



# JUNEAU HUMAN RIGHTS COMMISSION AGENDA

November 20, 2024 at 5:00 PM

Zoom Webinar

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<https://juneau.zoom.us/j/9221141227?pwd=em1sMTVidkxzVW9XYTInc3U1YWZwZz09&omn=88955481287>

Meeting ID:922 114 1227 Passcode: 306447

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

**A. CALL TO ORDER/ROLL CALL**

Present:

Absent:

Others Present:

**B. APPROVAL OF AGENDA**

**C. APPROVAL OF MINUTES**

1. **October 16, 2024 JHRC Meeting Minutes - Draft**

**D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS**

**E. AGENDA TOPICS**

2. **JHRC Standing Agenda Topics**

**FY25 Budget:**

Treasurer Report

Community Engagement Project

**Celebrating Black History Month - February 2025**

**Celebrating Alaska Native Heritage Month/Honoring Missing and Murdered Indigenous Women 2024**  
(continuation)

3. **Resolution to Temporarily Lower Quorum**

4. **Charge of the Juneau Human Rights Commission**

5. **JHRC Strategic Plan 2024 - 2025**

6. **JHRC Resolution Encouraging Assembly Action to Increase Productivity in CBJ Boards, Committees, Commissions**

7. **Election of Treasurer & Scheduling future JHRC Meetings for Holidays & 2025**

**F. NEXT MEETING DATES - all from 5-6pm via Zoom**

Wednesday, November 20, 2024

Wednesday, December 4, 2024

Wednesday, December 18, 2024

**G. SUPPLEMENTAL MATERIALS**

**H. 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](mailto:city.clerk@juneau.gov).

DRAFT MINUTES  
JUNEAU HUMAN RIGHTS COMMISSION  
THE CITY AND BOROUGH OF JUNEAU, ALASKA  
OCTOBER 16, 2024

I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:01 pm.

- a. Present: Paige English, Haifa Foroughi, Alison Gottschilich, Lance Mitchell,
- b. Absent: Mary Wegner, John Drips and Camille Mauch
- c. Support: N/A

II. APPROVAL OF AGENDA: Haifa moved and Lance seconded to approve the Agenda as amended moving item #2 (a) Missing and Murdered Indigenous Women, to item #1. Approved by unanimous consent.

III. APPROVAL OF MINUTES

- a. Minutes of the October 1, 2024 Meeting: Haifa moved and Lance seconded to approve the Minutes. Approval occurred by unanimous consent.

IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.

**\*Guest presenter Natasha Jackson, Tlingit & Haida Community Advocate on agenda item #1**

V. AGENDA

**1. Celebrating Alaska Native Heritage Month/Honoring Missing and Murdered Indigenous Women, addressed by presenter Natasha Jackson, Tlingit & Haida Community Advocate and team Lance/Paige heading this initiative. Introductions and welcoming to Natasha Jackson. Following is information shared at the meeting:**

**Paige: \*submitted a public information request through the Alaska Department of Public safety for updated information on MMIW -it will take 6-8 weeks to reply-**

**\*Called the urban Indian Health institute for more information and the statistics they have because they have published statistics on missing women that don't align with police record but I'm waiting to hear back from them**

**\*Statistics are hard to find but what I did find was that in the latest report published in 2021 by the department of public safety, there were 280 cases for alaskan women who were believed to have disappeared under suspicious circumstances**

**\*The urban Indian health Institute identified 506 cases nationwide of native women disappearing or being killed, many of which aren't on law-enforcement record**

**\*The FBI database indicates there are more than 1500 unsolved cases of missing and murdered indigenous women**

**\*Alaska alone has the highest number of cases and is the state with the highest rates of violence against women there's extremely limited information and no reliable count of how many**

native women actually go missing and are killed each year because women are often mislabeled as Hispanic or Asian and thousands have been left off the federal person database or just not logged.

\*According to the national crime information center in 2016, 5712 reports of missing native Alaskan women were made. However, only 116 of those cases were ever logged into the national missing and unidentified person system.

There is clearly limited information shared among agencies and statistics specific to this issue recorded. Some ideas to increase community awareness were holding a town-hall or round table in the Valley Library.

