



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

February 06, 2024 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/88090093337?pwd=ZUgrMi8rSStXK2I1TW5XL2ZobCtpdz09>

Meeting ID: 880 9009 3337 Passcode: 501351

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.](#) December 19, 2023 JHRC Minutes - Draft

[2.](#) January 27, 2024 JHRC Worksession Minutes - Draft

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

3. JHRC Standing Agenda Topics

FY25 Budget:

Treasurer Report

Community Engagement Project

Town Halls

Celebrating Black History Month 2024 - Alaska Black Business Expo: February 17, 2024

Alaska Native Heritage Month in November 2024

Resolution in Honor of Rosalee Walker

[4.](#) JHRC Strategic Plan 2024 - Worksession Wrap Up

[5.](#) JHRC Resolution Encouraging Assembly Action to Increase Productivity in CBJ Boards, Committees, Commissions - Draft

F. NEXT MEETING DATES - at 5pm via Zoom

February 20, 2024

March 5, 2024

March 19, 2024

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
DECEMBER 19, 2023

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:03 pm.
 - a. Present: John Drips, Haifa Foroughi, Emily Mesch, Lance Mitchell, and Mary Wegner
 - b. Absent: Paula Drake and Camille Mauch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: John moved that the Agenda be approved by unanimous consent. Approved.
- III. APPROVAL OF MINUTES
 - a. Minutes of the December 5, 2023, Meeting: John moved that the Minutes be approved by unanimous consent. Approved.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: A member of the public was present but did not choose to speak.
- V. AGENDA
 1. Standing Agenda Topics:
 - a. FY25 Budget:
 - 1) Treasurer Report: There has been no budgetary action since the last meeting.
 - 2) Community Engagement Project: Emily, Haifa, and Mary have not yet met to review the project plan and prepare a recommendation for the JHRC.
 - b. Town Halls: We discussed a need to identify a process to select townhall topics; however, nothing was finalized at this time.
 - c. Celebrating Black History Month 2024 - Alaska Black Business Expo: The Expo will be held at the JAHC on February 17, 2024, and will have guest speakers, vendor booths, and workshops. The event is sponsored by the Juneau Black Awareness Association. We will have a table and we have been asked to help promote the event. Lance has been working with Jasmine Smith on the details and there are several speakers already lined up. Haifa will invite Amy Skilbred, Executive Director of the Juneau Community Foundation, to be a speaker to address access to economic equity. Lance and Mary will work on developing a presentation to talk about the Universal Declaration of Equal Rights.
 - d. Celebrating Alaska Native Heritage Month 2024: John and Lance will work on ideas for this event.
 2. Resolution in Honor of Rosalee Walker: Haifa shared a draft resolution to honor Rosalee Walker. We edited the draft and added relevant information. Haifa will revise the document and bring it back for final review.
 3. Strategic Plan 2024: A 2-hour work session/meeting with 90 minutes to focus on the Strategic Plan and 30 minutes to finalize plans for the Alaska Black Business Expo will be held on Saturday, January 20, 2024, from 10:00 am to 12:00 pm. We hope to

meet at the Valley Library, and Lance will check on the availability. The work session/meeting will replace our planned January 16, 2024, meeting. Haifa will connect with an experienced facilitator to see if they are willing to lead the work session and will check on the availability of a stipend to compensate the facilitator.

- I. PUBLIC COMMENT: No public were present at this point in the meeting.
- II. UPCOMING MEETING DATES
 - a. Note: We will not hold a meeting on January 2, 2024, or January 16, 2024.
 - b. Work Session/Meeting January 20, 2024, from 10:00 am to 12:00 pm at a location TBD.
 - c. February 6, 2024, at 5:00 pm via Zoom.
 - d. February 20, 2024, at 5:00 pm via Zoom.
- III. ADJOURNMENT: The meeting was adjourned at 6:04 pm.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
JANUARY 27, 2024

The Juneau Human Rights Commission held a Strategic Planning work session facilitated by Timi Tullis. The work session was held on January 27, 2024, from 2:00-3:30 pm at the Downtown Library. During the work session we identified five strategies and actions that would be our focus of our work for the coming year. Members present included John Drips, Haifa Foroughi, Emily Mesch, and Mary Wegner. No public were present except for the facilitator.

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 3:32 pm.
 1. Present: John Drips, Haifa Foroughi, Emily Mesch, and Mary Wegner
 2. Absent: Paula Drake and Camille Mauch, and Lance Mitchell
 3. Support: N/A
- II. APPROVAL OF AGENDA: Emily moved to approve the Agenda and the Agenda was approved by unanimous consent.
- III. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.
- IV. AGENDA
 1. Celebrating Black History Month 2024 - Alaska Black Business Expo: The Expo will be held at the JAHF on February 17, 2024, and will have guest speakers, vendor booths, and workshops. The event is sponsored by the Juneau Black Awareness Association. We will have a table and we have been asked to help promote the event. Lance has been working with Jasmine Smith on the details and there are several speakers already lined up. Haifa invited Amy Skilbred, Executive Director of the Juneau Community Foundation, to be a speaker to address access to economic equity; however, Haifa has not yet heard back from Amy and will follow up with her.

We decided to develop a pamphlet to have at our table at the Expo. The goal of the pamphlet will be to invite the community to engage in our work by sharing the five strategies we identified during our strategic planning session earlier today. Mary will draft a pamphlet and Haifa will reach out to Beth to see if she has a copy of the 2017 version of the pamphlet.

Lance and Mary were going to work on developing a presentation to talk about the Universal Declaration of Equal Rights; however, we took a closer look at the document during the meeting and felt it was too broad and beyond our scope to be relevant for a presentation at the Expo especially since the United States has not signed onto this document. The CBJ charter for JHRC is aligned with the Universal Declaration of Equal Rights, so if we promote our mission on our flyer then we will in turn be promoting the concepts included in the Universal Declaration. We decided not to make a presentation on the Universal Declaration at the Expo. If Amy is not available then we will offer a session titled *Juneau Human Rights*

Commission 101, which will be a brief overview of our work and then time for Q&A, or a panel, or small group interaction around our goals. Emily and Haifa will draft a presentation proposal for our next meeting.

- I. PUBLIC COMMENT: No public were present.
- II. UPCOMING MEETING DATES
 - a. February 6, 2024, at 5:00 pm via Zoom.
 - b. February 20, 2024, at 5:00 pm via Zoom.
 - c. March 5, 2024, at 5:00 pm via Zoom.
- III. ADJOURNMENT: The meeting was adjourned at 3:59 pm.

Juneau Human Rights Commission Action Plan 2024

Section E, Item 4.

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.

Updated 12.5.23

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.) (Emily, 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.) (Emily, Haifa, and Mary) • Collaborate with organizations to support a celebration of Black History month (Lance) and Alaska Native Heritage month (_____) • 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 - 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.) (Emily, 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" (John 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.) (Emily, 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>Strategy: Identify JHRC 2-3 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.) (Emily, Haifa, and Mary) • Support and advocate for community human rights needs that arise by drafting memos and recommending policy to the Assembly (John)

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,