



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

October 16, 2024 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/9221141227?pwd=em1sMTVidkxzVW9XYTInc3U1YWZwZz09&omn=88955481>

287

Meeting ID: 922 114 1227 Passcode: 306447

Or call in via Phone: 1-253-215-8782

A. CALL TO ORDER/ROLL CALL

Present:

Absent:

Others Present:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. October 1, 2024 JHRC 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

3. Resolution to Temporarily Lower Quorum

4. JHRC Strategic Plan 2024 - 2025

5. Charge of the Juneau Human Rights Commission

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

F. NEXT MEETING DATES - at 5pm via Zoom

Wednesday, November 6, 2024

Wednesday, November 20, 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.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
OCTOBER 1, 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, and Mary Wegner
 - b. Absent: John Drips and Camille Mauch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: Haifa moved and Lance seconded to approve the Agenda as amended. Approval occurred by unanimous consent.
- III. APPROVAL OF MINUTES
 - a. Minutes of the April 2, 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.
- V. AGENDA
 1. Welcome to Alison and Paige! We welcomed Alison and Paige and introduced ourselves to each other.
 2. Strategic Plan 2024-2025: We discussed the strategic plan to introduce Alison and Paige to the work of the Commission. Both Alison and Page identified areas where would like to contribute to our work.
 - a. Missing and Murdered Indigenous Women: During our Strategic Plan discussion, Lance and Paige offered to lead our efforts to honor Alaska Native American Month that can include recognition for Missing and Murdered Indigenous Women. They will come to our next meeting with ideas to celebrate/honor this November.
 3. Discussion Regarding Meeting Dates and Times: We discussed the best day and time for us to meet. We settled on the first and third Wednesday of every month at 5:00 pm.
 4. Annual Report: Haifa shared that she presented our Annual Report to the Human Resources Committee in September.
 5. Update on Rosalee Walker Resolution: Mary shared an update that after we submitted our resolution to the Assembly to honor Rosalee Walker, CBJ found that they did pass a resolution on December 22, 2023. Consequently, they did not act on our resolution.
 6. Alaska State Commission for Human Rights in Juneau: JHRC members were invited to their June 7th meeting that was held at the Juneau Downtown Library. Haifa and Mary reported that they attended the meeting.
 7. Standing Agenda Topics:
 - 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.
 - c. Celebrating Alaska Native Heritage Month 2024: Lance and Paige will come to our next meeting with ideas about how to engage with the community celebrations and honoring activities.
 - 8. Resolution to Temporarily Lower Quorum: Not addressed at this meeting.
 - 9. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Commissions, Boards, and Committees: Not addressed at this meeting.
 - 10. 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.
- I. PUBLIC COMMENT: Former JHRC member Ibn Bailey joined our meeting to share greetings and appreciation for the work we are doing.
- II. UPCOMING MEETING DATES
- a. Wednesday, October 16, 2024 from 5:00-6:00 pm via Zoom.
 - b. Wednesday, November 6, 2024 from 5:00-6:00 pm via Zoom.
 - c. Wednesday, November 20, 2024 from 5:00-6:00 pm via Zoom.
- III. ADJOURNMENT: The meeting was adjourned at 6:03 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

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

Challenge:

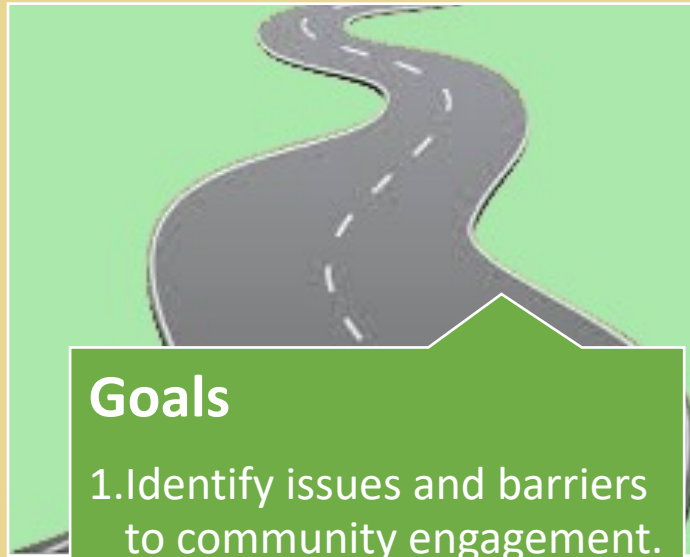
- Community engagement is vital to a healthy democracy
- Existing communication structures within CBJ resonate with some but not all community members

Solution:

