



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

October 01, 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. April 2, 2024 Juneau Human Rights Commission Meeting 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 - November 2024

Missing and Murdered Indigenous Women

3. Update on the Alaska State Commission for Human Rights in Juneau

4. 2024 CBJ Board Informational Pamphlet

Link to the [Board Pamphlet](#) on the City Clerk's webpage: <https://juneau.org/clerk/boards-committees>

5. Rosalee Walker Resolution Update

6. JHRC Annual Report

7. Resolution to Temporarily Lower Quorum

8. JHRC Strategic Plan 2024 - 2025

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

F. NEXT MEETING DATES - at 5:00p.m. via Zoom

October 1, 2024

October 15, 2024

November 5, 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
APRIL 2, 2024

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:20 pm.
 - a. Present: Haifa Foroughi, Camille Mauch, Lance Mitchell, and Mary Wegner
 - b. Absent: Paula Drake, John Drips, and Emily Mesch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: Haifa moved to approve the Agenda and Lance seconded. Approval occurred by unanimous consent.
- III. APPROVAL OF MINUTES
 - a. Minutes of the March 5, 2024 Meeting: Haifa moved to approve the Minutes and Lance seconded. Approval occurred by unanimous consent.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.
- V. AGENDA
 1. Standing Agenda Topics:
 - a. FY25 Budget:
 - 1) Treasurer Report: Our strategic plan consultant has not yet been paid, but Haifa reached out to Emily our Treasurer who contacted Beth at the City. Payment is now in process.
 - 2) Community Engagement Project: No information to share currently.
 - b. Celebrating Black History Month 2025: Lance shared that the Juneau Black Awareness Association may be doing another Business Expo next year.
 - c. Celebrating Alaska Native Heritage Month 2024: Camille will take the lead in this topic. Camille reached out to the Alaska Native Sisterhood who was interested in talking further with the Commission about how we may be able to support an event. Camille mentioned that Grand Camp is happening in October in Juneau, and there may be an opportunity for us to be part of that event.
 2. Missing and Murdered Indigenous Women: Camille will see if there is an event happening in town, such as a march to the capitol. We also discussed the option of writing a resolution to forward to the Assembly for recognition of the problem and identification of how the community can be engaged in the process of supporting this issue. Haifa and Camille will draft a resolution to bring to our next meeting.
 3. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Commissions, Boards, and Committees: Postponed due to John, who authored the draft resolution, not being able to attend today's meeting.
 4. Strategic Plan 2024-2025: Haifa moved and Mary seconded to accept the report of our strategic plan work session after some minor typos were corrected. Approval occurred by unanimous consent. Mary will take the information from the report and transport it to our Strategic Plan form to share at our next meeting.

- I. PUBLIC COMMENT: No public were present.
- II. UPCOMING MEETING DATES
 - a. April 16, 2024 at 5:00 pm via Zoom.
 - b. May 7, 2024 at 5:00 pm via Zoom.
 - c. May 21, 2024 at 5:00 pm via Zoom.
- III. ADJOURNMENT: The meeting was adjourned at 5:55 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:

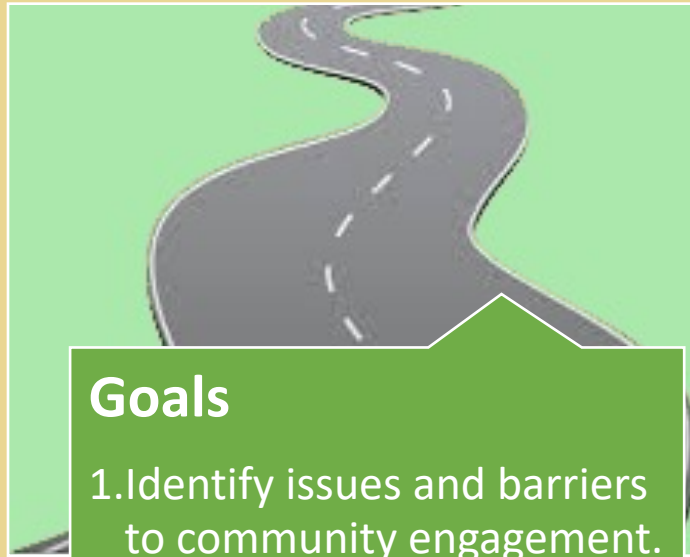
- Community engagement is vital to a healthy democracy
- Existing communication structures within CBJ resonate with some but not all community members

