

# ASSEMBLY HUMAN RESOURCES COMMITTEE MINUTES

September 16, 2024 at 6:00 PM

Assembly Chambers/Zoom Webinar



<https://juneau.zoom.us/j/95241164899> or 1-253-215-8782 Webinar ID: 952 4116 4899

155 Heritage Way - Assembly Chambers

**A. CALL TO ORDER** – HRC Chair Greg Smith called the Assembly Human Resources Committee meeting to order at 6:0 p.m. in the Assembly Chambers and via Zoom

**B. LAND ACKNOWLEDGEMENT** – read by Assemblymember Bryson

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**

**HRC Members Present:** Greg Smith, Wade Bryson, Ella Adkison, and 'Wáahlal Gídaag (via Zoom)

**HRC Members Absent:** None

**Staff/Others Present:** Deputy Municipal Clerk Di Cathcart, Meeting Tech Clerk Kevin Allen, P&R Director George Schaaf, and JHRC Chair Haifa Foroughi

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

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

1. August 19, 2024 Assembly HRC Meeting Minutes - Draft

**F. AGENDA TOPICS**

2. Juneau Human Rights Commission (JHRC) Annual Report & Appointments

### JHRC Annual Report

Included in the HRC packet is the Juneau Human Rights Commission Annual Report outlining the work of the commission between July 2023 and June 2024.

JHRC Chair Haifa Foroughi was in attendance and walked committee members through the JHRC annual report. Mr. Bryson asked why the JHRC might be running into quorum issues. Ms. Foroughi responded that people are busy, and while committee members know we can move our meeting dates and times to accommodate members it seems like people are busy so that adjustment doesn't fix the lack of quorum. By not being able to meet makes it difficult to move forward with community and civic engagement and political involvement.

Mr. Bryson said he was glad to see the civic engagement piece since the Assembly Human Resources Committee has also struggled with this question.

Chair Smith appreciated municipality quality index was included in the annual report as a reminder to check with Law regarding the draft resolution JHRC presented in 2023. Chair Smith or staff will follow up with Law to see where the resolution is at.

### **JHRC Appointments**

Per [Resolution 2946](#) the Juneau Human Rights Commission is a seven member commission appointed by the Assembly for staggered three-year terms. Members shall be selected to provide the most balanced representation possible.

There are currently three seats up for action by the HRC along with three applications in the HRC packet. The JHRC has been struggling to meet quorum, even with a summer break, due to poor attendance from some members.

**MOTION:** by Mr. Bryson to forward to the full Assembly for reappointment, Mary Wegner, and the appointment of Alison Gottschlich both for terms beginning immediately and ending May 31, 2027 and the appointment of Paige English to an unexpired term beginning immediately and ending May 31, 2026 all to the Juneau Human Rights Commission and ask for unanimous consent. *Hearing no objection, motion passed.*

### **3. Douglas Advisory Board (DAB) Annual Report, Appointment**

#### **DAB Annual Report**

Included in the HRC packet is the Douglas Advisory Board Annual Report outlining the work of the board during 2023.

Chair Smith thanked the Douglas Advisory Board for their annual report and the work the board is doing. He requested that a 'Welcome to Douglas Island' sign include indigenous recognition of the area.

#### **DAB Appointment**

Per [Resolution 2331](#), the Douglas Advisory Board is a seven member board appointed by the Assembly; and to be appointed to the DAB must reside on Douglas Island. The purposes of the board shall be to advise Assembly and the City and Borough administration on matters which affect Douglas Island and its facilities and residents.

There is currently one vacant seat for an unexpired term on the Douglas Advisory Board for a term beginning immediately and ending September 30, 2025. There is one application in the HRC packet for consideration.

**MOTION:** by Ms. Adkison to forward to the full Assembly for appointment, Benjamin Rubenstein to the Douglas Advisory Board for an unexpired term beginning immediately and ending September 30, 2025 and ask for unanimous consent. *Hearing no objection, motion passed.*

### **4. Historic Resources Advisory Committee (HRAC) Memo Requesting Assembly Liaison for HRAC & Appointments**

#### **Memo Requesting Assembly Liaison for HRAC**

Included in the Assembly HRC packet is a letter from HRAC Chair Shannon Crossley requesting the addition of an Assembly member or Planning Commissioner as a liaison to HRAC.

The committee reviewed the HRAC request for an Assembly or Planning Commission (PC) liaison and Chair Smith will check with the Mayor and PC Chair Cole to see if that's an option. He noted the Assembly reviews the material that HRAC sends them and can understand the request for a liaison, however, there is only so much bandwidth Assemblymembers or Planning Commissioners have to be able to attend all the current meetings as a sitting member or as a liaison.

