



# SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION AGENDA

April 23, 2024 at 12:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

**A. CALL TO ORDER**

**B. LAND ACKNOWLEDGEMENT**

We would like to acknowledge that the City and Borough of Juneau is on Tlingit land and wish to honor the indigenous people of this land. For more than ten thousand years, Alaska Native people have been and continue to be integral to the well-being of our community. We are grateful to be in this place, a part of this community, and to honor the culture, traditions, and resilience of the Tlingit people. *Gunalchéesh!*

**C. ROLL CALL**

**D. APPROVAL OF AGENDA**

**E. APPROVAL OF MINUTES**

- [1. March 5, 2024 SRRC Meeting Minutes - Draft](#)
- [2. March 19, 2024 SRRC Worksession Meeting Minutes - Draft](#)

**F. AGENDA TOPICS**

**3. CBJ FY25 Budget Ordinances - For SRRC Discussion**

April 6, 2024 Assembly Finance Committee Worksession w/ YouTube Recording - [PACKET LINK](#)

[Ordinance 2024-03](#) An Ordinance Establishing the Rate of Levy for Property Taxes for Calendar Year 2024 Based Upon the Proposed Budget for Fiscal Year 2025.

[Ordinance 2024-01](#) An Ordinance Appropriating Funds from the Treasury for FY25 City and Borough Operations.

[Ordinance 2024-02](#) Ordinance 2024-02 An Ordinance Appropriating Funds from the Treasury for FY25 School District Operations.

[Resolution 3052](#) A Resolution Adopting the City and Borough Capital Improvement Program for Fiscal Years 2025 through 2030 and Establishing the Capital Improvement Project Priorities for Fiscal Year 2025.

**G. STANDING WORKSESSION TOPICS - AS TIME ALLOWS**

**4. Standing Agenda Topic - Links to Other CBJ Functions for Potential SRRC Review - As Time Allows**

During several SRRC meetings these topics were brought up as potential topics of interest for the SRRC to review.

Human Resources/Risk Management Department ([webpage](#)): [employment](#), [personnel rules](#), [policies & procedures](#)

CBJ Police Department ([webpage](#)): [JPD Policies](#), [Annual Reports & Strategic Plans](#)

CBJ Municipal Elections ([webpage](#))

CBJ Board Recruitment & Diversity - [CBJ board directory](#) & [CBJ board application](#)

**H. STAFF REPORTS**

**I. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS**

**J. NEXT MEETING DATE**

Regular SRRC Meeting for Legislation Review - April 30, 2024 @ 12pm via Zoom

**K. SUPPLEMENTAL MATERIALS**

**L. 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).

# SYSTEMIC RACISM REVIEW COMMITTEE MINUTES - DRAFT



March 05, 2024 at 12:00 PM

## Zoom Webinar

<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

- A. **CALL TO ORDER - Chair Froehlich called the Systemic Racism Review Committee to order at 12:02p.m.**
- B. **LAND ACKNOWLEDGEMENT – read by Chair Froehlich**
- C. **ROLL CALL**

Present: Chair Ephraim Froehlich, Kelli Patterson, Ivan Nance, Jennifer Pemberton, and John Drips

Absent: Gail Cheney, and Anavera Morato

Staff/Other Attendees: Robert Barr, Nicole Lynch, and Di Cathcart

### D. APPROVAL OF AGENDA

Agenda approved as presented.

### E. APPROVAL OF MINUTES

Minutes approved as presented.

- 1. **February 6, 2024, SRRC Meeting Minutes - Draft**

### F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS - None

### G. CONSENT AGENDA

The following ordinances were up for introduction on the consent agenda at Monday night's Regular Assembly Meeting. A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

#### **Recommended Motions:**

*"I move to approve the consent agenda as presented and ask for unanimous consent" OR "I move to approve the consent agenda as amended and ask for unanimous consent": [use this motion when items are pulled off consent for further discussion]*

#### **2. Legislation for Review by SRRC**

[Ordinance 2023-14\(b\)\(Z\)](#) An Ordinance Appropriating \$76,130 to the Manager for the Energy Efficiency and Conservation Block Grant; Grant Funding Provided by the U.S. Department of Energy.

[Ordinance 2023-14\(b\)\(AE\)](#) An Ordinance Transferring \$250,000 from the RecycleWorks Fiscal Year 2024 Operating Budget to the River Road Junk Vehicle Cleanup Capital Improvement Project.

