



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

October 17, 2023 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/88090093337?pwd=ZUgrMi8rSStXK2l1TW5XL2ZobCtpdz09>

Meeting ID: 880 9009 3337 Passcode: 501351

Phone # to Call In: 1-253-215-8782

A. CALL TO ORDER/ROLL CALL

Present:

Absent:

Support/Others Present:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. October 3, 2023 Juneau Human Rights Commission Minutes - DRAFT

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

2. JHRC Standing Agenda Topics

a. FY25 Budget Proposal

a. Treasurer Report

b. Community Engagement Project - tabled until FY25 Budget Development

b. Transgender Town Hall: Debrief with Committee members and/or pick a date to debrief w/ Aiden Keys

c. Celebrating Black History Month 2024 - Alaska Black Business Expo: February 24, 2024

d. Alaska Native Heritage Month in November

e. Resolution in Honor of Rosalee Walker

3. JHRC Strategic Plan 2022-23: Assign Responsibilities

4. Update on Draft Resolution on Human Rights Campaign's Municipal Equality Index

F. NEXT MEETING DATE

November 7, 2023 at 5:00pm

November 21, 2023 at 5:00pm

December 5, 2023 at 5:00pm

G. 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.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
October 3, 2023

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:05 pm.
 - a. Present: Paula Drake, John Drips, Haifa Foroughi, and Mary Wegner
 - b. Absent: Camille Mauch, Emily Mesch, and Lance Mitchell
 - c. Support: N/A
- II. APPROVAL OF AGENDA: The Agenda was approved by consensus.
- III. APPROVAL OF MINUTES
 - a. Minutes of the September 5, 2023 Meeting: The Minutes were approved by consensus.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: Two members of the public were present. No one chose to speak at this time.
- V. AGENDA
 1. Standing Agenda Topics:
 - a. FY25 Budget:
 - 1) Treasurer Report: We owe \$60 for the Transgender Town Hall event. Haifa will submit an invoice to our Treasurer, Emily, for processing.
 - 2) Community Engagement Project: We provided an overview of the project to Paula and John who are new members. Haifa will work with Di to better understand what questions and concerns were noted during the discussion with the Human Resources Committee and then we will re-work our plan.
 - b. Transgender Town Hall: Our Transgender Town Hall was held on September 28, 2023. Haifa thanked everyone who worked to deliver this opportunity to the community. There were 35 people in attendance at the event and there were 17 people in the zoom. There was a mix-up with the time of our event, as we planned to have our event from 6:30-8:30 pm; however, the Downtown Library closes at 8:00 pm. Consequently, at 8:00 pm the lights and internet went down, which left the people on zoom unable to get their questions answered or offer comments, and it all happened with no warning. We discussed the possibility of writing a Letter to the Editor thanking people for attending and thanking Aidan, apologizing for the mix-up with the time of the event and the hours of the library, and then addressing the unanswered questions and comments.
 - c. Celebrating Black History Month 2024 - Alaska Black Business Expo: The Expo will have guest speakers, vendor booths, and workshops and will be held on February 24, 2024 in partnership with the Juneau Black Awareness Association. The request is to offer a workshop session, person a booth, and assist with advertising. Lance will clarify with Jasmine Smith regarding the topic of our workshop. No new information at this time.

2. Resolution in Honor of Rosalee Walker: Haifa has been in communication with Ibn Baily to get information for the resolution. Haifa will draft a resolution for us to review and finalize.
 3. Strategic Plan 2023-24: Given that three of our members are not with us tonight, we were unable to assign responsibilities.
 4. Update on Draft Resolution on Human Rights Campaign's Municipal Equality Index: Awaiting Law Department review.
- I. PUBLIC COMMENT: Aaron Sprat attended the Town Hall zoom and was frustrated with the technical situation. The way it occurred it felt like an intentional stifling of public input. It was an opportunity lost and he wanted to register his frustration. He did not have any specific questions that went unanswered but was frustrated that the public did not get to hear the discourse between community members due to the sudden ending of the event.
- II. UPCOMING MEETING DATES
- a. October 17, 2023 at 5:00 pm
 - b. November 7, 2023 at 5:00 pm
 - c. November 21, 2023 at 5:00 pm
- III. ADJOURNMENT: The meeting was adjourned at 5:45 pm.

CREATING GREATER GENDER INCLUSION IN THE JUNEAU COMMUNITY

Thursday, September 28th

6:30 – 8:30 pm

location

Downtown Library

Today's gender diverse population is more visible in society than in times past. Schools, families, and communities are learning ways to optimize the inclusion of trans and nonbinary youth. Questions are plentiful, answers are sometimes harder to find.



Please join guest speaker Aidan Key and the Juneau Human Rights Commission as we delve into this 21st century conversation.

