



SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION AGENDA

September 06, 2022 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 acknowledge that the City and Borough of Juneau is on Tlingit land, and wished to honor the people of this land, the Auk Kwaan and Taku Kwaan. 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. August 30, 2022 SRRC Minutes

F. AGENDA TOPICS

2. Discussion on: Ordinance 2022-22 An Ordinance Amending the City and Borough of Juneau Code Related to the Aquatic Board of Directors.

Over the last two years, the Aquatics Board has had vacancies, which contributed to meetings being cancelled for lack of quorum. The Aquatics Board recommended changes to its membership requirements, so it can continue to provide effective oversight of the pool facilities. The Assembly Human Resources Committee reviewed this topic on August 1, 2022 and recommended the Assembly reduce the membership from nine to seven and allow up to three members to be from a local aquatic organization. Assemblymember Triem has also proposed an amendment to remove the current code requirement that inserts the Aquatics Board into the hiring process for the Aquatics Manager.

G. STAFF REPORTS

3. CBJ Board/Committee demographic charts on ethnicity and gender. Since those two questions on the board application are optional these charts only reflect applicants or board members who answered the two questions.

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

I. NEXT MEETING DATE

Tuesday, September 13, 2022 at Noon via Zoom Webinar

J. 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.org.



SYSTEMIC RACISM REVIEW COMMITTEE MINUTES

August 30, 2022 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

Acting Chair Lee called the Systemic Racism Review Committee to order at 12:04p.m.

B. LAND ACKNOWLEDGEMENT

C. ROLL CALL

Present: Acting Chair Grace Lee, Kelli Patterson, Gail Cheney, Ivan Nance and Ephraim Froehlich

Absent: None

Staff/Other: Robert Barr, Robert Palmer, Di Cathcart, Assemblymember Christine Woll

Others in attendee mode: Sherri Layne, Adrien Speegle, Adam Gottschalk

D. APPROVAL OF AGENDA

Agenda approved as presented

E. APPROVAL OF MINUTES

Minutes approved as presented

1. 2022-07-12 SRRC Meeting Minutes - Draft
2. 2022-08-02 SRRC Minutes - draft

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

None

G. AGENDA TOPICS

3. The following ordinances were up for introduction on the consent agenda at the August 29, 2022 Special Assembly Meeting. The SRRC checklists associated with the ordinances are in this SRRC packet. Legislation and materials associated with the legislation are located in the Assembly packet (copy/paste link into preferred browser for access to the Assembly agenda page):
<https://juneau.org/assembly/assembly-minutes-and-agendas>

Ordinance 2022-06(b)(K) An Ordinance Appropriating \$100,000 to the Manager for the Telephone Hill Redevelopment Capital Improvement Project; Funding Provided by General Funds.

Ordinance 2022-06(b)(L) An Ordinance Appropriating \$187,442 to the Manager for the Design Phase of the Gate 5 Passenger Boarding Bridge Capital Improvement Project; Funding Provided by the Federal Aviation Administration (FAA) Airport Improvement Program (AIP) Grant.

Ordinance 2022-06(b)(M) An Ordinance Appropriating \$2,017,881 to the Manager for the Design Phase of the Ramp Improvements Capital Improvement Project; Funding Provided by the Federal Aviation Administration (FAA) Airport Improvement Program (AIP) Grant.

Ordinance 2022-06(b)(N) An Ordinance Appropriating \$2,254,418 to the Manager for the Construction Phase of the Float Pond Improvements Capital Improvement Project; Funding Provided by the Federal Aviation Administration (FAA) Airport Improvement Program (AIP) Grant.

Ordinance 2022-06(b)(O) An Ordinance Appropriating \$2,400,000 to the Manager for the Purchase of the Family Practice Building at 10301 Glacier Highway; Funding Provided by Hospital Funds.

Ordinance 2022-06(b)(Q) An Ordinance Appropriating \$1,185,900 to the Manager for the Hospital CT/MRI Replacement Capital Improvement Project; Funding Provided by Hospital Funds.

Ordinance 2022-22 An Ordinance Amending the City and Borough of Juneau Code Related to the Aquatic Board of Directors.

Recommended Motions:

"I move to approve the consent agenda as presented and ask for unanimous consent"

"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]"

Mr. Barr read the ordinances into the record. Chair Lee asked committee members if there were any questions or any ordinances they wished to have pulled for further discussion. Ms. Cheney had a question on ordinance 2022-06(b)(K) regarding how many people may be impacted on Telephone Hill by this and how long will they be impacted. Mr. Barr noted the Assembly has begun to discuss options and staff is waiting on lease agreements from the residents and or the property management in order to discuss and take next steps. There is a soft landing planned while the Assembly and the Telephone Hill residents work out agreements. Ms. Cheney's second question was on ordinance 2022-06(b)(N) related to float plane pond and how many float planes still utilize the pond. Mr. Barr stated that he will check with the Airport and follow up with Ms. Cheney.