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

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

Goals, Outcomes, and Benefits



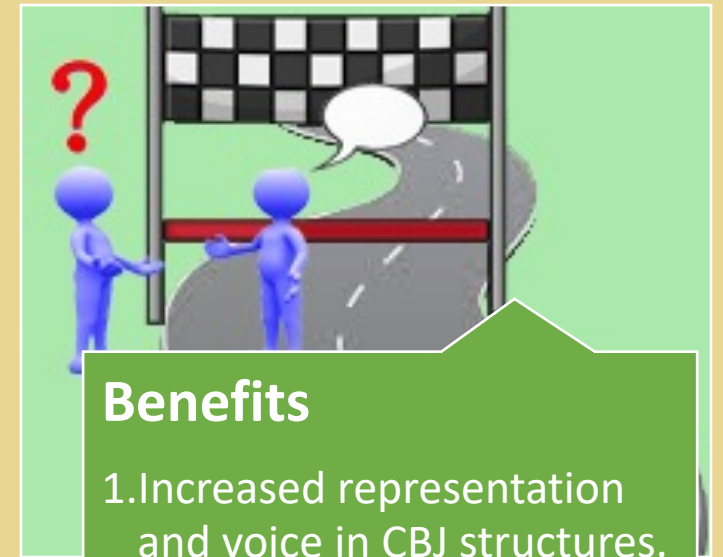
Goals

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.

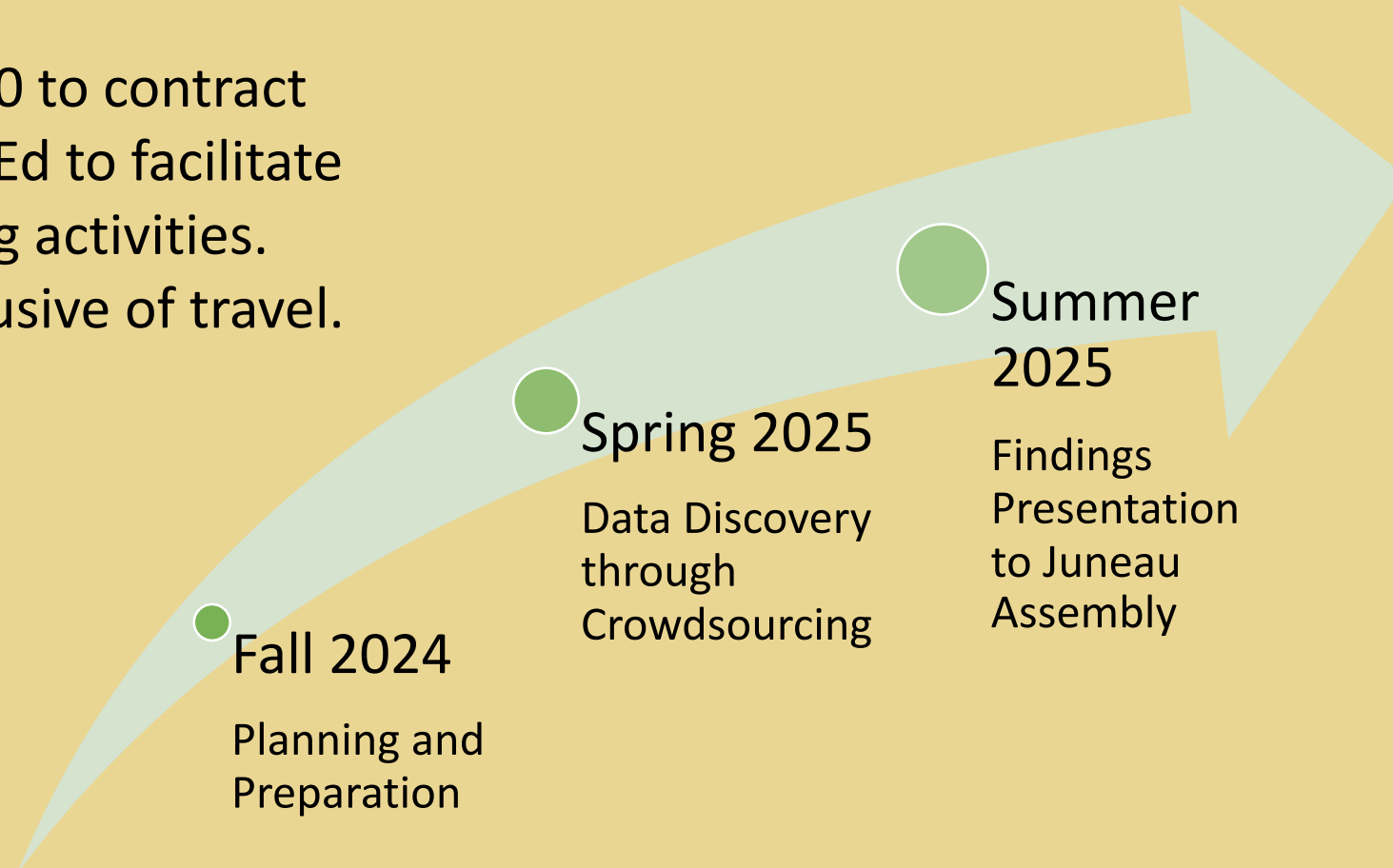


Benefits

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

Timeline and Costs

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



Juneau Human Rights Commission – Draft Strategic Plan 2024-2025

Section E, Item 4.

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

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 24th day of May, 2021.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

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,