#### **HRAC Appointments**

Per [CBI Code 49.10.410](#) The Historic Resources Advisory Committee consists of nine members appointed by the Assembly. Members shall be appointed for a term of three years. The Assembly shall invite

applications for membership from archaeologists, historians, architects, people knowledgeable in the customs and language of the Tlingit and Haida people, owners of locally recognized historic property, people familiar with the operations and issues relating to the city museum, teachers, and the general public.

**There are four vacant seats with various unexpired terms.** There are two applications in the HRC packet. The suggested motion below fills the one full term (7/1/2024 - 6/30/2027) and the next longest term (immediately - 6/30/2026)

**MOTION:** by Mr. Bryson to forward to the full Assembly for approval, the recommendation to appoint to the Historic Resources Advisory Committee, Cheryl Jebe to a term beginning immediately and ending June 30, 2027 and Robin Brenner to a term beginning immediately and ending June 30, 2026 and ask for unanimous consent.

**Hearing no objection, motion passed.**

**G. STAFF REPORTS - None**

**H. STANDING COMMITTEE TOPICS - for discussion as meeting time allows**

**2024 Assembly Goal 4A - Specific to the work of the HRC**

- a. *Acknowledge and honor Juneau's indigenous culture and place names. Develop a naming policy.*
- b. *Consider the impacts of recognizing additional and/or replaced holidays, including Elizabeth Peratrovich Day, Indigenous People's Day, and Juneteenth.*

Parks & Recreation (P&R) Director Schaaf outlined the Parks & Recreation Naming Policy that was adopted in 2023 by the Parks & Recreation Advisory Committee. It took a while, and we reviewed existing naming policies associated with Parks & Recreation Departments across about 20 different jurisdictions ranging from Washington to Florida and everywhere in-between. We tried to blend some of the ideas from those policies with what we have seen or had requested for CBJ regarding the naming of parks, trails or a facility. Since the Assembly is the final decision-making body of the naming policy, the P&R policy leads up to that process and provides some general guidance for staff and the public. Considering Indigenous names of an existing area, discouraging the renaming of an already named park or natural park area. Also, major donations have guidelines such as a donation of 1% of the replacement value for a facility could potentially have that business/entities name added to the building.

Mr. Bryson asked if the P&R policy has come before the Assembly. Mr. Schaaf noted that since this policy is a departmental/administrative policy it has not gone to the Assembly for approval; however, any final name approval would go before the Assembly for action.

Chair Smith asked if there is anything in the policy addressing adding an indigenous name being added alongside an already existing park, facility or trail name. Mr. Schaaf noted that the policy does state that indigenous names brought forward by an Alaska Native Organization will be accepted and go before the Assembly.

‘Wáahlaal Gídaag asked Mr. Schaaf to expand on the process of an indigenous name going to a tribal organization.

Mr. Schaaf, read that portion of the policy into the record from the procedures section of the policy: When considering any proposal to name or rename a park, trail, or recreational facility, the Department will consult with authorized representatives of the Ak Qwan and Taku Qwan, or Alaska Native Organizations, who will also be invited to propose a Tlingit name. Indigenous names will be accepted at any time, and that includes, even in circumstances where, otherwise they would be discouraged like renaming a park that that wouldn't apply.

Mr. Schaaf added that one of the things this process also includes is, recognizing that proposing names involves a lot of work; and so it recognizes that we should be prepared to compensate for the research and work of those scholars who are providing those names as well.

‘Wáahlaal Gídaag followed up with the importance of recognizing that many of our elders aren’t affiliated with an agency and that would be good to look at if and when the Assembly looks at a naming policy or requested names coming from P&R to the Assembly for approval.

Mr. Bryson stated he didn’t think HRC needed to keep this goal anymore and perhaps move it forward to the Assembly Committee of the Whole for discussion.

‘Wáahlaal Gídaag commented that the HRC should at least create a framework for the COW to review, since the framework would look a little differently than the P&R Naming Policy; an Assembly Naming Policy would relate to all facilities around CBJ.

Chair Smith noted, we’ll have a new Assembly after October. At the retreat this Assembly Goal can be reviewed to see if we keep it as a goal to continue working on in HRC to bring a policy forward to the full Assembly or not.

**I. COMMITTEE MEMBER COMMENTS AND QUESTIONS**

Chair Smith noted this was the last meeting of the HRC with this committee member make-up and thanked everyone for their time on the committee over this last year. Mr. Bryson thanked Chair Smith for being a great HRC Chair.

**J. NEXT MEETING DATE - *No October meeting due to Municipal Elections & Assembly Reorganization***

November 18, 2024 at 6pm, Assembly Chambers/Zoom Webinar

**K. SUPPLEMENTAL MATERIALS - *None***

**L. ADJOURNMENT**

*There being no further business to come before the committee, meeting adjourned at 6:29 p.m.*