[Ordinance 2023-04\(b\)](#) An Ordinance Establishing a City and Borough of Juneau Whistleblower Act.

Mr. Barr read the ordinance titles into the record and gave a summary of each piece of legislation. Committee members discussed which ordinances to pull for further discussion.

**MOTION:** Mr. Froehlich moved to pull Ordinance 2023-04(b) and Ordinance 2023-14-(b)(AE) for additional discussion and approve the consent agenda as amended and asked for unanimous consent. **Hearing no objection, motion passed.**

**H. LEGISLATION PULLED FOR DISCUSSION**

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

**Sample Motions:**

*"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" OR "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation."*

Ms. Pemberton asked about Ordinance 2023-04(b) *An Ordinance Establishing a City and Borough of Juneau Whistleblower Act* and the unintended consequences of people not feeling comfortable to come forward who already face discrimination or job insecurity because of things like systemic racism; would this ordinance create an extra barrier to those bringing an issue forward.

Mr. Barr agreed and noted that it's normal for an employee to feel some anxiety when they are bringing forth a complaint or concern regarding a colleague, supervisor, or another individual in the organization to Human Resources, the Manager's Office, or other public body. We strive to care for those concerns when people bring complaints forward and be sensitive to those realities. It isn't easy to successfully navigate the outcome that is sought by the complainant as it's often complex situations that involve multiple competing perspectives. They often involve investigatory periods that can feel long, onerous, and burdensome and it isn't easy either to allay concerns that people have or to successfully navigate the complaint themselves, to come to the right outcome which isn't always the outcome that is sought by the complainant.

Ms. Pemberton was ok with passing this on to the Assembly and recommended that this would be a good item to look at in a worksession along with Human Resources policies and hiring practices in general.

**MOTION:** by Ms. Pemberton to forward Ordinance 2023-04(b) to the full Assembly as presented and ask for unanimous consent. ***Hearing no objection, motion passed.***

Mr. Froehlich had questions related to Ordinance 2023-14(b)(AE) *An Ordinance Transferring \$250,000 from the RecycleWorks Fiscal Year 2024 Operating Budget to the River Road Junk Vehicle Cleanup Capital Improvement Project* starting with, does CBJ often have private property CIP's.

Mr. Barr responded that normally CBJ does not; this project has been an on-going process starting with a confession of judgement and court proceedings related to the clean-up of junk cars from this property since at least 2018, with the root of the problem being a tow-truck associated with the property owner. There are safety concerns related to this property and staff have been threatened by the property owner. By moving the funds out of the operating budget and to a CIP means the funds will be there when CBJ is able to safely deal with this property and eventually with court permissions, to lien the property for costs incurred that are not reimbursed.

Mr. Froehlich recognized the argument related to public safety, community health and wellness and expressed concerns in giving a large amount of funds to private property clean-up. Those funds could go to CIP's the SRRC identified as providing essential recourses to areas in the community traditionally populated by larger densities of communities of color.

Mr. Drips shared the same concerns as Mr. Froehlich regarding private property clean-up using public funds; stating this seemed to pull away from the cause of justice. that Chair Froehlich noted.

Mr. Nance stated he didn't see how this related to SRRC's mission or how their input would have any relevance to this legislation that has to do with managing money.

Mr. Froehlich disagreed, acknowledging the SRRC's charge is all about money, where money flows is arguably one of the most systemically racist concerns.

Mr. Barr clarified that he didn't see a scenario where any of these funds would benefit the private property owner. CBJ has a confession of judgment (COJ) and we are collecting from that private property owner as much as we can for costs that we bear; and while Chair Froehlich is correct that this money will be tied up for some time, at the end of the day, these funds won't benefit the private property owner and because of that COJ we'll be able to successfully lien that property for any costs that are not reimbursed to the city after this cleanup eventually occurs.

Ms. Patterson commented that the ordinance title and presentation is misleading; she would have assumed this is city property if Mr. Froehlich hadn't mentioned something and felt that systemically this is an issue in the way it's written. She asked how this clean-up came about, was it initiated by CBJ or the neighborhood, living near this neighborhood and knowing the general neighborhood around the property tends to be rather prominent. If this property was in Switzer would CBJ still be willing to spend funds to clean it up.

