

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

January 24, 2019

Board Members Present

Tarah L. White (Member)

Staff Members Present

Rebekah Browder (Executive Director)

Board Members Present by Telephone

Joshua W. Carden (Chairperson)

Sandy F. Flynn (Member)

Kathryn Hackett King (Member)

Staff Members Present by Telephone

Vincent Sottosanti (Legal Counsel)

Staff Members Absent

Tina Rohe (Staff Liaison)

Board Members Absent

Christopher St. John (Member)

Robert M. Garcia (Vice-Chairperson)

Rachel Frazier Johnson (Member)

a. Call to Order

Joshua Carden called the meeting to order at 10:02 a.m., with the members present announcing. The meeting took place at 2005 North Central, Arizona Attorney General, First Floor Training Rooms, Phoenix, Arizona.

b. Preliminary Remarks

Joshua Carden greeted the members.

c. Draft Legislation for a Civil Action for Victims of Human Trafficking

Kathryn Hackett King discussed her conversations with the Human Trafficking Council and Governor Ducey's about the proposed legislation. Rebekah Browder advised the Board that the Attorney General's Office is supportive of the proposed legislation. Tarah White said she would follow up with the Maricopa County Attorney's Office to see if they have any feedback. Discussion was held as to next steps as well as whether or not the members of the Board need to register as lobbyists. Kathryn Hackett King moved to approve that she and Tarah White reach out to Senator Brophy-McGee and other legislators subject to lobbyist registration requirement, as well as connect with the Amanda Rusing of the Attorney General's Office for guidance. Tarah White seconded the motion. The motion passed unanimously.

d. Adjournment

There being no other announcements or matters, Joshua Carden moved to adjourn the meeting at 10:23 a.m., Sandy Flynn seconded the motion, and the meeting was adjourned by unanimous vote.

#7635593

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

February 8, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Robert M. Garcia (Vice-Chairperson)
Kathryn Hackett King (Member)
Tarah L. White (Member)

Staff Members Present

Rebekah Browder (Executive Director)
Tina Rohe (Staff Liaison)

Staff Members Absent

Vincent Sottosanti (Legal Counsel)

Board Members Present by Telephone

Sandy F. Flynn (Member)

Board Members Absent

Christopher St. John (Member)
Rachel Frazier Johnson (Member)

a. Call to Order

Joshua Carden called the meeting to order at 12:32 p.m., with the members present announcing. The meeting took place at 2005 North Central, Arizona Attorney General, Third Floor Conference Room, Phoenix, Arizona.

b. Preliminary Remarks

Joshua Carden greeted the members.

c. Approval of Meeting Minutes of November 2, 2018 and January 24, 2019.

Tarah White moved to approve the meeting minutes from November 2, 2018. Robert Garcia seconded. Motion passed unanimously. Robert Garcia moved to approve the meeting minutes from January 24, 2019 with one amendment. Tarah White seconded the motion. The motion passed unanimously.

d. Division Report (Rebekah Browder)

Rebekah Browder discussed a sexual harassment case, *ACRD v. Sunburst Farms Irrigation District* that the Division just filed a lawsuit on. The lawsuit made some news. Joshua Carden mentioned the Civil Rights portion of the annual report and brought members attention to it.

e. Law Enforcement Survey Status and Next Steps

Staff previously sent out proposed edits to the Board. Discussion was held as to other changes to be made to the survey. Tarah White motioned to approve language as proposed as well as once the AGO staff builds survey, and have a telephone Board meeting to give final approval. Sandy Flynn seconded. Motion passed unanimously.

f. Status of Draft Letter with Phoenix Housing Department re: Homelessness

Tarah White passed out a proposed letter to the Board. The Board discussed various edits. Joshua Carden moved for Tarah White to send the letter with discussed edits. Kathryn Hackett King seconded. The motion passed unanimously.

g. Draft Legislation for a Civil Action for Victims of Human Trafficking

Kathryn Hackett King discussed a scheduled meeting with State Senator Kate Brophy McGee on February 13, 2019. Discussion was also held as to lobbying efforts for the Board in the future. The Board also discussed sending a letter about the proposed legislation to all legislators Joshua Carden moved to extend authorization to Kathryn Hackett King and Tarah White to meet with legislators as necessary to move proposed legislation forward in the process. Robert Garcia seconded the motion. The motion passed unanimously.

h. Status of draft language for ACRA State Board Per Diem Compensation and Expense Reimbursement Policy.