Guest: Natasha Jackson, Tlingit & Haida Community Advocate expressed that “human traffic, sexual assault etc., are very complex issues. Human trafficking, substance abuse, historical trauma..... all are cycles influencing this larger issue. Yes, there is little reporting and data collection and recording to access accurate data and statistics. There are also success stories on the efforts and resources allocated to solve cases and community awareness and education on this problem. Indian Tribes of Alaska and Public safety work together with other organizations. Systems are overwhelmed but State and the Feds are trying to fill existing gaps in the system. A new position is opening in Ketchikan. The work started in 2019 - relatively new- still it is amazing the amount of work being done. MMIP (sp) and human trafficking, FBI, Homeland security are coming together around this issue. A community such as this can do a lot. Juneau is the Native hub in southeast so resources and efforts need to be centered here. Advocacy, education, public awareness.... Work is being done but AK territory is so huge that is a big challenge.

Central Council is organizing a listening session in February to hear more community concerns, people affected personally, support people with trauma, take time to process. This trauma was confused with historical trauma and therefore got lost in big “trauma” umbrella. We do a lot of stabilization to support people processing trauma. This listening event will provide support in this area. It takes six months to plan and implement such event. Talking about mental health, sexual assault, -not a lot people know they have “abuse rights”- . Partnership will help us. Bring the state, local and national voices and help -we cannot do it alone- its a huge work trying to change the culture around this. I will connect with communications office and let you know what events are being planned and send you the info. Tribal courts are coming together to talk about issues affecting AK Natives.

\*Tribal courts need to be recognized. Many communities do not have established Tribal Courts,  
\*There is great complexities surrounding issues, resources, multi-level agencies etc.,  
strengthening partnership is critical in moving forward.” (info shared by Ms. Jackson)

Questions addressed: How would JHRC’s event be different from the February event that other groups are organizing?

Will our resources and energy be effectively invested in an event one month away, or better wait for, and join the february event? Ms. Jackson suggested to join them. She feels Feb 3rd and 4th will be great and she would appreciate our support.

\*After consultation it was unanimously decided that JHRC will join the February event.

Move agenda items remaining to be addressed at the Nov. 6th meeting.

Meeting adjourned at 18:04.

2. Strategic Plan 2024-2025:
  - a. Missing and Murdered Indigenous Women: continue
3. Standing Agenda Topics not addressed at this meeting:
  - a. FY25 Budget:
    - 1) Treasurer Report: Not addressed at this meeting.
    - 2) Community Engagement Project: Alison will join Haifa and Mary in working on our Community Engagement Project.
  - b. Celebrating Black History Month 2025: Not addressed at this meeting.
4. Resolution to Temporarily Lower Quorum: Not addressed at this meeting.
5. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Commissions, Boards, and Committees: Not addressed at this meeting.
6. Charge of the Commission: Lance suggested that we consider requesting of the Assembly a change to our charge, so we have some ability to help community members in need of support when it comes to issues around discrimination. We did not get a chance to discuss this topic in depth. Not addressed at this meeting

I. PUBLIC Comments:

II. UPCOMING MEETING DATES

- a. Wednesday, November 6, 2024 from 5:00-6:00 pm via Zoom.
- b. Wednesday, November 20, 2024 from 5:00-6:00 pm via Zoom.
- c. Wednesday, Dec. 4, 2024 from 5:00-6:00 pm via Zoom.
- d. Wednesday, Dec. 18, 2024 from 5:00-6:00 pm via Zoom.

III. ADJOURNMENT: Meeting adjourned at 6:04 pm.

# Community Engagement Project Plan

A Juneau Human Rights Commission [JHRC] proposal to identify social issues in Juneau and develop solution recommendations for CBJ

# JHRC Charge from CBJ

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**This project addresses all five JHRC responsibility areas:**

- Develop education and public discourse programs
- Promote harmonious intergroup relations with CBJ
- Examine sources of tension and practices of discrimination
- Advise the Assembly concerning solutions to specific problems
- Recommend possible actions to the Assembly

# Project Premise

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## Challenge:

- Community engagement is vital to a healthy democracy
- Existing communication structures within CBJ resonate with some but not all community members

## Solution:

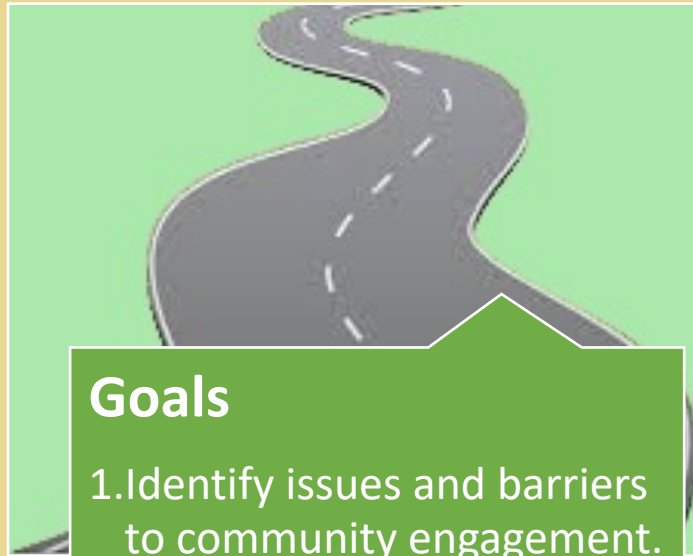
- Crowdsourcing to collect and prioritize community input
- Prioritized list of actions for CBJ consideration

