do, from the community level to national leadership level. He knows that the first thing to do is to listen to the experiences of people of color. There needs to be a common education and a drive to some plan of action. Privilege comes with responsibility. The councils have the qualifications to render the advice to people in leadership.		

Council member comments/questions:


- In response to the question as to what his point of view is, as to what has taken place, Bill responded how he felt when he saw the Rodney King beating on television and then the police being acquitted. He said that he knew that the beating was wrong and so was the acquittal of the police. He referenced other cases as well and said if you look at people's faces, you know how they are feeling. He spoke of how oftentimes police are acting on the indoctrination police get into their profession, and this needs to be re-examined. We need to ask if we are responding to a sense of personhood and sense of justice.
- It is good to delineate between implicit bias and acting on it. It is easier to change your behavior than your bias.
- It is concerning that the search for the Diversity, Equity and Inclusion person has been put on hold. This is needed now more than ever.
- Doesn't like the phrase "defunding the police". We want best person for the job. Current system not working for people of color, mental health, drug offences. Police don't have experience or training to handle that. Need to reallocate funds to take care of that. It is good people are talking about these things.
- We're in a time where people share stories. When and where will you set up these conversations? Bill would be happy to host this conversation. AAAC is conducting an event tonight. Too often people of color have the responsibilities of teaching others. County needs an on-staff person to teach. Bill has met with Kelli McLoud-Schingen about his office conducting a self-study, an open conversation for self-examination, designed for equity and fairness.

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| | <ul style="list-style-type: none">• In response to question as to diversity make up of his office, Bill explained that his office has tried for 2 years for applicants for attorney positions. People of color are underrepresented in his office. The problem lies with competition from organizations that can pay better in areas with lower cost of living. He does try to get interns through universities. It was suggested that he work directly with NAU Criminal Justice. Oftentimes those students get channeled in to Detention jobs.• There was discussion about Black Lives Matter versus all lives matter.• There was discussion about cities not being able to get rid of bad apple police because of unions, and the protection of police because of the Federal Immunity Law. There is a need to get rid of the insulation, which impedes proper police action.• That's where training and education come in. When a battered spouse calls, they don't want a counselor, they want protection.• As you move forward, people from the underrepresented get tired of teaching how to work with them effectively. Be cautious of training to have people teach you who they are. They are already disempowered at different levels. Do your homework as to who you ask and how you ask.• To improve racial relations, leaders need to tell stories like Bill's, where he explained how it makes him feel when he sees improper police action or criminal justice decisions. Communities of color are starving for a leader in the field of law enforcement and criminal justice.• Elected officials are reacting and not being proactive. There is a lot of misinformation.• Training not enough. Police need to be paid and trained better. | | |
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- Law Enforcement needs to explain how they are re-examining their departments.
- The President promotes violence in law enforcement. It was asked if Bill could take a message to County leadership to promote something different.
- The President is taking fences apart. It was asked how the County can repair that damage.
- It was asked what the Criminal Justice Coordinating Council (CJCC) is doing? Bill explained that they are seeking implementation that addresses insecurities in housing, health, jobs, and transportation. They are looking at a diversion and inflection programs in Florida. The goal is to avoid having people with these problems getting involved with criminal justice in the first place, but instead to take them to a service provider first. Arizona State Legislature stopped a bill that authorized County Attorneys to build diversion programs. We need to find alternatives to criminal justice involvement and the plan is for the County Attorneys to get back to that after the Covid-19 crisis.
- To the question as to how the Grand Jury is proceeding, Bill answered that normally members are impaneled for impaneled four months, but during the Covid-19 crisis they are keeping them for six months. Today, a new grand jury was selected at the fairgrounds.

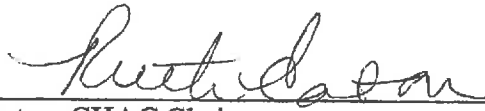
Bill believes that leaders seem to be waiting for something and asked if the County Attorney is the right person to start the conversation. It is every one of our responsibilities to stand up and do something. This is a time for courage in leadership. He is willing to spend capital on that issue. He needs the right channels and is looking for advice from the Councils for opening multiple channels and the confidence to proceed.

Dani: Send Susie power point.
All: Share your stories with Dani for social media.

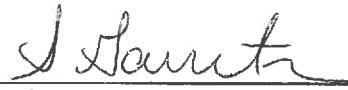
	<p>B. Social Media Advantages for CHAC – Dani Donaldson, CHAC</p>  <p>CHAC & Social Media.pdf</p> <p>Member: Dani shared a screen:</p> <p>Dani explained that Hispanics are a target audience. 42% of the world uses social media. By ethnicity 61% Hispanics use social media. Facebook is opportunity to serve the population. It can translate data, events can be created for CHAC meetings, agendas can be posted, events can be livestreamed, and it can create awareness of and participation in CHAC events. She gave an example of an Instagram profile. To start, CHAC will need a plan to cover the meetings, events and Heritage Month events. In the future CHAC could do CHAC Talks, Mi Gente Mondays, and create something for CHAC’s 20th year. Dani will maintain the sites. This month Dani will build content, to launch on August 1. It was noted that it will be important to share practical information too, such as County Health information that is in Spanish. Esteban could help with a radio program. It was also noted that possibly NAU students or ALAS member, NAU Office of Inclusion, or Miguel’s class members could help.</p> <p>C. Hispanic Heritage Month Activities – Ruth Eaton, CHAC Chair: For the County’s Hispanic Heritage Month, September 15 to October, 15, there will be: Virtual workshops; Intro Mi Gente Mondays; Miguel presentation on Hispanic People of the Southwest; brown bag lunch; Plactica to ask questions about Hispanic heritage; Crafts such as how to make a pinata; Hispanic display from Historic museum;</p>		<p>All: Send ideas of what you can do for Hispanic Heritage month to Susie</p>
<p>5. Old Business</p>	<p>A. Symposium Panel on Peace – J Michael Cruz, CHAC Member: Michael is still waiting to hear the final date.</p>		<p>Susie: Get date on panel and find out about Peace Pole</p>

6. Finance	<p>A. CHAC Account Status – Susie Garretson, Council Coordinator: Balance is \$2946.41, plus \$2000 for FY2021.</p> <p>B. Discussion and possible action to approve transferring the \$75 previously approved for the July 4 parade to Coconino Community College Foundation Scholarship Funds – Ruth Eaton, CHAC Chair: Council Member Cruz moved transfer the funds previously approved for the July 4 parade, to Coconino Community College Foundation Scholarship funds. Council Member Vasquez seconded the motion and it was approved. Will need to look at the list of College scholarships to find out which scholarships would be most appropriate. She also mentioned possibly tabling at the high school convocations.</p>		<p>Susie: Add to next agenda; Get list of scholarships & ALAS.</p>
7. Announcements	A. Coconino Community College July 4 Virtual Parade 10 AM		
8. Closing Public Participation	<p>NALEO virtual conference August 5 -6: No charge this year. Members were encouraged to become NALEO members.</p> <p>It is important to do something with census</p>		
9. Next meeting dates & topics	<p>July 22, 2020 Possible Tri-Diversity Meeting re Law Enforcement (ITAC hosting)</p> <p>August 5, 2020 CHAC Meeting</p>		
10. Adjourned:	Adjourned at 7:43 pm		

Respectfully Submitted by Susie Garretson



Ruth Eaton, CHAC Chair



Susie Garretson, Diversity Council Coordinator