Mr. Froehlich asked what the current demographic make-up of the Aquatics Board is. Ms. Cathcart noted that while she didn't have the demographics on ethnicity, a quick look at the roster showed a current breakdown of three men and four women.

Chair Lee asked if the SRRC could get some type of breakdown of all the Parks & Recreation boards on their diversity. Ms. Cathcart noted that she will include the quarterly report on gender and ethnicity in the next SRRC packet.

Ms. Patterson asked which memo we should be looking at for the Aquatics Board, the Assembly Human Resources request or the Aquatics Board request. Mr. Barr responded that while the original request came from the Aquatics Board, final decisions would be made by the Assembly.

MOTION: by Ms. Patterson I move to approve the consent agenda as amended to pull Ordinance 2022-22 for further discussion and ask for unanimous consent. ***Hearing no objection, motion passed***

4. For legislation pulled for further discussion or to walk-through the SRRC checklist on particular legislation.

Ordinance 2022-22 was pulled for further discussion. The committee members began to go through the toolkit which lead to a larger discussion of CBJ boards in general. Mr. Froehlich noted the potential for limiting the number of people of color by reducing board size. Mr. Nance stated that it seemed like the problem was currently filling the seats as is regardless of diversity. Mr. Froehlich requested to see a list of outreach that the city does. Chair Lee recommended the committee hold an additional meeting to discuss the Aquatics Board and board diversity/membership numbers in further detail. Mr. Barr stated that the SRRC would need to hold an extra meeting between now and 9/13 otherwise we could send the

information out. Ms. Patterson said she didn't have an issue with the reduction in numbers her concern is not getting rid of the requirements related to board seats.

MOTION: by Chair Lee that the SRRC hold a meeting on September 6 at Noon to discuss Ordinance 2022-22 and the questions that were brought forward today. ***Hearing no objections, motion passed.***

H. STAFF REPORTS

None

I. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

Assemblymember Woll thanked the committee members on their review of the ordinances and looks forward to the discussion next week on board engagement. Ms. Woll let the committee know that at last night's Assembly meeting the Assembly set their retreat date for December 11 and asked the committee to bring forward any recommendations they might see that would be important for the Assembly to know.

Ms. Cheney asked if this is the time to bring forward the recommendation to expand the charge of the SRRC. Ms. Woll stated she agreed that now is a good time to have that discussion.

Chair Lee asked if the committee wanted to put on appointments of Chair and Vice Chair on the 9/13 meeting.

J. NEXT MEETING DATE

Added September 6, 2022 as a special SRRC meeting to discuss Ordinance 2022-22. September 13, 2022 at Noon via Zoom Webinar

K. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12:46 p.m.

Systemic Racism Review Committee
Legislation Review Summary

Serial Number/Title: Ordinance 2022-22 An Ordinance Amending the City and Borough of Juneau Code Related to the Aquatic Board of Directors.

Introduced: 8/29 Public Hearing Date: 9/12 SRRC Review Date: 8/30

Presented By: R. Palmer Drafted By: R. Palmer

Department/Division: Manager/P&R Lead Staff Contact: R. Barr

Purpose of Legislation (background/summary of intent):

At a recent meeting, the Aquatics Board requested two changes – reduction of the number of seats from 9 to 7 and elimination of the provision that limits the number of seats able to be held by members of formal aquatics organizations (e.g. Glacier Swim Club). The Assembly Human Resources Committee reviewed this request and approved the seat reduction and increased, but did not eliminate, the represented organization seats from two to three. A staff memo and aquatics board memo on this topic were provided to the Assembly HRC and both are included in the SRRC packet for this item.

Connection to existing legislation:

Connection to adopted planning documents:

*****BELOW IS FOR SRRC MEMBERS TO COMPLETE*****

Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?
If No, review is completed. If yes, go on to the next question:

YES	NO
- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- a. What are potential unintended consequences?

b. What benefits may result?

c. What is the potential long term impact of the proposed legislation?

Details:

d. What quantitative and qualitative evidence of inequality exists?

