



ASSEMBLY HUMAN RESOURCES COMMITTEE AGENDA

July 31, 2023 at 5:30 PM

Assembly Chambers/Zoom Webinar

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

Please Note Earlier Start Time

A. CALL TO ORDER

B. LAND ACKNOWLEDGEMENT

C. ROLL CALL

D. APPROVAL OF AGENDA

E. AGENDA TOPICS

1. Systemic Racism Review Committee (SRRC) Appointments

Per [Ordinance 2023-20b](#), the Systemic Racism Review Committee is a seven-member committee appointed by the Assembly. Members shall be selected to provide the most balanced representation possible. Members shall have experience identifying unlawful discrimination—including based on race, color, or national origin—experience identifying social justice inequity, or intimate knowledge of local cultures and practices, including tribal culture and practices.

There are currently four seats on the SRRC up for action. **Three full-terms beginning Immediately (July 1, 2023) and ending June 30, 2026 and one unexpired term beginning immediately and ending June 30, 2025.**

SRRC Chair Grace Lee has agreed to stay on through August and the transition of new members however due to personal priorities she is not seeking reappointment at this time. There are three applications in the packet, one incumbent and two members of the public.

F. STAFF REPORTS

G. COMMITTEE MEMBER COMMENTS AND QUESTIONS

H. EXECUTIVE SESSION for SRRC Appointments - in Assembly Office

Suggested Motion: *"I move we recess into executive session to discuss matters which may tend to prejudice the reputation or character of any person, specifically to deliberate on the qualifications of applicants and ask for unanimous consent"*

I. NEXT MEETING DATE

Monday, August 21, 2023 at 6:00 p.m.

J. SUPPLEMENTAL MATERIALS

K. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.gov.

Presented by: The Manager
Presented: 03/20/2023
Drafted by: S. Layne

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2023-20(b)

An Ordinance Amending the Duties of the Systemic Racism Review Committee.

WHEREAS, discrimination based on race in institutional policies leads to systemic racism; and

WHEREAS, systemic racism creates disparities in the social and civic fabric of a community through legislation related to all aspects of society, including but not limited to education, criminal justice, employment, elections, housing, and political power; and

WHEREAS, systemic racism includes policies and practices that exist throughout a whole society or organization, including historical actions and practices, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race; and

WHEREAS, systemic racism is as overt and covert as individual racism and it has similar emotional, economic, physical, and liberty consequences though it may be harder for individuals to see even when revealed in disparities and data; and

WHEREAS, systemic racism is similar to disparate impact discrimination, which is generally defined as a facially neutral act, practice, or policy that has a significant discriminatory impact on a protected group; and

WHEREAS, the residents of Juneau and the Assembly benefit from having a systemic racism review committee that works with the Assembly to address systemic racism, including reviewing policies and procedures and reviewing legislation prior to public hearing and making recommendations to the Assembly; and

WHEREAS, the Assembly encourages racially diverse individuals to apply and encourages racial minority groups to nominate individuals to help advise the Assembly.

THEREFORE BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a noncode ordinance.

Section 2. Systemic Racism Review Committee Established.

(a) **Establishment.** There is established a Systemic Racism Review Committee consisting of seven individuals.

- (1) The Assembly shall appoint members of the Committee to staggered three-year terms. Members of the Committee shall serve at the pleasure of the Assembly. Terms shall commence on July 1. Appointments to fill vacancies shall be for the unexpired term. In the event a seat has six months or less remaining to the unexpired term, the Assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No member who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply if there are no other qualified applicants at the time reappointment is considered by the Assembly.
- (2) Members shall be selected to provide the most balanced representation possible. Members shall have experience identifying unlawful discrimination—including based on race, color, or national origin—experience identifying social justice inequity, or intimate knowledge of local cultures and practices, including tribal culture and practices.

(b) **Duties.** The Committee is charged with:

- (1) Developing criteria to advise whether legislation, policies, or procedures likely include systemic racism implications. The Committee must present proposed review criteria to the Assembly before substantively reviewing policies, procedures, or legislation.
- (2) Reviewing legislation, selected at the discretion of the Committee to advise whether the ordinance likely includes a systemic racism policy or implication.
- (3) Reviewing current policies, selected at the discretion of the Committee, to advise whether the policies likely perpetuate systemic racism.
- (4) Reviewing current procedures, selected at the discretion of the Committee, to advise whether the procedures likely perpetuate systemic racism.
- (5) Presenting options for curing the potential or likely systemic racism or implications.
- (6) Presenting the Committee's analysis and conclusions timely to the Assembly in a short statement for each item of legislation.
- (7) Meeting with the Assembly in a joint meeting at least once a calendar year.