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



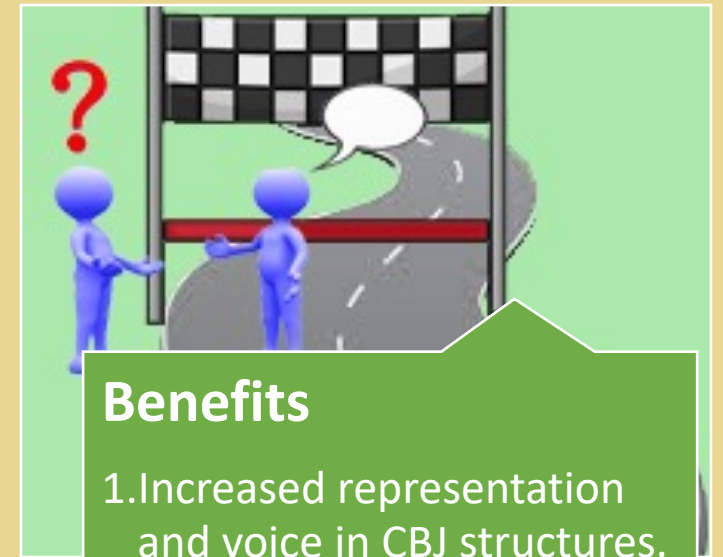
Goals

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.