Joshua Carden is continuing to work on this language. This item was tabled for the next meeting.

i. Board Elections

Discussion was held as to interest in elections. Given the absent Board members, Kathryn Hackett King moved to authorize Tina Rohe to send out an email to the Board to see who is interested in running for the Board Chairperson and Vice Chairperson and table the elections for the next meeting. Tarah White seconded the motion. The motion passed unanimously.

j. Call to the Public

No members of the public were present.

k. Call to the Board – Current Events Summary

Discussion was held about various events that board members would be attending. Discussion was held about previous ideas regarding peaceful protests. Board agrees will discuss future ideas at the next meeting.

l. Adjournment

There being no other announcements or matters, Tarah White to adjourn the meeting at 1:38 p.m., Kathryn Hackett King seconded the motion, and the meeting was adjourned by unanimous vote.

#7680321

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

March 8, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Kathryn Hackett King (Vice-Chairperson)
Rachel Frazier Johnson (Member)
Tarah L. White (Member)

Staff Members Present

Jerrod Steele
Tina Rohe (Staff Liaison)

Staff Members Absent

Rebekah Browder (Executive Director)
Vincent Sottosanti (Legal Counsel)

Board Members Present by Telephone

Robert M. Garcia (Member)

Board Members Absent

Christopher St. John (Member)
Sandy F. Flynn (Member)

a. Call to Order

Joshua Carden called the meeting to order at 1:08 p.m. The meeting took place at 2005 North Central, Arizona Attorney General, Third Floor Conference Room, Phoenix, Arizona.

b. Preliminary Remarks

Joshua Carden greeted the members and discussed election procedure. Tarah White moved to temporarily have Joshua Carden chair the meeting. Kathryn Hackett King seconded the motion. The motion passed unanimously.

c. Board Elections

Tina Rohe updated the Board on the interested candidates. Discussion was held about the Chair and Vice Chair. Rachel Frazier Johnson moved for Joshua Carden to be elected as Chairperson of the Board. Tarah White seconded. The motion passed unanimously. Joshua Carden moved for Kathryn Hackett King to serve as Vice-Chairperson and Tarah White Seconded. The motion passed unanimously.

d. Approval of Meeting Minutes of February 8, 2019.

Tarah White moved to approve the meeting minutes from February 8, 2019 with one amendment. Rachel Frazier Johnson seconded. The motion passed unanimously.

e. Status of Legislation re Civil Action for Victims of Human Trafficking

Kathryn Hackett King and Tarah White discussed the status of the legislation and discussion with Senator Brophy-McGee. No further meetings have been scheduled. Amanda Rusing, the Attorney General's lobbyist, will provide Ms. King and Ms. White with updates. Discussion was held regarding testifying in front of the legislature.

f. Division Report (Jerrod Steele)

Jerrod Steele introduced himself. Mr. Steele discussed updated the Board on the newly-filed sexual harassment case, *ACRD v. Sunburst Farms Irrigation District*.

g. AGO build of Law Enforcement Survey

Discussion was held about the Law Enforcement Survey built by the Attorney General's IT Department (previously sent out to Board members). Robert Garcia moved to approve the survey as built. Rachel Frazier Johnson seconded. Tina Rohe clarified who the recipients should be. Mr. Garcia amended his motion to include the recipients that were originally invited to the Law Enforcement Meeting in November 2018. The motion passed unanimously.

h. Draft Language of ACRA State Board Per Diem Compensation and Expense Reimbursement Policy

