



# JUNEAU HUMAN RIGHTS COMMISSION AGENDA

March 04, 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. February 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. JHRC Standing Agenda Topics

**FY25 Budget:**

Treasurer Report - if needed

Community Engagement Project

**Celebrating Alaska Native Heritage Month/Honoring Missing & Murdered Indigenous Women**

**Celebrating Black History Month 2026**

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

March 18, 2025

April 1, 2025

April 15, 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  
FEBRUARY 18, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:02 pm.
  - a. Present: Haifa Foroughi, Paige English, Camille Mauch, Lance Mitchell, and Mary Wegner
  - b. Absent: Alison Gottschilich
  - c. Support: N/A
- II. APPROVAL OF AGENDA: The Agenda was approved by unanimous consent.
- III. APPROVAL OF MINUTES
  - a. Minutes of the December 4, 2025 Meeting: The Minutes were approved by unanimous consent.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No one from the public was present at this point in the meeting.
- V. AGENDA
  1. Assembly Review of Existing Boards, Committees, and Commissions: Based on our discussion at the December 4<sup>th</sup> meeting, Haifa drafted a recommendation to lower our quorum from seven to five members to be achieved through attrition. The letter was emailed to members this afternoon. The letter was approved as drafted, so Haifa will let Di know that it is okay to include our recommendation in the packet that will be sent to the Human Resources Committee.
  2. Current Events in Juneau re: Unsheltered Individual: Members are concerned about the anti-DEI executive orders and dear colleague letters that are coming from the federal level, and the impact these are having on Juneau citizens who are now fearful and may feel especially vulnerable. We discussed the possibility of having a panel with speakers who are knowledgeable about the issues related to this topic. We are each tasked with identifying potential panelists, and will develop a common invitation, with a focus on inviting leaders with expertise in an area impacted vs. a representative of the organization. The current working title of our panel is *Race, Social Programs, and Gender Equality Rights*. Lance, Paige, and Camille will work on developing a proposal about what the panel could look like, and Haifa and Mary will draft an invitation. We discussed the need to hold this panel as soon as possible.
  3. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Commissions, Boards, and Committees: We decided to send v3 of the Resolution to the Assembly now, since it is not mutually exclusive to do one now when the Human Resources Committee is considering engagement on boards, committees, and commissions and draft a resolution after the Community Engagement Project has concluded, which would not happen for at least another year.

4. Standing Agenda Topics:

a. FY25 Budget:

- 1) Treasurer Report: Not discussed at this meeting.
- 2) Community Engagement Project: Haifa will reach out to Di to find out what our next step is regarding sharing our funding proposal with the Assembly during their budget deliberations.

b. Celebrating Alaska Native Heritage Month/Honoring Missing and Murdered Indigenous Women: Not discussed at this meeting.

I. PUBLIC COMMENT: Ibn Baily joined our meeting and commented about the importance of JHRC members to specifically reach out to the Black and Black identifying community in Juneau, as this is a segment of our community that has radio programming, civic engagement committees, and other opportunities to engage with the community and yet receives limited personalized support from individuals outside of the Black community. This is especially important given the tone and tenor of the anti-DEI efforts.

II. UPCOMING MEETING DATES

- a. Tuesday, March 4, 2025 from 5:00-6:00 pm via Zoom.
- b. Tuesday, March 18, 2025 from 5:00-6:00 pm via Zoom.
- c. Tuesday, April 1, 2025 from 5:00-6:00 pm via Zoom.

