

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

March 18, 2025 at 12:00 PM

Zoom Webinar



<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

A. CALL TO ORDER - *Chair Froehlich called the Systemic Racism Review Committee Worksession to order via Zoom at 12:05 p.m.*

B. LAND ACKNOWLEDGEMENT – *Read by Chair Froehlich*

We would like to acknowledge that the City and Borough of Juneau is on Tlingit land and wish to honor the indigenous people of this land. For more than ten thousand years, Alaska Native people have been and continue to be integral to the well-being of our community. We are grateful to be in this place, a part of this community, and to honor the culture, traditions, and resilience of the Tlingit people. *Gunalchéesh!*

C. ROLL CALL

Present: Ephraim Froehlich, Jennifer Pemberton, Ivan Nance, Lindsey Wold and AnaVera Morato

Absent: Kelli Patterson

Staff/Others Present: Deputy Clerk Di Cathcart, and SRRC Assembly Liaison Ella Adkison

D. APPROVAL OF AGENDA – *approved as presented*

E. APPROVAL OF MINUTES – *minutes approved as presented*

1. February 25, 2025 SRRC Worksession Meeting Minutes - Draft

F. AGENDA TOPICS

2. SRRC Continued Discussion on CBJ Board Recruitment, Outreach & Diversity

Mr. Froehlich opened up the discussion about where the committee left off after the last worksession on February 25, 2025.

Mr. Nance suggested creating a list of potential sources and organizations such as Tlingit & Haida, to notify when vacancies arise rather than just general announcements. That would get you more inclined to better representation on boards and let more of the public know.

Mr. Froehlich agreed that CBJ should almost be mandated to let Tlingit & Haida know of vacancies, or any open positions whether its boards and committees or open employment positions. When you start to include a bunch of organizations you run the risk of excluding some. However, when you let our regional tribes know, that is a separate kind of category.

Mr. Froehlich flagged Ms. Patterson's comment from the last meeting about demystifying what serving on a board and committee means as a great idea worth pursuing.

Ms. Wold suggested having a YouTube video for outreach, include some how-to's for being a board member, etc.

Ms. Pemberton commented that at some point in this process the SRRC should have a joint worksession with the Assembly Human Resources Committee (HRC) to discuss boards and committees and the ideas brought forward.

Mr. Froehlich liked Ms. Pemberton's idea and agreed that SRRC should request a joint meeting with the HRC. We should go into the meeting with a list of our suggestions and formalize it into a working document. What are the suggestions the committee would like to include to give the HRC. He recommended the committee talk through

the process, create a list of best practices for recruitment and a list of recommendations for our specific community, and work on creating that document together at the next SRRC meeting.

Ms. Morato asked if there is anything that the city does to advertise or recruit for vacancies.

Ms. Cathcart once again outlined the standard procedures the Clerk's Office does regarding board vacancies: posts on social media, the CBJ website, Board Vacancy Flyers posted at City Hall and word of mouth within the community by staff, Assembly and board members who have a vacancy on their board.

Ms. Wold suggested posting on the Juneau Community Collective Facebook group and other large Facebook community organizations within CBJ.

Mr. Froehlich, it should be noted that this document is being put together because the SRRC believes there should be best practices in place; and it's important to express the 'why' we are doing this.

Ms. Pemberton commented that we want to reach a broad audience but not too broad; and reaching out to places where people are already interested in getting involved. Talking to high school civics classes to get young people engaged in their local community.

Mr. Froehlich asked if it would make sense to have a separate boards and committees Zoom meeting with a panelist of 6 different people who serve on a CBJ board, for them to discuss their role as a board member and time commitments to serving.

Ms. Cathcart noted that every year the Clerk's Office in partnership with the League of Women Voters, School District and Libraries hold a How to Run for Local Office Workshop, next one is Saturday May 3 from 8:30am – 12:30pm) and there is a session on serving on a board or committee. The Assembly HRC is also working with the Clerk's Office to hold its annual board and chair trainings in the Spring.

Ms. Pemberton noted that the Juneau Arts & Humanities Council (JAHC) offers poster services to hang flyers around town at the various community bulletin boards for a small fee if the SRRC thought it would be a good idea to include creating posters advertising vacancies.

Ms. Cathcart will work to come up with a draft of best practices from the suggestions the committee has presented and add that document to an upcoming SRRC worksession agenda.

G. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS – None

H. NEXT MEETING DATE - at Noon via Zoom

Regular SRRC Meeting for Legislation Review - April 8, 2025

[Placeholder] SRRC Worksession - April 22, 2025

I. SUPPLEMENTAL MATERIALS - None

J. ADJOURNMENT

There being no further business to come before the committee meeting adjourned at 12:48 p.m.