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**Crowdsourcing:** *Process to collect input and ideas, and assess the strength of community support for the ideas.*



# Goals, Outcomes, and Benefits



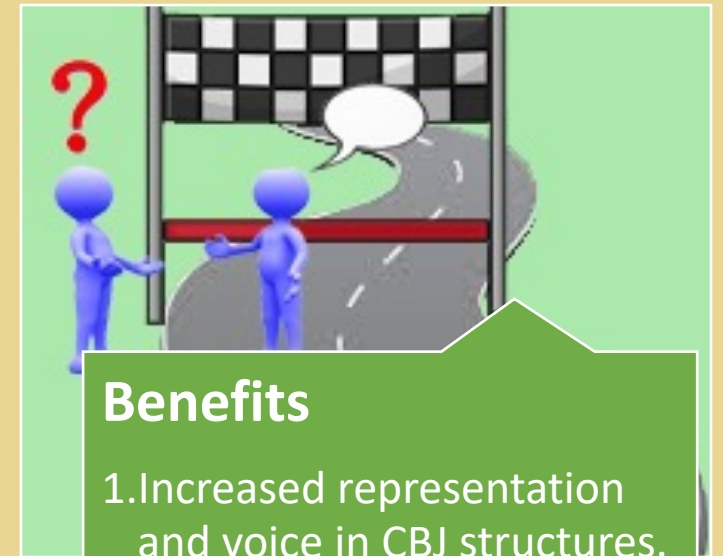
## Goals

1. Identify issues and barriers to community engagement.
2. Prioritize community solutions to identified barriers of engagement.