Details:

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details:

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details:

Step Three: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?
- ☐ White ☐ Black or African American ☐ American Indian or Alaska Native
- ☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other
- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Census Tract/Block Groups	Minority Pop.	Elementary School Boundaries	
CT 1: Auke Bay/Out the Road		CT 3: Mendenhall Valley Airport/ East Valley		CT 5: Downtown		Gastineau	Title 1
BG1: Out the road	11.9%	BG1: N. of Jennifer	42.5%	BG 1: Highlands	20.6%	Harborview	Title 1
BG2: Lena area	15.5%	BG 2: Glacier Valley	39.8%	BG2: DT/Starr Hill	24.8%	Glacier Valley	Title 1
BG3: Montanna Creek	14.5%	BG 3: Airport	40.8%	BG 3: Flats/Village	30.8%	Mendenhall River	
BG4: Fritz Cove area	10.1%	BG 4: Radcliffe	24.6%			Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley withn the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	BG 1: North Douglas	15.9%	Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 2: West Juneau	28.0%	Cedar Park Area	
BG 3: Portage/McGinr	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT C	27.6%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%			Switzer Area	
BG 5:Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
- If Yes, does it come at the detriment of another?

Details:

- d. Is there a benefit to an individual, group of individuals, or business/organization?
- If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation’s implications in perpetuating systemic racism? Check all that apply:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
	Recommend the proposed legislation not move forward.
	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

- What are the indicators and progress benchmarks?
- Program strategies?
- Policy Strategies?
- Partnership Strategies?

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Presented by: HRC
Presented: 08/29/2022
Drafted by: R. Palmer III

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2022-22

An Ordinance Amending the City and Borough of Juneau Code Related to the Aquatic Board of Directors.

BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is of a general and permanent nature and shall become a part of the City and Borough of Juneau Municipal Code.

Section 2. Amendment of Section. CBJC 67.10.010 Board of directors, is amended to read:

67.10.010 Board of directors.

(a) The aquatics board shall consist of seven ~~nine~~ voting members appointed by the assembly to serve without compensation for staggered three-year terms. Members of the board shall serve at the pleasure of the assembly. Terms shall commence on July 1. Appointments to fill vacancies shall be for the unexpired term. In the event a seat has six months or less remaining to the unexpired term, the assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No board member who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply if there are no other qualified applicants at the time reappointment is considered by the assembly.

(b) One board member shall be from and represent the Juneau School District. One board member shall be from any local aquatics organization that rents a pool facility. To the extent possible, appointments to the remaining seven seats on the aquatics board shall include persons having skills relevant to matters concerning the aquatics facilities. No more than three ~~two~~ members of the aquatics board shall be a member or employee of any local aquatics organization, or the immediate family member of any member or employee of any local aquatics organization.

(c) The parks and recreation department director may participate in any board proceedings like a member but shall not have the power to vote and shall not be counted in determining whether a quorum of the board is present.

Section 3. Effective Date. This ordinance shall be effective 30 days after its adoption.
Adopted this _____ day of _____, 2022.

Attest:

Beth A. Weldon, Mayor

Elizabeth J. McEwen, Municipal Clerk

Ord 2022-22 Amendment _____ (via Assemblymember Triem)

Motion: I move to amend Ordinance 2022-22 as follows to remove the Aquatics Board from the hiring process of the Aquatics Manager:

1. Insert a new Section 3 and renumber existing Section 3 as Section 4:

"Section 3. Amendment of Section. CBJC 67.10.020 is amended to read:

