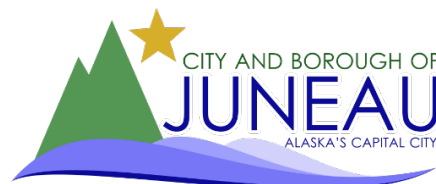


SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

April 23, 2024 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 to order at 12:03 p.m. via Zoom.

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, Kelli Patterson, John Drips, and AnaVera Morato

Absent: Gail Cheney, and Ivan Nance

Staff/Others: Robert Barr, Di Cathcart, Nicole Lynch, George Schaaf, and Sherri Layne

D. **APPROVAL OF AGENDA** – Agenda approved as presented.

E. **APPROVAL OF MINUTES** – All Minutes approved as presented.

1. **March 5, 2024 SRRC Meeting Minutes - Draft**

2. **March 19, 2024 SRRC Worksession Meeting Minutes - Draft**

F. **AGENDA TOPICS**

3. **CBJ FY25 Budget Ordinances - For SRRC Discussion**

April 6, 2024 Assembly Finance Committee Worksession w/ YouTube Recording - [PACKET LINK](#)

[Ordinance 2024-03](#) An Ordinance Establishing the Rate of Levy for Property Taxes for Calendar Year 2024 Based Upon the Proposed Budget for Fiscal Year 2025.

[Ordinance 2024-01](#) An Ordinance Appropriating Funds from the Treasury for FY25 City and Borough Operations.

[Ordinance 2024-02](#) Ordinance 2024-02 An Ordinance Appropriating Funds from the Treasury for FY25 School District Operations.

[Resolution 3052](#) A Resolution Adopting the City and Borough Capital Improvement Program for Fiscal Years 2025 through 2030 and Establishing the Capital Improvement Project Priorities for Fiscal Year 2025.

Mr. Barr outlined the upcoming Assembly Finance Committee meetings that are reviewing the budget ordinances. The committee discussed keeping Ordinance 2024-01 and Resolution 3052 in the committee for continued discussion and to move Ordinance 2024-03 and Ordinance 2024-02 forward for Assembly action.

MOTION: Mr. Drips moved Ordinance 2024-03 and Ordinance 2024-02 forward to the Assembly for action and to hold Ordinance 2024-01 and Resolution 3052 in committee for further discussion and asked for unanimous consent. *Hearing no objection, motion passed.*

The committee discussed the Capital Improvement Plan; how to move through the list and understand how departments come up with projects to add to the CIP and how they prioritize those projects. The CIP resolution will stay in the SRRC for more discussion at a future meeting.

G. STANDING WORKSESSION TOPICS - AS TIME ALLOWS

4. Standing Agenda Topic - Links to Other CBJ Functions for Potential SRRC Review - As Time Allows

During several SRRC meetings these topics were brought up as potential topics of interest for the SRRC to review.

Human Resources/Risk Management Department ([webpage](#)): [employment](#), [personnel rules](#), [policies & procedures](#)

CBJ Police Department ([webpage](#)): [JPD Policies](#), [Annual Reports & Strategic Plans](#)

CBJ Municipal Elections ([webpage](#))

CBJ Board Recruitment & Diversity - [CBJ board directory](#) & [CBJ board application](#)

The committee reviewed the topics they've brought to the committee previously.

Ms. Pemberton noted a good place to start this conversation is "how we all got here" to serve on this committee. This can then lead to review of other committees and those committees' roles, how they are similar or different and what influence the SRRC might have over the appointment process. Ms. Pemberton stated that she had been interested in municipal government for a long time and worked as a journalist in the community. She was working with a group around equity and the non-profit sphere in Juneau and it seemed like a natural transition to move that discussion on equity to include government spaces. I believe both myself and Ms. Morato were in that same group, and both tapped to apply for the SRRC.

Chair Froehlich stated that he moved back to Juneau after being gone for several years; knew he wanted to serve on a board or committee and saw there were spaces available on the SRRC. He has been involved in equity work for many years as well as having specific concerns on policing in modern society. Utilizing his research as an attorney and citizen on how we can live in a post policing world so black and brown people are not constantly harassed in their daily lives. Joining the SRRC seemed like a good chance to have those conversations on policing as well as the broader issues that systemic racism touches.

Ms. Patterson is the last founding member of the SRRC still sitting on the committee. She joined when the committee was first created after the 2020 Black Lives Matter protests and to join the fight against systemic racism. She noted that being in Juneau, if you want there to be a black voice and you're black, most of the time you need to be that voice, there's not enough of us in the community to depend on someone else to do it. Being an active participant in the Black Awareness Association has been incredible. We all have our own version of what systemic racism looks like, taking our lived experiences and using those to collectively make change and influence decisions: I appreciate the discussions that come out of this committee and admire the way everyone is able to articulate so well what they are thinking; this could be a really heated group but it's not; and I appreciate our staff support who listen, are calm and hear our concerns.

Ms. Morato, a few people invited me to apply, including Chair Froehlich. As Ms. Pemberton stated, I too was part of a coalition discussion on the framework of equity, centering relationships and healing practices centered around indigenous teachings to facilitate accountability in our organizations here in Juneau and Southeast. That coalition work led to the thought around the bigger things happening in society and how we could hold ourselves up, hold ourselves accountable and hold each other up in the process. So, this is how I came to the SRRC, wanting to better our community by working together, and hoping this work will help effect positive change.

Mr. Drips, inspired by the same group as Ms. Morato and Ms. Pemberton to join the SRRC. If each of us looked back at our childhood we'd look back and remember some distinct thing that taught us that we want to advocate

for justice in is world we live in. I was interested in joining a few other boards and currently serve on the Juneau Human Rights Commission. The SRRC contrasts with the JHRC in a way that draws me in is the focus on structure; what's the structure doing and how does that structure contrast with our values. What inspires me to keep participating is that our attention stays on the structure of CBJ and contrasting that structure with the values of equity and justice.

Chair Froehlich thanked Ms. Pemberton for bringing this idea forward to share how we all ended up on the SRRC. We are one of the most diverse CBJ boards; how to we extend that to other CBJ boards and committees. How are people hearing about CBJ boards and commissions. How do we invite more people to apply. How do we encourage staff and advise on best practices for recruitment and diversification at the table. Are there practices that we can implement from other communities. All good questions to consider when the committee takes up the deeper discussion around boards/committees' recruitment and diversity.

The committee chose CBJ Board Recruitment & Diversity as the first topic they would do a deep review of during a future, yet to be scheduled, worksession.

H. STAFF REPORTS - None

I. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS - None

J. NEXT MEETING DATE

Regular SRRC Meeting for Legislation Review - April 30, 2024 @ 12pm via Zoom

K. SUPPLEMENTAL MATERIALS - None

L. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 1:00 p.m.