## Outcomes

1. Increased levels of community participation in CBJ structures.
2. Prioritized list of actions for CBJ consideration.



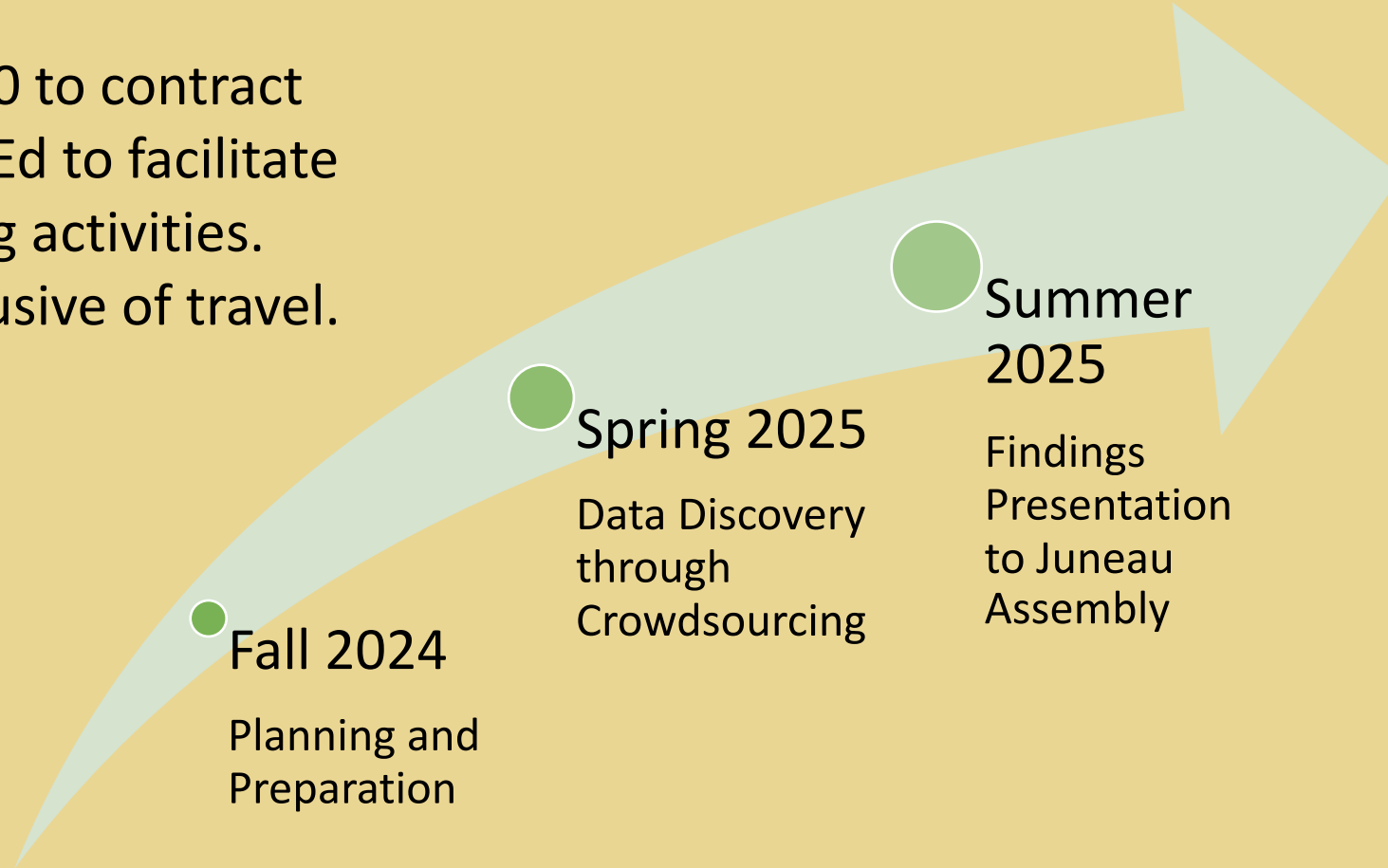
## Benefits

1. Increased representation and voice in CBJ structures.
2. Identify existing and new mechanisms to convey, understand, and unpack community needs.

# Timeline and Costs

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**Costs:** \$15,000 to contract with CatapultEd to facilitate crowdsourcing activities. Costs are inclusive of travel.



Presented by: HRC  
Presented: 05/24/2021  
Drafted by: R. Palmer III

**RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA**

**Serial No. 2946**

**A Resolution Reestablishing the Juneau Human Rights Commission for the Purpose of Amending the Number of Commission Members, and Repealing Resolution No. 2738.**

WHEREAS, the Assembly of the City and Borough of Juneau established the Human Rights Commission in 1992, by Resolution No. 1615(am), to address the issue of discrimination and harassment within the City and Borough of Juneau; and

WHEREAS, the Assembly re-established the Commission by Resolution 2209 in 2003, in 2008 with Resolution 2436, and again in 2016 with Resolution 2738; and

WHEREAS, the Assembly’s purpose in establishing the Human Rights Commission, as stated in Resolution Nos. 1615(am), 2209, 2436, and 2738 remains unchanged: the Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern, threatening the peace, order, health, safety, and general welfare of the municipality and its inhabitants; and

WHEREAS, it continues to be the policy of the municipality to eliminate and prevent discrimination and harassment; and

WHEREAS, it is the Assembly’s intent to re-establish the Commission without change, except that the Assembly Human Resources Commission passed a motion on April 26, 2021, recommending the Commission’s membership increase from five members to seven members.

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

**Section 1. Human Rights Commission re-established.**

(a) There is established a human rights commission consisting of seven persons, which shall be known as the City and Borough of Juneau Human Rights Commission.

- (1) The Assembly shall appoint members of the Commission to staggered three-year terms. Members shall be selected to provide the most balanced representation possible. A member of the Commission shall be eligible for reappointment.
- (b) The Commission is charged to:
  - (1) Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination, including hate crimes.
  - (2) Promote harmonious intergroup relations within the City and Borough of Juneau 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.
  - (3) Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.
  - (4) Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.
  - (5) Recommend to the Assembly, action, policies, and legislation to be considered by state and local governments.

**Section 2. Procedure.** The Commission's procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time.

**Section 3. Officers, Meetings, Quorum.** In accordance with the Advisory Board Rules of Procedure, the Commission shall select its own officers, and shall hold regular meetings on a schedule established by the Commission, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Commission requires four or more affirmative votes to be approved.

**Section 4. Staff Assistance.** Staff support to the Commission shall be provided by the City Manager as available and appropriate.

**Section 5. Repeal of Resolution.** Resolution No. 2738, adopted on January 11, 2016, is repealed.

**Section 6. Effective Date.** This resolution shall be effective immediately after its adoption.

Adopted this 24<sup>th</sup> day of May, 2021.