- (c) **Procedure.** The Committee’s procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time. Nothing in this Ordinance shall be read to preclude the Assembly from acting upon emergency ordinances and resolutions.
- (d) **Officers, Meetings, and Quorum.** In accordance with the Advisory Board Rules of Procedure, the Committee shall select its own officers, and shall hold regular meetings on a schedule established by the Committee, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Committee requires four or more affirmative votes to be approved.
- (e) **Staff Assistance.** Staff support to the Committee shall be provided by the City Manager, or designee, as available and appropriate.
- (f) **Legislation Procedure.** The Committee should meet and send the legislative report to the Manager at least six days before the Assembly meeting (i.e. Wednesday for a Monday meeting). However, legislation may be scheduled for public hearing and the Assembly may adopt legislation that has not been reviewed by the Committee. If the Assembly adopts legislation before the Committee has reviewed it, the Committee should review the adopted legislation as soon as possible.

Section 3. Sunset Clause. The Committee created by Section 2 shall cease to exist and the provisions of Section 2 shall automatically terminate August 31, 2026, unless the Assembly extends the Committee to exist until disbanded by the Assembly. In a joint meeting prior to December 31, 2025, the Committee and the Assembly shall review the Committee’s work product to date and the provisions of this ordinance to determine if any changes are necessary.

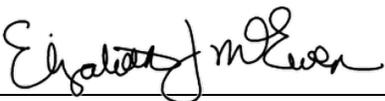
Section 4. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 17th day of April, 2023.



 Beth A. Weldon, Mayor

Attest:



 Elizabeth J. McEwen, Municipal Clerk



Board Roster



Grace Lee

1st Term Apr 01, 2021 - Jun 30, 2023

Appointing Authority Assembly

Position Voting Member

Office/Role Vice-Chair

Category General Public Seat



Ivan Nance

1st Term Feb 17, 2022 - Jun 30, 2023

Appointing Authority Assembly

Position Voting Member

Category General Public Seat



Kelli R Patterson

1st Term Apr 01, 2021 - Jun 30, 2024

Appointing Authority Assembly

Position Voting Member

Category General Public Seat



Gail Cheney

1st Term Feb 17, 2022 - Jun 30, 2024

Appointing Authority Assembly

Position Voting Member

Category General Public Seat



Ephraim D Froehlich

1st Term Aug 25, 2022 - Jun 30, 2025

Appointing Authority Assembly

Position Voting Member

Category General Public Seat



‘Wáahlaal Gíidaak (Barbara) Blake

1st Term N/A - N/A

No Recruitment

Position Assembly Liaison

Office/Role Assemblymember

Category Assemblymember



Vacancy Immediately - June 30, 2025

Appointing Authority Assembly **Position**

Voting Member **Category** General Public Seat



Vacancy Immediately - June 30, 2026

Appointing Authority Assembly **Position**

Voting Member **Category** General Public Seat

**Systemic Racism Review Committee
Advanced Applicant Questions - 2023**

Applicant Name: _____

1. Describe your experience identifying and addressing systemic racism.
2. Please describe your knowledge of local and minority cultures and practices.
3. How does your current work, community service and other activities and interests relate to and prepare you for the duties of this committee?
4. Tell us about work you have participated in on similar topics: work, education or community settings.
5. What most interests you about the work of this committee?
6. Can you tell us about a time where you have worked to balance different community interests?
7. How do you see this committee working with the Juneau Human Rights Commission?
8. Please tell us of any experience you may have reading, writing or reviewing legislation including budgets.

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Anavera _____ C _____ Morato _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

In Bocca al Lupo _____ Manager _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

[Redacted]

Which Boards would you like to apply for?

Systemic Racism Review Committee: Submitted

Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Contact the Clerk's Office at 586-5278 or city.clerk@juneau.org if you wish to submit a resume or CV]

Please explain, with specificity, your reasons for applying to serve on this particular board.