Aidan Key is the founder of Gender Diversity, a national organization providing education to K-12 schools across the nation. He is also the founder of TransFamilies.org which provides support to families of gender-diverse children across the nation.

Key has served hundreds of schools and districts – including the Juneau School District – by providing strategic planning, policy development, and training for staff, administrators, and parents.



The Greater Seattle Business Association honored Key as the Humanitarian of the Year (2017) and Seattle Magazine selected him as one of Seattle's Most Influential People of the Year (2019). His work has been featured in national media including: The Oprah Winfrey Show, Larry King Live, and Fresh Air with Terry Gross. He is the author of Trans Children in Today's Schools (Oxford University Press, 2023).

Juneau Human Rights Commission Action Plan 2022-2023

Section E, Item 3.

The Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern that affects the peace, order, health, safety, and general welfare of the municipality and its inhabitants.

JHRC Strategic Plan	Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.	Promote harmonious intergroup relations within CBJ by making connections and enlisting the cooperation of racial, religious and nationality groups, business, community, labor and governmental organizations, fraternal and benevolent associations, education and other groups concerned with human rights.	Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.	Recommend to the Assembly action, policies and legislation to be considered by state and local governments
JHRC ACTION STEPS	<ul style="list-style-type: none"> • Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Participate in virtual trainings to increase our collective knowledge/ understanding as JHRC commission members and invite the public. Possible topics to include human rights, social justice, effective advocacy, political process/channels to prevent and eliminate discrimination. (Haifa) 	<ul style="list-style-type: none"> • Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Collaborate with organizations to support a celebration of Black History month (Lance) • Develop a broad perspective on community issues by holding facilitated, focused dialogue/townhall discussions that are facilitated by expert resources. (_____) • Collaborate with local agencies and organizations to better understand their vision, mission, and impact in Juneau, and create a Directory of Agencies/Organizations/Faith-based Communities/Collectives in Juneau - Madam Mayor's request- (Haifa and _____) 	<ul style="list-style-type: none"> • Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Leverage media (Lance)/social media (Emily) to increase visibility regarding our work. • Structure JHRC presence at Assembly meetings' "public participation" (member rotation?) to increase awareness of community "sources of tension" (_____) 	<ul style="list-style-type: none"> • Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Invite the AK HRC executive director to meet with us when they are in town to share our Community Engagement Plan (_____) <div style="background-color: yellow; padding: 5px; margin-top: 10px;">Strategy: Identify JHRC 2 member work-teams for research/preliminary work</div>	<ul style="list-style-type: none"> • Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Support and advocate for community human rights needs that arise by drafting memos and recommending policy to the Assembly (_____)

Presented by: Juneau Human Rights Commission

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

A Resolution to Improve the Alignment of City and Borough of Juneau Policy on LGBTQ Equality to the Standards of Human Rights Campaign Foundation's Municipal Equality Index Scorecard

WHEREAS The Human Rights Campaign Foundation releases an annual scorecard rating municipalities throughout the country on the basis of equality towards LGBTQ individuals; and

WHEREAS Juneau's 2022 report resulted in a score of 100; and

WHEREAS this score was achieved in part due to "flex" scoring, and the report still identifies areas where CBJ can improve on LGBTQ equality; and

WHEREAS the scorecard identifies that CBJ has no law or policy that requires the businesses the city contracts with or provides grant funding to have an employee non-discrimination policy that expressly covers sexual orientation and gender identity; and

WHEREAS CBJ also does not have in place LGBTQ-specific programming to attract LGBTQ applicants and promote diversity in the workplace; and

WHEREAS the Juneau Human Rights Commission does not have any authority to conciliate, issue a right to sue letter, or otherwise enforce citywide non-discrimination protections; and

WHEREAS CBJ does not provide services to LGBTQ older adults or to the transgender community; and

WHEREAS City and Borough of Juneau does not test the limits of restrictive Alaska State law.

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

Section 1. Upon adopting this resolution, the Assembly:

- A. Recognizes the need to improve equality for LGBTQ individuals in Juneau
- B. Will create a policy that requires CBJ to only contract with business that have a non-discrimination policy that expressly covers sexual orientation and gender identity
- C. Will create a program to encourage the recruitment of LGBTQ individuals for municipal employment and promote diversity in the workplace

- D. Will explore options to provide resources and support to JHRC for the purposes of addressing individual cases of discrimination brought by Juneau residents
- E. Will explore options to offer services in CBJ facilities that consider the specific needs of LGBTQ older adults and the transgender community
- F. Will preemptively establish municipal-level protections against discriminatory legislation affecting LGBTQ individuals in Juneau, which may pass on the state level.

Section 2. Effective Date. This resolution shall be effective immediately after its adoption.