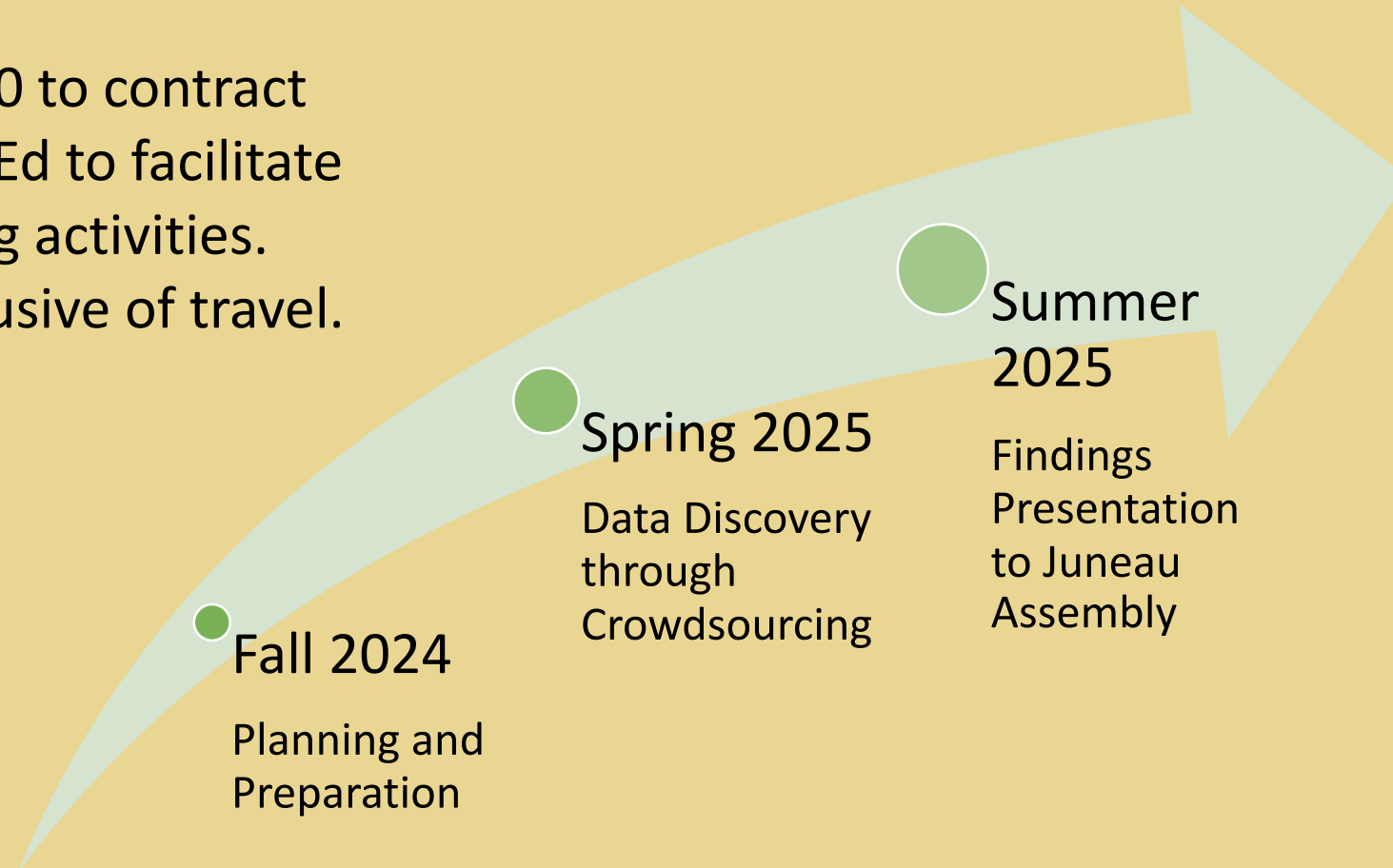


Benefits

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.



**The Office of the Mayor
City & Borough of Juneau, Alaska**

***PROCLAMATION
for
ROSALEE WALKER***

WHEREAS, Rosalee Walker came to Juneau, Alaska in 1967; and

WHEREAS, Ms. Walker learned to love the community and came to make it her home; and

WHEREAS, Rosalee has worked hard for Juneau in many capacities through State and local government, educating Juneau children, and setting up child-development programs in rural villages; and

WHEREAS, she is well known for her strength of character, determination, independence; and straight forward approach to even the most difficult issues; and

WHEREAS, Rosalee’s sense of humor is appreciated by all who know her; and

WHEREAS, as an Assemblymember from 1984 through 1992, Ms. Walker set the high mark for advocacy on behalf of those who were often unheard in City Hall; and

WHEREAS, Rosalee was an integral force behind the establishment of the city bus system; and

WHEREAS, Juneau holds a debt of gratitude for her dedicated interest and unselfish devotion to the support of business, government, and public process,

NOW THEREFORE, I, Bruce Botelho, Mayor of the City and Borough of Juneau, Alaska, on behalf of the community and the City and Borough Assembly, do hereby honor and thank Rosalee Walker for her significant contributions to the citizens of Juneau and the State of Alaska and proclaim December 23, 2003 as:

ROSALEE WALKER DAY

IN WITNESS WHEREOF, I have hereto set my hand and caused the seal of the City and Borough of Juneau, Alaska to be affixed this 22nd day of December, 2003.



Bruce Botelho, Mayor

Juneau Human Rights Commission (JHRC)
July 2023 – June 2024
DRAFT Annual Report

I. Overall

A. Commission Membership:

1. JHRC welcomed John Drips to the Commission for one vacant position.
2. The Commission has two seats expiring on May 31, 2024. One current member has re-applied for appointment.

B. Commission Meetings:

1. Meetings are held on the first and third Tuesdays of the month, for a total of twenty meeting annually, 5:00-6:00 pm. via Zoom.
2. In 2024, JHRC met thirteen times, did not meet seven, due to lack of quorum, and cancelled one meeting.

II. Charge: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.

Charge: Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.

- A. Community Engagement Project: (Note: This project addresses all five areas charged to the Commission.) The Community Engagement Project is designed to identify social issues in Juneau and develop solution recommendations. The Commission has developed a plan to be proposed to the Assembly for funding consideration.

III. Charge: 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.

2023-24 JHRC Annual Events:

- A. Town Halls to engage the community in issue-focused dialogue. Our 2023-24, town hall meeting, ***Creating Greater Gender Inclusion in the Juneau Community***, was presented by former JHRC member and award-winning author and advocate Mr. Aidan Key whose career as speaker, author and educator in the field of gender-related issues spans over 25 years. The event was held at the Juneau Public Library with in-person and online options.
- B. Celebrating Black History Month 2024: JHRC participated with a booth included sharing materials regarding the Commission's work and Charge in the ***9th Alaska Black Business Expo & Summit***, organized and facilitated by the Alaska Black Chamber of Commerce in partnership with the Juneau Black Awareness Association. The February 3rd, Summit launched a weekend celebrating Black History Month featuring business development and generational wealth building strategies. The event included speakers-experts in the subject and presentations by business owners of color that shared their stories of successes, challenges and available opportunities they accessed while building their businesses in Juneau.