Mr. Barr said most of these instances come from a code enforcement perspective. When citizens complain about an area then CBJ will investigate it; there is a junk yard in Lemon Creek that CBJ is also trying to deal with.

Mr. Froehlich appreciated Ms. Patterson asking this question and asked what members of our community are benefiting from this. CIP projects are meant to provide benefit to the widest array possible of community members so is that the right place to be drawing money from for this, and in in doing so, taking away funds, not forever, but for a significant period that could otherwise be used to make significant impacts in the lives of people.

Ms. Pemberton requested the committee receive more clarification of CIP's and the process at a future meeting.

Mr. Drips thought it would be good to add a comment to the Assembly, so they are aware of the SRRC's concerns.

**MOTION:** by Mr. Drips to forward Ordinance 2023-14(b)(AE) to the Assembly for action with the following comment from the SRRC added to the Manager's Report for this agenda item: *{this ordinance funds a private property cleanup and is worded in a manner which unintentionally obscures the use of public funds for the purpose of private property clean-up. Even if the city hopes to recoup the cost from the owner, the private property clean-up was identified through code enforcement report by community members. The committee discussed how public funds used for this purpose may be better served by other projects which could serve a broader segment of the community and enforcement based solely on reports by community members has the potential to further systemic racism}* asked for unanimous consent. **Hearing no objection, motion passed.**

**I. STAFF REPORTS**

Ms. Cathcart reminded the committee of the upcoming March 19 worksession.

**J. COMMITTEE MEMBER / ASSEMBLY LIAISON COMMENTS AND QUESTIONS**

Chair Froehlich asked the committee what topic(s) they would like to discuss at the March 19 Worksession. Ms. Pemberton requested a walkthrough of the CIP process and how CIPs are chosen, developed, and funded since that has been a repeat topic of discussion for this committee.

**K. NEXT MEETING DATE**

SRRC Worksession - Tuesday, March 19, 2024 at Noon via Zoom

Regular SRRC Meeting for legislation review - Tuesday, April 2, 2024 at Noon via Zoom

*[Placeholder] SRRC Worksession - Tuesday, April 23, 2024 at Noon via Zoom*

Regular SRRC Meeting for legislation review - Tuesday, April 30, 2024 at Noon via Zoom

**L. SUPPLEMENTAL MATERIALS - None**

**M. ADJOURNMENT**

*There being no further business to come before the committee, meeting adjourned at 1:01p.m.*

# SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES - DRAFT



March 19, 2024 at 12:00 PM

## Zoom Webinar

<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

### A. CALL TO ORDER

Jennifer Pemberton called the meeting to order at 12:09pm via Zoom and chaired the worksession on behalf of Ephraim Froehlich who was traveling with spotty connectivity.

### B. LAND ACKNOWLEDGEMENT – *read by Ms. Pemberton*

### C. ROLL CALL

**Present:** Jennifer Pemberton, AnaVera Morato, Gail Cheney, Ephraim Froehlich, and Kelli Patterson

**Absent:** Ivan Nance and John Drips

**Staff/Others:** Robert Barr, Di Cathcart, John Bohan, and Nicole Lynch

**In Attendee Mode:** Robert Palmer, and Sherri Layne

### D. APPROVAL OF AGENDA – *agenda approved as presented.*

### E. AGENDA TOPICS

#### 1. Draft FY2025 Six-Year Capital Improvement Program - Overview & Process

The attachments: Draft CIP book and Engineering Memo was material presented at the [March 11, 2024 Assembly Public Works & Facilities Committee](#) Meeting packet.

CBJ Chief CIP Engineer John Bohan walked SRRC members through the CIP process and timelines. Mr. Bohan also touched on the Legislative Priorities Projects that were approved for FY25. Chair Pemberton opened the floor to questions and comments from committee members.

Mr. Froehlich asked how, if at all, is racial equity considered for this process. Mr. Bohan responded that most of the CIP requests are maintenance related and was unsure how each department determines its requests. Most of these are maintenance requests.

Ms. Pemberton asked where is the SRRC's sphere of influence if 80% of these CIPs are maintenance related should we be focusing on the other 20%; what influence do we have for the maintenance schedule and the projects already in there.

Mr. Barr outlined that the SRRC has two potential paths to exercise influence on this piece of legislation. The SRRC could look at the actual CIP plan, ask questions, get additional details on projects, and make recommendations to the Assembly. The other path is a little more nebulous, the SRRC could seek information and comment on the overall CIP process through a racial equity lens and make recommendations the committee would like to see changed or updated when staff is building the CIP plan for future years.