III. ADJOURNMENT: The meeting was adjourned at 5:52 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

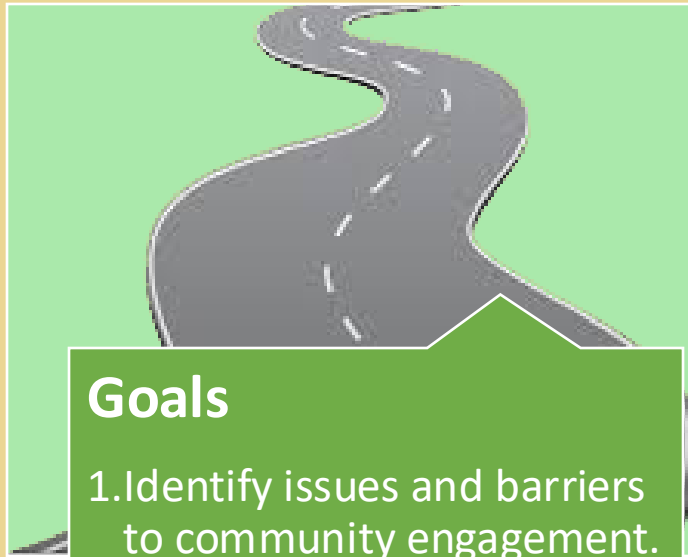
## Solution:

- 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



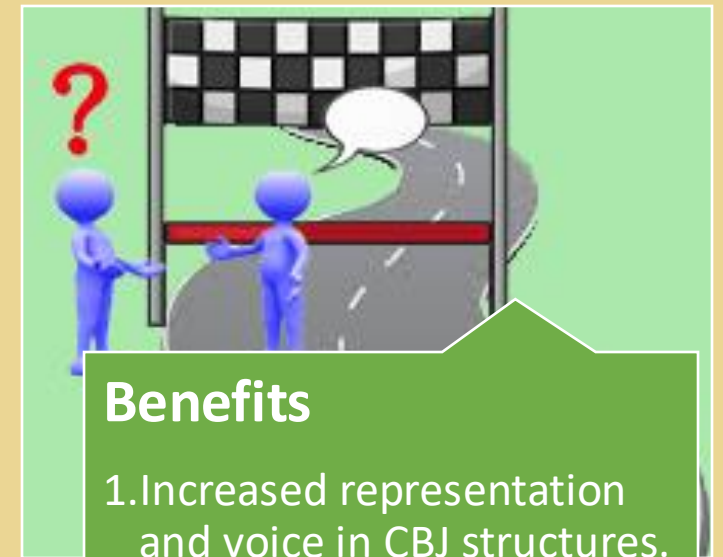
## Goals

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.