Joshua Carden advised the Board of the specifics of the proposed language. Jerrod Steele advised the Board of the positive feedback from the Budget Office of the Attorney General. Kathryn Hackett King moved to approve the proposed language and Rachel Frazier Johnson seconded the motion. The motion passed unanimously.

i. Call to the Public

No members of the public were present.

j. Status of New Project Ideas

Discussion was held regarding the status of the homelessness letter. There were no other ideas mentioned.

k. Call to the Board – Current Events Summary

No current events were discussed.

l. Adjournment

There being no other announcements or matters, Tarah White to adjourn the meeting at 1:40 p.m., Robert Garcia seconded the motion, and the meeting was adjourned by unanimous vote.

#7775489

ARIZONA CIVIL RIGHTS ADVISORY BOARD
2005 N. Central Avenue
Phoenix, Arizona 85004
(602) 542-4909, TTY: (602) 542-5002, TTY Toll Free (877) 624-8090

**NOTICE OF PUBLIC MEETING
OF THE
ARIZONA CIVIL RIGHTS ADVISORY BOARD**

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Arizona Civil Rights Advisory Board and to the general public that the Arizona Civil Rights Advisory Board will be holding a meeting, open to the public, on Friday, April 12, 2019, at 12:30 p.m., at the Office of the Arizona Attorney General at 2005 N. Central Avenue, Third Floor Conference Room, Phoenix, Arizona 85004. The meeting is intended to be a live meeting with the Members of the Board principally attending in person, but notice is given that one or more Members of the Board may be attending by telephone conference.

The agenda for the meeting is as follows:

- a. Call to Order
- b. Preliminary Remarks

The following items are for discussion and possible action:

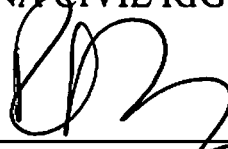
- c. Approval of Minutes of the March 8, 2018, Board Meeting.
- d. Division Report (Rebekah Browder).
- e. Discussion of invitation language for the online Law Enforcement Survey on AGO/ACRAB website.
- f. Status of meeting with legislators re adding a civil remedy for human trafficking.
- g. Status of submittal of ACRAB State Board Per Diem Compensation and Expense Reimbursement Policy (Rebekah Browder)

- h. Call to the Public.
- i. Status of any new project ideas from the Board.
- j. Call to the Board – Current Events Summary
- k. Adjournment

Items may be taken out of order.

Dated: April 10, 2019.

ARIZONA CIVIL RIGHTS ADVISORY BOARD



Rebekah Browder, Executive Director

Persons with a disability may request a reasonable accommodation, such as sign language interpreter, by contacting Tina Rohe, at the Civil Rights Division (602) 542-7567. Request should be made as early as possible to arrange the accommodation.

The Board may, by motion, recess into executive session, which will not be open to the public, to receive legal advice from the Board's attorney(s) on any item in this agenda pursuant to A.R.S. § 38-431.03(A)(3).

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

May 10, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Kathryn Hackett King (Vice-Chairperson)
Rachel Frazier Johnson (Member)
Tarah L. White (Member)

Staff Members Present

Rebekah Browder (Executive Director)
Tina Rohe (Staff Liaison)

Staff Members Present by Telephone

Vincent Sottosanti (Legal Counsel)

Board Members Present by Telephone

Robert M. Garcia (Member)

Board Members Absent

Christopher St. John (Member)
Sandy F. Flynn (Member)

a. Call to Order.

Joshua Carden called the meeting to order at 12:37 p.m. The meeting took place at 2005 North Central, Third Floor, Arizona Attorney General, Phoenix, Arizona, with the members announcing their presence.

b. Preliminary Remarks.

Joshua Carden greeted the members.

c. Approval of Meeting Minutes of April 12, 2019.

Kathryn Hackett King moved to approve the meeting minutes from April 12, 2019. Rachel Frazier Johnson seconded. The motion passed unanimously.

d. Division Report (Rebekah Browder).

Ms. Browder discussed two open sexual harassment lawsuits in the Phoenix Office. Ms. Browder also updated the Board on *ACRD v. Sunburst Farms Irrigation District*.

e. Law Enforcement Survey.

