



# JUNEAU HUMAN RIGHTS COMMISSION AGENDA

April 01, 2025 at 5:00 PM

Zoom Webinar

<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. March 18, 2025 JHRC Meeting Minutes - Draft

## D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

## E. AGENDA TOPICS

2. *Race, Social Programs, and Gender Equality Rights Panel*

3. Revisit Strategic Plan 2024-2025

4. JHRC Standing Agenda Topics

**FY25 Budget:**

Treasurer Report - if needed

Community Engagement Project

**Joint JHRC & Systemic Racism Review Committee (SRRC) Meeting**

**Celebrating Black History Month 2026**

## F. NEXT MEETING DATES - 1st & 3rd Tuesdays at 5pm via Zoom

April 15, 2025

May 6, 2025

May 20, 2025

## 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, e-mail: [city.clerk@juneau.gov](mailto:city.clerk@juneau.gov).

DRAFT MINUTES  
 JUNEAU HUMAN RIGHTS COMMISSION  
 THE CITY AND BOROUGH OF JUNEAU, ALASKA  
 MARCH 18, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:02 pm.
  - a. Present: Paige English, Haifa Foroughi, Lance Mitchell, and Mary Wegner
  - b. Absent: Alison Gottschilich and Camille Mauch
  - c. Support: N/A
  
- II. APPROVAL OF AGENDA: The Agenda was approved by unanimous consent.
  
- III. APPROVAL OF MINUTES
  - a. Minutes of the March 4, 2025 Meeting: The Minutes were approved by unanimous consent.
  
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No one from the public was present.
  
- V. AGENDA
  1. Standing Agenda Topics:
    - a. FY25 Budget:
      - 1) Treasurer Report: Nothing to report currently.
      - 2) Community Engagement Project: Nothing to report currently.
  2. Race, Social Programs, and Gender Equality Rights Panel: We discussed the revised proposal and made minor adjustments to the Introduction to provide specificity about the federal direction and mandates. Possible panelists include people of knowledge and influence (vs. organizational leadership) who can speak to the impact on UAS, Tribal governments and corporations, CBJ Assembly, JSD, Juneau Black Awareness Association, Aware Shelter, etc. We noted that some individuals associated with organizations/entities impacted may not be able to be a panelist due to political considerations. Possible locations are the Mendenhall Valley Public Library, Centennial Hall, Alaska State Museum, or the Elizabeth Peratrovich Hall. Lance and Paige will identify a list of potential panelists and narrow down the location and a few options for potential dates and times of the event. Haifa and Mary will develop the invitation once our event details have been finalized. We talked about holding the event the week of May 26<sup>th</sup>. We will focus on this at our next meeting.
  3. Revisit Strategic Plan 2024-2025: We discussed considering adding to our Strategic Plan an ability for us to gather information about people in Juneau who are experiencing harassment. The JHRC is not charged with the ability to conduct investigations and rather can only encourage those impacted to reach out to the Alaska Commission on Human Rights, which can investigate claims of harassment; however, Lance reported that he is receiving numerous contacts from people experiencing racial harassment in Juneau. The purpose of us potentially gathering data is to help us inform the Assembly of needs in this area.

4. Celebrating Black History Month 2026: Lance talked with Jasmine Smith and the Black Business Expo went over well in Anchorage this year and has received some positive press. There is talk about doing a Black Business Expo in Juneau in 2026. JHRC stands ready to engage and help with this event in Juneau next year.
5. Joint JHRC and Systemic Racism and Review Committee (SRRC) Meeting: Haifa received a request from the chair of the SRRC to have a joint meeting with JHRC. We did not have time to discuss this possibility at this meeting and will add this to our agenda for future consideration.

VI. PUBLIC COMMENT: No one from the public was present.

I. UPCOMING MEETING DATES

- a. Tuesday, April 1, 2025 from 5:00-6:00 pm via Zoom.
- b. Tuesday, April 15, 2025 from 5:00-6:00 pm via Zoom.
- c. Tuesday, May 6, 2025 from 5:00-6:00 pm via Zoom.

II. ADJOURNMENT: The meeting was adjourned at 5:58 pm.

## *Race, Social Programs, and Gender Equality Rights Panel*

### Introduction:

The January 27, 2025 Memorandum for Heads of Executive Departments and Agencies and the February 14, 2025 Dear Colleague letter mandates the immediate removal of all references to diversity, equity, and inclusion (DEI) for organizations receiving federal funding. These mandates pose significant threats to the well-being of individuals who are not white, Christian, males, including women of all ethnicities. This proposal aims to address the vulnerabilities and concerns faced by these communities in light of federal directives that undermine their rights and freedoms in society.

### Objectives:

1. **Assess the Impact:** To evaluate how the federal mandates affect various segments of the community, particularly people of color and members of the LGBTQ+ community.
2. **Provide Support:** To create resources and support systems for individuals whose jobs and careers are being jeopardized by the elimination of DEI-focused departments and programs.
3. **Foster Community Dialogue:** To promote conversations about the implications of these changes on social equity and community cohesion.

### Action Plan:

1. **Community Assessment:** Conduct surveys and focus groups to gather data on how the federal mandates are impacting individuals and organizations locally.
2. **Resource Development:** Establish support networks and resources for those affected, including counseling services and job placement assistance for individuals in roles impacted by the mandates.
3. **Educational Workshops:** Host workshops aimed at educating community members about their rights and how to navigate the changes imposed by the federal government.
4. **Community Outreach:** Organize community forums to facilitate open discussions on the importance of maintaining DEI principles and the implications of dismantling support systems for vulnerable populations.

### Logistics:

- **Meeting Venues:** Utilize accessible community centers and local organizations to ensure inclusivity in our events.
- **Funding:** Explore local partnerships and grants to fund programming that supports those affected by the federal mandates without relying on federal funding.

### Expected Outcomes:

- Increased awareness and understanding of the challenges posed by federal mandates targeting DEI.
- Strengthened support for marginalized communities within the region.
- Enhanced collaboration between community organizations committed to promoting diversity, equity, and inclusion.

**Conclusion:**

The federal mandates to eliminate DEI initiatives threaten the progress made towards equality and social justice for vulnerable populations. This proposal aims to mobilize the community in Juneau to address the fallout from these changes, supporting individuals and organizations that strive to uphold principles of diversity, equity, and inclusion.

**Call to Action:**

We urge community leaders, organizations, and residents to join this initiative in advocating for the rights and dignity of all individuals, regardless of their background. Together, we can support a community that values diversity and fosters equity for everyone

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

Section E, Item 3.

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