- C. Celebrating Alaska Native Heritage Month: JHRC will support and participate in the annual events according to the mission, goals and structures of the event's planning committee.
 - D. Strategic Plan 2024-25: JHRC held an in-person facilitated work-session on Saturday, January 27th, at the Juneau Public Library focused on creating the JHRC Strategic Plan 2024-25. The work-session completed with a continuum mapping including strategies, metrics, timeline and member/s responsible for each focus area.
 - E. Alaska State Commission on Human Rights: JHRC member/s and Chair, attended the Alaska State Commission on Human Rights work session held in Juneau on June 7th, including staffing a booth at the Sealaska Celebration handing out promotional items and educational information.
- IV. Charge: Advise the Assembly concerning solutions to specific problems of prejudice and discrimination, including hate crimes.
- V. Charge: Recommend to the Assembly action, policies and legislation to be considered by state and local governments.
- A. Human Rights Campaign's Municipality Equality Index: JHRC drafted a resolution in response to the Human Resources Committee on the *Municipality Equality Index*, making recommendations to the Assembly on actions with the potential to improve in the areas where full points were not awarded. The Draft Resolution was presented to the Human Resources Committee on July 10, 2023 and forwarded to the Law Department for review. Municipality Equality Index focuses on equality towards LGBTQ individuals.

Juneau Human Rights Commission – Draft Strategic Plan 2024-2025

Section E, Item 8.

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 2-6-24

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 and restorative practices that were offered to engage with the broader community and make identifying and beginning the healing process around issues related to discrimination.		Emily, 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 Camille and John for Alaska Native Heritage Month 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		John
	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/John social media

Juneau Human Rights Commission

Retreat/Work Meeting

REPORT

Downtown Library

Saturday Jan. 27, 2024

2-4 p.m.

Facilitated by Timi Tullis; timitullis@yahoo.com



The JHRC is tasked with developing educational and informational programs to bring about the prevention and elimination of all forms of discrimination and to advise the Assembly concerning solutions to specific problems of prejudice or discrimination.

Participating members:

- Haifa Foroughi
- Mary Wegner
- Emily Mesch
- John Drips

- Highlight of 2023?
 - Had our first town hall in September
 - IMEI municipality index report was very high for JNU
 - Brought polices to the assembly to address issues from IMEI report. Now they are with legal
 - Success Black History Month Celebration
- What is the major strength of JHRC?
 - Focus on diversity
 - Passionate about the work
 - We can find the ‘gaps’ and learn from them
 - We suggested the Systemic Racism committee and it was acted upon by assembly
- What are areas that JHRC could or should be growing? (ie where are our weaknesses)
 - Add Alaska Native Heritage Month celebration
 - Focus on Community Engagement project; crowdsourcing and restorative practices
 - Develop resolutions when things surface such as the Roselee Walker recognition
 - Consideration and speed when something is top of mind move on it, for example the current storm; what are the connections to Human rights? How are the most vulnerable in the community effected. Make recommendations to CBJ/ Assembly on issues in front of us and how it is impacting our community
 - Need to figure out reciprocity and how to have consistent attendance at our meetings. How do we get the voices that we most need to hear from when they often don't have the ability to take time off of work etc.
 - The structure of the commission is impeding our work
 - The website needs to be updated, the “events” section has huge gaps with nothing included
 - The lack of support from CBJ
- What changes have taken place in Juneau that affects JHRC?
 - Refugees to Juneau; what would / could CBJ do to help?

2024-25 focus areas the HRC will work on moving forward.

Strategies and Actions	Metrics	Completion Date	Who is Responsible
1. Develop and implement a Community Engagement Project	# of crowdsourcing and restorative practices that were offered to engage with the broader community and identifying and beginning the		Emily, Haifa, and Mary

	healing process around issues related to discrimination.		
2. Collaborate with organizations to support a celebration of Black History month (Lance) and Alaska Native Heritage month.			Lance for Black History Month ? Paula for AK Native Month
3. Collaborate with local agencies and organizations to better understand their vision, mission, and impact on Juneau.	A Directory of Agencies/Organizations/Faith-based Communities/Collectives was created and shared with Mayor		Mary is passing her started list onto John
4. 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 current gap.		Mary website Lance/John social media?
5. Support and advocate for community human rights needs that arise by drafting memos / resolutions and recommending policy to the Assembly.	Resolution supporting commissions and committees of CBJ; structural changes could help all committees and commissions were written.		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,