Tina Rohe advised the Board that we received 292 responses so far on the survey. Discussion was held regarding adding next steps on the survey for the next agenda. The Board discussed reminder email language. The reminder should be sent out on May 13, 2019 and the survey will close on May 24, 2019 at 5 p.m.

f. Update on Phoenix Housing Department Homelessness Letter Response.

Tina Rohe advised the response we received from Tamyra Spendley. Tarah White will reach out to Ms. Spendley to schedule a presentation to the Board in the fall.

g. Summer Meeting Schedule.

Discussion was held regarding the Board's summer meeting schedule. The Board will not be meeting in July and August 2019 in order to accommodate summer travel plans by the members.

h. Call to the Public.

No members of the public were present.

i. Status of New Project Ideas.

The following new Board project ideas were discussed:

1. Small Business Sexual Harassment Training.
2. Human/Sex Trafficking on a grass-roots level.
3. Invite members of the public to discuss their experiences in a forum-type setting.
4. Assistance/service animals in housing.
5. Disability discrimination in employment.

The Board requested the following items to be added to a future agenda: Assistance/service animals in housing, sexual harassment in small businesses, and disability discrimination in employment.

j. Call to the Board – Current Events Summary.

None.

k. Adjournment .

There being no other announcements or matters, Tarah White motioned to adjourn the meeting at 1:15 p.m., Rachel Frazier Johnson seconded the motion, and the meeting was adjourned by unanimous vote.

#7908550

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

June 14, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Rachel Frazier Johnson (Member)
Tarah L. White (Member)

Staff Members Present

Rebekah Browder (Executive Director)
Tina Rohe (Staff Liaison)

Staff Members Present by Telephone

Vincent Sottosanti (Legal Counsel)

Board Members Present by Telephone

Robert M. Garcia (Member)

Board Members Absent

Kathryn Hackett King (Vice-Chairperson)
Christopher St. John (Member)
Sandy F. Flynn (Member)

a. Call to Order.

Joshua Carden called the meeting to order at 12:36 p.m. The meeting took place at 2005 North Central, Third Floor, Arizona Attorney General, Phoenix, Arizona, with the members announcing their presence.

b. Preliminary Remarks.

Joshua Carden greeted the members.

c. Approval of Meeting Minutes of May 10, 2019.

Tarah White moved to approve the meeting minutes from May 10, 2019. Rachel Frazier Johnson seconded. The motion passed unanimously.

d. Division Report (Rebekah Browder).

Ms. Browder informed the Board of new hire, Jessica Axsom. Vincent Sottosanti discussed a new disability discrimination lawsuit the Division filed against Big Tex Trailers.

e. Law Enforcement Survey.

Joshua Carden discussed the need for an executive summary of the over 600 responses to the Law Enforcement Survey and invited Board members to attend. The Board discussed some potential dates to meet in August. The Board will hold a meeting if there is a quorum of members in attendance. Joshua Carden will confirm the dates and let Rebekah Browder and Tina Rohe know when the meetings will take place.

f. Update on Phoenix Housing Department Homelessness Letter Response.

Tarah White and Rachel Frazier Johnson spoke with Tamyra Spendley. Ms. Spendley is planning on presenting to the Board on October 11, 2019.

g. Summer Meeting Schedule.

There will not be meetings in July and August 2019.

h. Call to the Public.

No members of the public were present.

i. Status of New Project Ideas.

The following new Board project ideas were discussed and requested to add to future agendas:

1. Small Business Sexual Harassment Training.
2. Human/Sex Trafficking on a grass-roots level.
3. Invite members of the public to discuss their experiences in a forum-type setting.
4. Assistance/service animals in housing.
5. Disability discrimination in employment.
6. Discussion was held about the continuing issues with encounters between the public and members of Law Enforcement. The Board is examining a forum or other way to get the public's feedback and commentary regarding their encounters with Law Enforcement and ways the Board could assist the public.

j. Call to the Board – Current Events Summary.