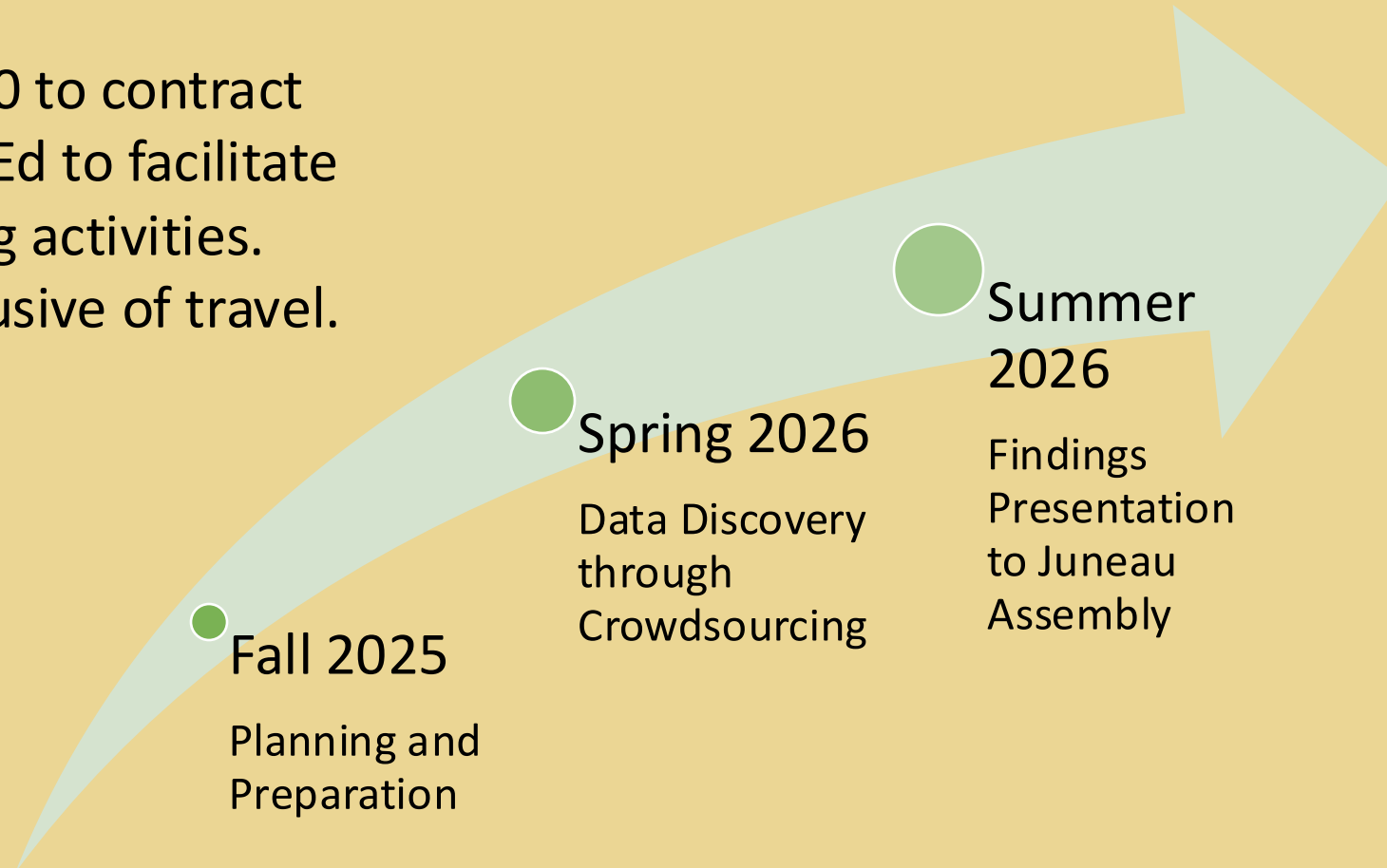
## Benefits

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.





## RESOLUTION TO INCREASE ENGAGEMENT IN CBJ BOARDS, COMMITTEES, and COMMISSIONS

Resolution to implement practices within the City and Borough of Juneau (CBJ) designed to increase civic engagement in CBJ boards, committees, and commissions.

1. Whereas, civic engagement is a fundamental tenant of a democracy and contributes to vibrancy within a community;
  2. Whereas, a review of the CBJ boards updated on 1/6/25 identifies 33 current vacancies on the 26 CBJ boards, committees, and commissions;
  3. Whereas, CBJ boards, committees, and commissions play an essential role of advising local government and informing the decision-making process;
  4. Whereas, employers that allow employees to serve on CBJ boards, committees, and commissions during work hours fosters a culture of civic responsibility, community involvement, and professional development among employees;
  5. Whereas, employers that support such participation benefit from increased community ties, and a reputation for corporate social responsibility;
  6. Whereas, the commitment to public service can enhance the skills and experiences of employees, thus indirectly contributing to the growth and improvement of the employer organization itself.
- A. Therefore, Be It Resolved, that CBJ will explore implementing practices that would encourage participation on boards, committees, and commissions, such as:
    1. Establishing clear and consistent funding for CBJ boards, committees, and commissions;
    2. Identifying and communicating tangible and intangible benefits for members;
    3. Establishing a process to make invitations to individuals from underrepresented groups;
    4. Increasing the online presence with current information for the various boards, committees, and commissions;
    5. Developing a media campaign to talk about the advantages and opportunities to be involved in the various boards, committees, and commissions;
  - B. Be It Further Resolved, that CBJ will encourage employers to develop and implement policies that allow employees to participate in CBJ boards, committees, and commissions during work hours;
  - C. Be It Further Resolved, that such participation should be coordinated transparently between the employees and their supervisors to ensure duties are met while promoting civic engagement;
  - D. Be It Further Resolved, that CBJ will provide training and resources to prepare citizens for effective and meaningful contributions on CBJ boards, committees, and commissions;
  - E. Be It Further Resolved, that CBJ will recognize and promote organizations that encourage employee involvement with local boards, committees, and commissions as exemplars of community engagement.

Adopted this [DATE] by [THE CITY AND BOROUGH OF JUNEAU] as a commitment to fostering active community service and civic participation among its members.