Mr. Froehlich asked what the statutory process is that the assembly must take. Mr. Bohan said that the front of the CIP book outlines what CBJ uses for scoring projects, noting that systemic racism is not currently a metric used. Newer projects will come through the voter 1% ballot propositions, a CBJ department or the Assembly.

Mr. Barr pointed the committee to CBJ code 57.15.030 which outlines the requirements for the development of the CIP's.

Mr. Froehlich stated there should be a racial equity or historically marginalized metric added to the scoring.

Chair Pemberton agreed with Mr. Froehlich that it might be worth the SRRC's effort to get racial equity on that scoring list and figure out how to word and update that part of code.

Ms. Patterson asked how a department gets their recommendations, do they ask the public or is it an internal process.

Mr. Bohan outlined that several departments that have boards such as Dock & Harbors, Airport, Eaglecrest, Utility Advisory Board and Parks & Recreation, which allow for public comment and the departments will work through the requests with their boards and any master planning documents related to that department, as well as their maintenance lists. The projects are vetted through the department with 80-90% being maintenance. Streets aren't vetted through the public, but staff listen to public needs. Streets and Water/Sewer Division work together for potential combined work; if a street is getting worked on, can they upgrade water and utilities at the same time. The public can give public testimony on the list at the end of April during the budget process. The Planning Commission also reviews the CIP and can comment.

Mr. Barr added that, it's rare but there are always the outliers, projects the Assembly may add such as the elevator for the Dimond Field House that came up during the process.

Ms. Patterson asked Mr. Bohan if looking at the criteria to help introduce equity onto the scoring list would be helpful when departments are creating their lists.

Mr. Bohan shared that SRRC can look at each department's six-year priority list. That gives you a feel for where departments are focusing their maintenance on over the next six years. Something that would be helpful for staff is what specific criteria is the SRRC looking at to help the departments better refine their projects, with the caveat that maintenance still needs to happen and priorities change.

Mr. Barr commented that equity might look different depending on the project, childcare funding vs. the North Douglas Boat Launch project. So, some projects you might think of geographically, some would be economical, and some are more about racial equity. Chair Pemberton stated that it will take time and close reading to work out things that aren't obvious to everyone. Where do those numbers come from for childcare and the Affordable Housing Fund

Mr. Bohan outlined the 2022 ballot proposition that was brought forward from the Assembly to fund childcare and the Affordable Housing Fund, the Assembly Finance Committee created the list of projects for the municipal ballot and balanced with other previous ballot initiatives. CBJ has roughly \$12M/year available for funding each year of those projects through voter approval.

Chair Pemberton thanked Mr. Bohan for walking the committee through the CIP process, it was very helpful.

## 2. Assembly Finance Committee (AFC) - Community Grants & Budget Calendar

This AFC calendar was pulled from the [March 6, 2024 Assembly Finance Committee Meeting](#) packet and is subject to change. As changes occur, finance staff will include an updated version in each upcoming AFC meeting packet.

Chair Pemberton encouraged members to attend the Assembly Finance Committee meetings as members are able. Ms. Cathcart noted the recording of the Assembly and Assembly Finance Committee are posted the CBJ YouTube channel as well as CBJ's agendas and minutes webpage.

## 3. Links to Other CBJ Topics for Potential SRRC Review

During several SRRC meetings these topics were brought up as potential topics of interest for the SRRC to review.

Human Resources/Risk Management Department ([webpage](#)): [employment](#), [personnel rules](#), [policies & procedures](#)

CBJ Police Department ([webpage](#)): [JPD Policies](#), [Annual Reports & Strategic Plans](#)

CBJ Municipal Elections ([webpage](#))

CBJ Board Recruitment & Diversity - [CBJ board directory](#) & [CBJ board application](#)

**F. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS - None**

**G. NEXT MEETING DATES - Tuesdays at 12:00 pm via Zoom**

Regular SRRC Meeting for Legislation Review - April 2, 2024

SRRC Worksession [Placeholder Date] - April 23, 2024

Regular SRRC Meeting for Legislation Review - April 30, 2024

**H. SUPPLEMENTAL MATERIALS - None**

**I. ADJOURNMENT**

*There being no further business to come before the committee, meeting adjourned at 1:00 pm.*