None.

k. Adjournment .

There being no other announcements or matters, Rachel Frazier Johnson motioned to adjourn the meeting at 1:28 p.m., Tarah White seconded the motion, and the meeting adjourned by unanimous vote.

#7973930

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

September 13, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Sandy Flynn (Member)

Staff Members Present

Rebekah Browder (Executive Director)
Vincent Sottosanti (Legal Counsel)
Tina Rohe (Staff Liaison)

Board Members Present by Telephone

Robert M. Garcia (Member) (initially present in person)
Rachel Frazier Johnson (Member)

Board Members Absent

Kathryn Hackett King (Vice-Chairperson)
Christopher St. John (Member)
Tarah L. White (Member)

a. Call to Order.

Joshua Carden called the meeting to order at 12:41 p.m. The meeting took place at 2005 North Central, Third Floor, Arizona Attorney General, Phoenix, Arizona, with the members announcing their presence.

b. Preliminary Remarks.

Joshua Carden greeted the members and said items on the agenda were going to be taken out of order.

c. Robert Garcia Resignation

Robert Garcia announced he will resign from the Board because of his new position within the State of Arizona. His resignation is effective after the November meeting.

The Board took a brief recess at 12:44 p.m. for approximately five minutes to allow Robert Garcia to leave the building and call in.

d. Call to the Public.

Darrel Christensen from Ability 360, present by telephone, addressed the Board. He informed the Board about the difficulties of disabled people getting affordable and accessible housing. He highlighted the need for outreach and education to property managers regarding accommodations for emotional support animals and service animals. He also mentioned disability discrimination in employment.

e. Approval of Meeting Minutes of June 14, 2019.

Joshua Carden moved to approve the meeting minutes from June 14, 2019. Robert Garcia seconded. The motion passed unanimously.

f. Division Report (Rebekah Browder).

Ms. Browder informed the Board of Vincent Sottosanti's promotion to Unit Chief. She updated the Board on current litigation in the Division. Further, she gave the Board highlights of the

number of complaints received in the various categories of discrimination seen in Fiscal Year 2019.

g. Law Enforcement Survey.

Joshua Carden encouraged the Board to review the survey responses. He also suggested that a few members get together for work sessions and the need to summarize the survey. Mr. Carden plans to contact Rebekah Browder and Tina Rohe to set up new work session dates for the Board.

h. Update on Phoenix Housing Department Homelessness Letter Response.

Rachel Frazier Johnson will follow up with Tamyra Spendley regarding her plan to address the Board on October 11, 2019.

i. Status of New Project Ideas.

The following Board project ideas were discussed:

1. Small Business Sexual Harassment Training.
2. Human/Sex Trafficking on a grass-roots level.
3. Invite members of the public to discuss their experiences in a forum-type setting.
4. Assistance/service animals in housing.
5. Disability discrimination in employment.
6. Discussion was held about the continuing issues with encounters between the public and members of Law Enforcement.
7. Legislative Proposal - Kathryn Hackett King, Rachel Frazier Johnson, and Tarah White will follow up with the legislative lobbyist on the proposal.

j. Call to the Board – Current Events Summary.

Ms. Browder informed the Board of the Arizona Advisory Committee to the U.S. Commission on Civil Rights upcoming topic of Subminimum Wages for People with Disabilities. The Division is also continuing to do outreach regarding emotional support animals and service animals in housing.

k. Adjournment .

There being no other announcements or matters, Rachel Frazier Johnson motioned to adjourn the meeting at 1:14 p.m., Sandy Flynn seconded the motion, and the meeting adjourned by unanimous vote.

#8213393

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

October 11, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Christopher St. John (Member)
Tarah L. White (Member)
Robert M. Garcia (Member)
Rachel Frazier Johnson (Member)

Staff Members Present

Tina Rohe (Staff Liaison)

Staff Members Present by Telephone

Rebekah Browder (Executive Director)
Vincent Sottosanti (Legal Counsel)

Staff Members Present by Telephone

Kathryn Hackett King (Vice-Chairperson)

Board Members Absent

Sandy Flynn (Member)

a. Call to Order.