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Beth A. Weldon, Mayor

Attest:



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Elizabeth J. McEwen, Municipal Clerk

## Juneau Human Rights Commission – Draft Strategic Plan 2024-2025

Section E, Item 5.

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

Updated 10-1-24

Charge from the Assembly	Strategies and Actions	Metrics	Completion Date	Who is Responsible
1. Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.  2. Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Develop and implement a Community Engagement Project	Number of crowdsourcing engagements that were offered to engage with the broader community to identify issues related to discrimination.		Alison, Haifa, and Mary
3. 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.	A. Collaborate with organizations to support a celebration of Black History month and Alaska Native Heritage month.  B. Collaborate with local agencies and organizations to better understand their vision, mission, and impact in Juneau,	A.  B. Create a Directory of Agencies/Organizations/Faith-based Communities/ Collectives to share with the mayor so a wider range of community members can be invited to engage with CBJ		A. Lance for Black History Month, and Paige and Lance for Alaska Native Heritage Month that may include Missing and Murdered Indigenous Women  B.
4. Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.  5. Recommend to the Assembly action, policies, and legislation to be considered by state and local governments	Support and advocate for community human rights needs that arise by drafting memos, resolutions, and policy recommendations to the Assembly	Number of memos, resolutions, and policy recommendations made to the Assembly		
	Improve on-line presence focused on the website, as it needs to be more informative and factual. Continue to consider social media to increase visibility regarding our work.	Website is updated and Events portion has listed events from 2013-2020 where there is a current gap.		Mary website and Lance/_ social media

Subject: Resolution for Strengthening Collaboration and Empowering the Juneau Human Rights Commission in the City and Borough of Juneau

Dear Members of the City and Borough of Juneau Assembly,

WHEREAS, the Juneau Human Rights Commission is dedicated to advancing and defending human rights within our community; and

WHEREAS, the Commission has identified challenges that hinder its effectiveness in fulfilling its mission, including difficulties recruiting and retaining members who attend consistently and contribute substantively, a lack of an effective web presence, and the need for a reliable document repository; and

WHEREAS, recognizing the importance of mutual communication, the Commission seeks to establish a reciprocal relationship with the City and Borough of Juneau Assembly;

WHEREAS, Angie Flick, Finance Director for the City and Borough of Juneau, wrote a letter to the Assembly Finance Committee on November 21, 2023 noting that "inflation continues to be a headline topic" and that "inflation and the ability to recruit and retain employees remain a high focus" for the City and Borough;

NOW, THEREFORE, BE IT RESOLVED that the Juneau Human Rights Commission hereby brings to the attention of the City and Borough of Juneau Assembly the following concerns and respectfully requests that the Assembly take necessary actions to support the Commission in addressing these impediments:

**1. Trouble Recruiting and Retaining Members:**

- a. The Commission acknowledges the challenge of recruiting and retaining members who attend consistently and contribute substantively to its work.
- b. The Assembly is requested to consider including the Juneau Human Rights Commission among those where members receive a stipend to defray costs associated with participation, particularly given the impact of inflation, thereby fostering greater participation and inclusivity among individuals of limited means.

**2. Lack of Effective Web Presence and Document Repository:**

- a. The Commission emphasizes the critical need for a transparent and accessible web presence.
- b. The Assembly is urged to allocate resources for the timely update of the Commission's website, ensuring the inclusion of all committee documents, such as resolutions, attachments, and a comprehensive history of meeting minutes.
- c. The Assembly is further requested to collaborate with the Commission to establish a reliable document repository that can withstand turnover among secretaries or members, ensuring the preservation and accessibility of Commission documents.

**3. Reciprocal Communication Relationship:**

- a. The Commission values open and reciprocal communication with the City and Borough of Juneau Assembly.

b. The Assembly is invited to engage in a proactive and regular communication relationship with the Commission, including scheduled meetings or updates to ensure effective collaboration and information sharing.

**4. Recommendation to Consider Expanding Stipends:**

a. The Commission recommends that the Assembly consider expanding the stipend model to other boards and commissions that have a human rights concern as part of their mission and that have experienced consistent vacancies, particularly in light of the economic impact of inflation, thereby enhancing the diversity and effectiveness of these entities.

BE IT FURTHER RESOLVED that the Juneau Human Rights Commission looks forward to working collaboratively with the City and Borough of Juneau Assembly to implement these measures, thereby enhancing the effectiveness of the Commission in fulfilling its vital role within the community.

This resolution is effective upon adoption.

Sincerely,