



# JUNEAU HUMAN RIGHTS COMMISSION AGENDA

March 18, 2025 at 5:00 PM

Zoom Webinar

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<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 4, 2025 JHRC Meeting Minutes - Draft

**D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS**

**E. AGENDA TOPICS**

2. JHRC Standing Agenda Topics

FY25 Budget:

Treasurer Report - if needed

Community Engagement Project

Celebrating Black History Month 2026

3. Revisit Strategic Plan 2024-2025

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

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

April 1, 2025

April 15, 2025

May 6, 2025

**G. 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 4, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:10 pm.
  - a. Present: Haifa Foroughi, Alison Gottschilich, Lance Mitchell, and Mary Wegner
  - b. Absent: Paige English 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 February 18, 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. Race, Social Programs, and Gender Equality Rights Panel: Lance, Paige, and Camille developed a proposal. The proposal presented was focused on a series of events that would occur over six months designed to engage the community impacted by the federal layoffs vs. a singular event focused on the elimination of DEI language and initiatives in any program impacted by federal funding, as we discussed at our last meeting. Both one-time and on-going community engagement events are aligned with the JHRC charge. We discussed starting with a single panel event and expanding to a more sustained community engagement and effort if relevant. Costs for the event would be minimal. Lance will re-work the proposal and bring it to our next meeting. Haifa and Mary will develop the invitation once our event details have been finalized.
  2. Standing Agenda Topics:
    - a. FY25 Budget:
      - 1) Treasurer Report: Nothing to report currently.
      - 2) Community Engagement Project: Nothing to report currently.
    - b. Celebrating Alaska Native Heritage Month/Honoring Missing and Murdered Indigenous Women: Alison attended the recent Missing and Murdered Indigenous Women event held in February. There were many sessions over the two-day event. Alison's take-away was that it all comes back to access to safe and affordable housing and food. When people don't have access to basic human needs, they can end up in situations where they are vulnerable and susceptible to human trafficking. JHRC engagement in supporting these areas appears to not be needed. Specifically, despite repeated attempts, we are not hearing back from people in the Native community. Since this topic is part of our strategic plan and it appears that our support is not needed, we discussed adding to our next meeting agenda the need to revisit our strategic plan and adjust it as needed.

c. Celebrating Black History Month 2026: Nothing to report currently.

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

II. UPCOMING MEETING DATES

a. Tuesday, March 18, 2025 from 5:00-6:00 pm via Zoom.

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

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

III. ADJOURNMENT: The meeting was adjourned at 5:56 pm.

## 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

### ### Proposal for Addressing the Impact of Federal Mandates on Diversity, Equity, and Inclusion

Title: Response to Federal Mandates on Diversity, Equity, and Inclusion: Supporting Vulnerable Communities in Juneau, Alaska

#### Introduction:

The recent memo and Dear Colleague letter issued by the Trump administration, which mandates the immediate removal of all references to diversity, equity, and inclusion (DEI) for organizations receiving federal funding, 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