67.10.020 General powers.

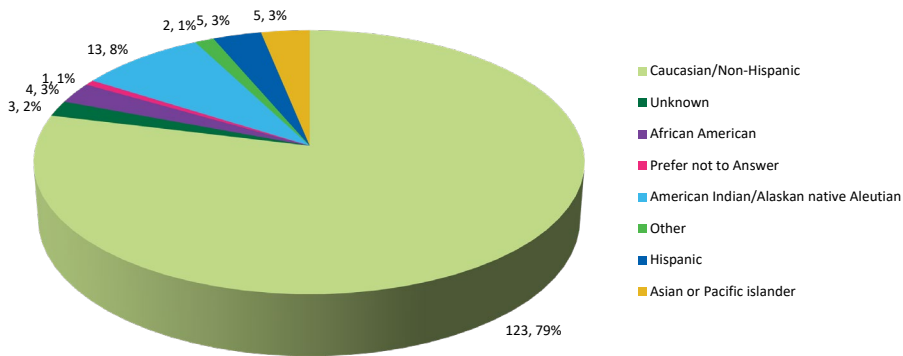
- (a) Subject to state laws and City and Borough ordinances, the aquatics board shall make policy decisions and generally direct the operation and maintenance of the municipally-owned aquatics facilities according to the best interests of the public and in a sound business manner. The aquatics board:
 - (1) Shall be responsible for generally directing the operation, maintenance, development and marketing of the municipally owned and operated aquatics facilities, except as otherwise provided by the assembly by resolution.
 - (2) Shall prescribe the terms under which persons and groups may use the aquatics facilities under the board's management and establish and enforce standards of operation.
 - (3) May adopt regulations pursuant to CBJ 01.60 necessary for the administration of the aquatics facilities under the board's management.
 - (4) Shall facilitate and receive citizen input on the management and operations of the aquatics program.
- (b) Shall ensure all legal services for the aquatics board and aquatics facilities are provided by or under the supervision of the municipal attorney.
- (c) Shall annually provide to the assembly a written review of the aquatics program. The review shall include public usage, financial trends, facility maintenance needs, capital needs, and the efficiency of the program operation.
- (d) Shall annually provide a personnel evaluation to the parks and recreation department director of the aquatics manager's performance in supporting the board and implementing board direction. The aquatics manager personnel evaluation and the board's deliberation of it shall be confidential unless the aquatics manager requests a public discussion.
- ~~(e) Shall participate in the selection process for the hiring of the aquatics manager. In the event the board does not support the hiring recommendation of the parks and recreation department director, the board chair shall timely notify the city manager. The city manager shall then make the hiring decision.~~

Section 4 ~~Section 3~~. Effective Date. This ordinance shall be effective 30 days after its adoption."

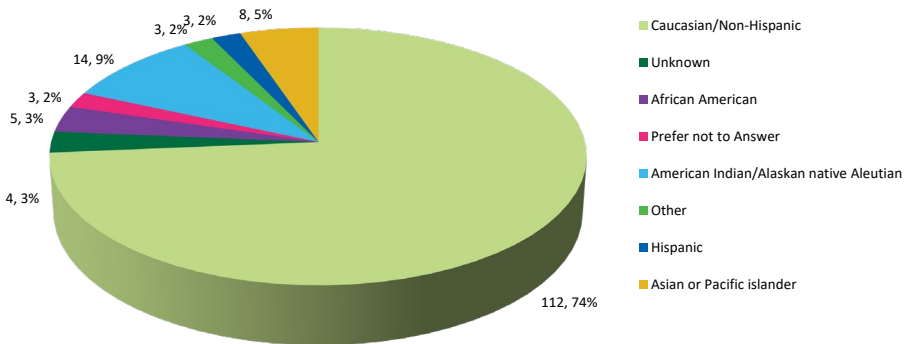
Ethnicity

	Appointments	Applicants
Caucasian/Non-Hispanic	123	112
Unknown	3	4
African American	4	5
Prefer not to Answer	1	3
American Indian/Alaskan	13	14
Other	2	3
Hispanic	5	3
Asian or Pacific islander	5	8

Appointments by Ethnicity



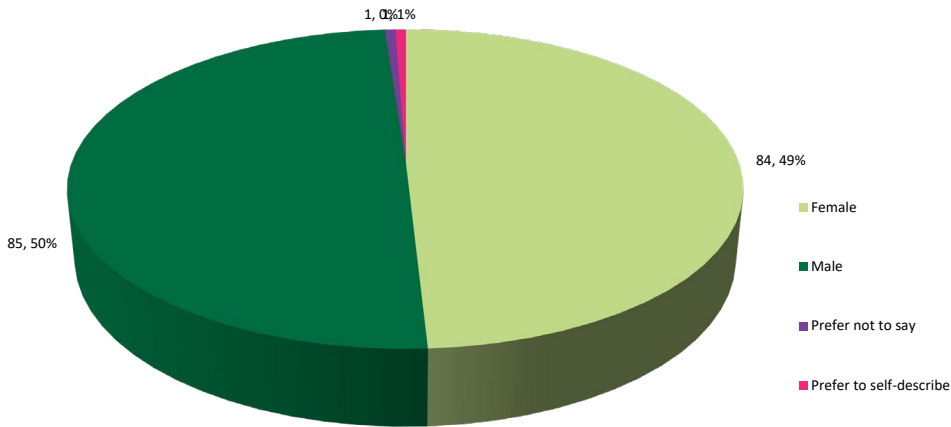
Applicants by Ethnicity



Gender

	Appointments	Applicants
Female	84	69
Male	85	81
Prefer not to say	1	2
Prefer to self-describe	1	1

Appointments by Gender



Applicants by Gender