Marginalized body born and raised in Juneau, here for representation and a voice for equity.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

n/a

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

n/a

Education/Training: Please list both formal and informal education & training experiences:

FOH Manager In Bocca al Lupo Realtor with ExP Realty AAS Business Management UAS 2022 Peer Support Specialist (worked with houseless youth at the Spruce Root House) 2023 Co-facilitator for Ha Tooch Licheesh's Kaa Tukaxsake Heende Restorative Practices Learning Cohort for Equity and Inclusion

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Professional Licenses: AnaVera Morato Alaska Real Estate Licensee

Demographics

The following information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

Other

Gender

Female



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

I Agree

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[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Ivan _____ Nance _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

RETIRED _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

[Redacted]

Which Boards would you like to apply for?

Systemic Racism Review Committee: Submitted

Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

3

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Wheelchair-bound

Interests & Experiences

Please tell us about yourself and why you want to serve. [Contact the Clerk's Office at 586-5278 or city.clerk@juneau.org if you wish to submit a resume or CV]

Please explain, with specificity, your reasons for applying to serve on this particular board.

Systemic racism is a problem that must be fixed soon. Examination of organizational doctrine, procedures, and publications may reveal correctable problems. Also, alignment between law, regulations, and social norms should be examined. I seek exposure to other cultures. Managed multiethnic apartment complex in Washington DC. During Exxon Valdez oil spill cleanup, I worked extensively with village of Chenega and native groups in Kodiak. In Juneau I continue strong interest in Alaska native issues. Regarding ADA, I have been wheelchair-bound since 2004. Good familiarity with practical obstacles, rules and regulations, and government implementation of ADA requirements.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

None

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

2004 – Present: Own small property management LLC. Manage own stock portfolio. Pre-2004: Various boards and commissions in Oregon. 1998 – 2000: Mayor, Prairie City Oregon. Chairman, Grant County commission on children and families 1981 – 1996: Commissioned Officer, US Coast Guard Active Duty and Reserve 1988 – 1990: Washington Office of Financial Management

Education/Training: Please list both formal and informal education & training experiences:

MBA-Portland State University

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Demographics

The following information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

Caucasian/Non-Hispanic

Gender

Male



Date of Birth

Acknowledgement/Certification

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I Agree

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[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Jennifer _____ Pemberton _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

KTOO _____
Employer

VP News & Managing Editor _____
Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

[Redacted]

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Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Contact the Clerk's Office at 586-5278 or city.clerk@juneau.org if you wish to submit a resume or CV]

Please explain, with specificity, your reasons for applying to serve on this particular board.

Through my job running the largest newsroom in the community, I have experience identifying incidents of social injustice every day. I'm constantly monitoring the community for stories of people who Juneau is overlooking, underappreciating or flat out harming. But shining a light on these stories isn't a solution in itself. Serving on the Systemic Racism Review Committee would mean that I can flag racist and discriminatory policies for the people who are actually charged with making Juneau a safer and more equitable place to live.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

I'm currently employed as the Vice President for News at KTOO. I hold the media board seat on Juneau's Local Emergency Planning Committee and am an active member of Kaa Tukaxsaké Héende -- the anti-violence, anti-racism learning cohort from Haa Tóoch Lichéesh.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I've been serving my community as a journalist for KTOO for almost 7 years now. I am considered a leader in my industry and every year am asked to speak at conferences and trainings. I've had the opportunity to speak to newsrooms across the country about how to improve inclusion of underserved communities in journalism and how I helped create KTOO's 6-month paid family leave policy. I was the first person from the newsroom to serve on KTOO's executive leadership team, where I have implemented key DEI initiatives, developed inclusive and more equitable hiring practices, championed KTOO's generous family leave policy, and created our process for tracking and reporting on the diversity of KTOO's sources. I'm former board member of Alaska Press Club and the Public Media Journalists Association. I volunteer every year as a judge for the National Native Media Awards.

Education/Training: Please list both formal and informal education & training experiences:

I have master's degrees in both fine art (creative writing) and economics (marketing & brand management). I've received leadership training from the Corporation for Public Broadcasting, the Poynter Institute, and the American Society for News Editors and allyship training from the Freedom Forum's Project for Workplace Integrity. I've also been through Public Information Officer trainings through FEMA.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Demographics

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Ethnicity

Hispanic

Gender

Female



Date of Birth

Acknowledgement/Certification

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I Agree