Joshua Carden called the meeting to order at 12:45 p.m. The meeting took place at 2005 North Central, Third Floor, Arizona Attorney General, Phoenix, Arizona.

b. Preliminary Remarks.

Joshua Carden greeted the members. The Board members introduced themselves, and Mr. Carden informed the attendees of the duties of the Arizona Civil Rights Advisory Board.

c. Presentation on the state of homelessness in Phoenix.

Tamyra Spendley, Deputy Director for human services in the Phoenix City Manager's office, Lieutenant Mike Moller, City of Phoenix Police Department, and Patricia George, Assistant Bureau Chief, Community Prosecution Bureau at the Phoenix City Prosecutor's Office, presented statistics of the homeless population, the current programs in place for getting services to the homeless population, as well as various potential civil rights issues related to homelessness. Discussion was held throughout the presentation, and the Board members addressed ideas of how the Board could assist with the civil rights needs of the homeless.

d. Approval of Meeting Minutes of September 13, 2019.

Robert Garcia moved to approve the meeting minutes from September 13, 2019. Joshua Carden seconded. The motion passed unanimously.

e. Call to the Public.

Andres Portela from the Southwest Fair Housing Council was present but did not address the Board.

f. Division Report.

Vincent Sottosanti informed the Board of the newly hired Assistant Attorney General and the Division's open senior litigation position. He also updated the Board on current litigation in the Division.

g. Law Enforcement Survey.

Joshua Carden discussed the need for the the Board to review the survey responses and put together a report for the law enforcement agencies. Kathryn King suggested to turn the November meeting into an executive work session and the Board members agreed it was a good idea.

h. Status of New Project Ideas.

The following Board project ideas were discussed:

1. Legislative Proposal - Rebekah Browder informed the Board of the Attorney General's Office interest in pursuing the legislative proposal. Kathryn King also let the Board know about potential sponsors for the legislation.

i. Call to the Board – Current Events Summary.

Joshua Carden asked about the U.S. Commission on Civil Rights meeting happening on Friday, October 18, 2019, at ASU Law School. Ms. Browder informed the Board of the different groups that will be presenting and that it is open to the public.

j. Adjournment .

There being no other announcements or matters, the meeting was adjourned at approximately 1:49 p.m.

#8289252

ARIZONA CIVIL RIGHTS ADVISORY BOARD

Minutes of Public Meeting

November 8, 2019

Board Members Present

Joshua W. Carden (Chairperson)
Kathryn Hackett King (Vice-Chairperson)
Tarah L. White (Member)

Staff Members Present

Rebekah Browder (Executive Director)
Tina Rohe (Staff Liaison)

Staff Members Present by Telephone

Vincent Sottosanti (Legal Counsel)

Board Members Present by Telephone

Rachel Frazier Johnson (Member)

Board Members Absent

Robert M. Garcia (Member)
Sandy Flynn (Member)
Christopher St. John (Member)

a. Call to Order.

Joshua Carden called the meeting to order at 1:18 p.m. The meeting took place at 2005 North Central, Sixth Floor, Arizona Attorney General, Phoenix, Arizona.

b. Preliminary Remarks.

Joshua Carden greeted the members and explained the Board could not go into executive session because the items to be discussed did not fit under the exceptions in A.R.S. § 38-431.03.

c. Call to the Public.

Andres Portela from the Southwest Fair Housing Council was present but did not address the Board.

d. Approval of Meeting Minutes of October 11, 2019.

Tarah White moved to approve the meeting minutes from October 11, 2019. Kathryn Hackett King seconded. The motion passed unanimously.

e. Law Enforcement Survey.

The Board reviewed the data received from the Law Enforcement Survey and discussion was held as to how best to report the data. The members will do some of the analysis individually and report back to the Board with findings and questions.

f. Adjournment .

There being no other announcements or matters, the meeting was adjourned at 1:49 p.m.