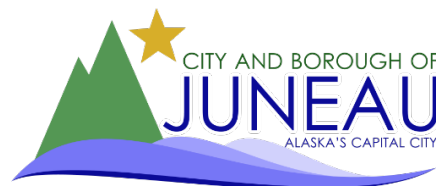


# SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

November 16, 2022 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

## B. LAND ACKNOWLEDGEMENT

## C. ROLL CALL

Present: Chair Grace Lee, Kelli Patterson, Gail Cheney, Ephraim Froehlich and Ivan Nance

Absent: None

Staff/Other: Robert Barr, Di Cathcart, Adam Gottschalk

## D. APPROVAL OF AGENDA

Agenda approved as presented.

## E. AGENDA TOPICS

### 1. Ordinance 2020-32(c)(am) Creating Systemic Racism Review Committee

Chair Lee opened the Worksession up for discussion among committee members.

Mr. Froehlich asked if Mr. Barr or Mr. Gottschalk could outline what our charge is and what the committee can or can't do. Mr. Gottschalk walked through the duties of the committee as outlined in Ordinance 2020-32(c)(am) noting it is pretty limited in scope and process similar to the Board of Equalization which is currently amending its ordinance. The committee could review where it thinks its work would be most useful and Law can then look at working that into an amended ordinance.

Mr. Froehlich recommended adding a duty that would include reviewing potential systems of racism within the CBJ, reviewing systems, practices and procedures.

Mr. Nance stated the committee should be proactive vs. reactive; where might we see a problem that could happen vs. waiting for it to happen. Mr. Froehlich agreed and noted that systems, procedures and policies and legislation that shouldn't be our only focus; we may be talking about things that aren't in code such as board applications, positions, etc. that may be part of personnel rules. Mr. Gottschalk noted that CBJ has **Title 41.05 – Equal Rights** *[unlawful discrimination based on race, color, age, religion, sex, familial status, disability, sexual orientation, gender identity, gender expression, or national origin. Such discrimination poses a threat to the health, safety and general welfare of the citizens of the City and Borough]* which covers some of what Mr. Froehlich mentioned.

Mr. Barr reminded committee members that observing the work of the other boards and committees to see what is moving through the system would be a helpful tool. Early on in the SRRC, committee members picked Assembly Standing Committees or other boards that they would sit in on then report back to the SRRC what's happening or what legislation is moving forward.

Mr. Gottschalk said staff will work on drafting language to expand or clarify additional duties of the committee and submit that language back to the committee for review; the approved revised language would move forward to the Assembly for final review and action.

Ms. Cheney liked the bigger pieces of change being discussed, noting this is a large topic. This may be the appropriate time to put a few of those changes out there to allow the SRRC to highlight where there may be CBJ blind spots such as advertising high-level positions or diversity on boards and committees.

Ms. Patterson spoke to wanting to change the system as well and understood what Mr. Froehlich is talking about. She noted that so far the committee has found issues with the CBJ processes through reviewing ordinances and working backwards, so not necessarily changing what we do but having the opportunity to go back and review how the process got to here by giving the committee permission to review that. She asked if the committee should see legislation earlier in the process vs. being the last committee to review it.

Chair Lee, there is a sunset clause in our current ordinance; If we made changes to our current charge, would we be putting in a lot of work only to have our committee sunset. Mr. Barr said the Assembly has not had a discussion on the sunset clause, they would likely have that discussion when reviewing the revised ordinance. Mr. Gottschalk, any proposed edits would go to the Assembly Committee of the Whole and committee members would have a discussion with the Assembly at that time.

Chair Lee stated that everyone made excellent points and with several new committee members perhaps we need to agree to start attending other committee meetings again and reporting back to our committee.

Mr. Nance suggested the committee may want to make a recommendation for the Assembly to allow the SRRC to work on three to five issues for the next year and report out our findings; don't wait for legislation, look at CBJ procedures and recommend action. Chair Lee commented the committee could pick a couple of topics such as housing and would focus on that. Mr. Froehlich agreed and as Ms. Patterson said, review legislation then hold the last 30-minutes of the meeting for review of a priority area, like land transfers or housing.

Chair Lee asked if the committee would we need to modify its charge to do that and what source of access would we have to documents. Mr. Barr noted that in terms of documents the committee can have access to pretty much anything. Mr. Gottschalk stated the current ordinance would need to be revised to include language around SRRC identifying topics for deeper committee review.

Ms. Cheney stated that change takes time and you have to take the long view. Chair Lee asked the committee if they want to schedule another Worksession to delve deeper. Staff will send out a doodle poll to committee members for possible Worksession meeting dates in December.

Chair Lee began to wrap the meeting up and posed the question to look at modifying our current charge into a more investigative committee that we do deep dives in. She would like to add under section B b(6) the committee would be charged with investigating and reviewing policies and procedures that currently exist on specific topics such as housing, JPD and pick those topics at the beginning of the year for review and to make recommendations or present the results of what we discovered of systemic racism to the Assembly. .

Mr. Gottschalk said staff can look at putting that language into the ordinance revisions and present it at a forth coming meeting for additional committee review.

**F. NEXT MEETING DATE**

Regular SRRC Meeting for legislation review - November 22, 2022 at 12pm

**G. ADJOURNMENT**

There being no further business to come before the committee, meeting adjourned at 12:58 p.m.