



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

February 18, 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 4, 2025 JHRC Meeting Minutes - Draft

D. PUBLIC PARTICIPATION

E. AGENDA TOPICS

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

3. Current Events in Juneau re: Unsheltered Individual

4. JHRC Standing Agenda Topics

FY25 Budget:

Treasurer Report - if needed

Community Engagement Project

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

F. NEXT MEETING DATES - 1st & 3rd Tuesdays at 5:00 p.m. via Zoom

March 4, 2025

March 18, 2025

April 1, 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, TDD 586-5351, e-mail: city.clerk@juneau.gov.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
FEBRUARY 4, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:03 pm.
 - a. Present: Haifa Foroughi, Alison Gottschlich, Lance Mitchell, and Mary Wegner
 - b. Absent: Paige English, John Drips, 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 January 21, 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 agenda.
- V. AGENDA
 1. Assembly Review of Existing Boards, Committees, and Commissions: We discussed the *Review of CBJ Boards – List Updated 1/6/2025* document where the Human Resources Committee is considering combing JHRC with another committee that is not identified and/or lowering our number of members by attrition from seven to five. We drafted a statement that focused on expressing support for JHRC as a stand-alone committee and supported lowering the membership number by attrition. Haifa will finalize the statement and send it to Di to be included in the packet when the Human Resources Committee considers JHRC organization.
 2. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Commissions, Boards, and Committees: Haifa and Mary created a version 3 of the draft resolution that incorporated the items we brainstormed at our last meeting to add to version 2. We discussed whether to wait to submit the resolution until after our community engagement project has concluded and we have specific, crowd-sourced recommendations to share or to submit the resolution now given the current need for public engagement in boards, committees, and commission. Members are encouraged to read version 3 and come to the next meeting to discuss whether we should submit something now or put this resolution on hold until after the community engagement project has concluded.
 3. Current Events in Juneau re: Unsheltered Individual: Not discussed at this meeting.
 4. Standing Agenda Topics: Not discussed at this meeting.
 - a. FY25 Budget:
 - 1) Treasurer Report
 - 2) Community Engagement Project
 - 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 that he supported lowering the quorum, and he shared that JHRC is important to our community given current pressing issues regarding vulnerable persons, such as the Pregnant Workers Act, Immigrant rights, English language learners, and older/younger employees who may not be aware of their protected rights as employees in the US. Additionally, he was concerned about the lack of resources shared with parents regarding a recent death in Juneau.
- II. UPCOMING MEETING DATES
 - a. Tuesday, February 18, 2025 from 5:00-6:00 pm via Zoom.
 - b. Tuesday, March 4, 2025 from 5:00-6:00 pm via Zoom.
 - c. Tuesday, March 18, 2025 from 5:00-6:00 pm via Zoom.
- III. ADJOURNMENT: 6:00 pm: The meeting was adjourned at 6:00 pm.

Clean Version**DRAFT 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.

DRAFT RESOLUTION TO: ~~ENCOURAGE (INCREASE)~~ ENGAGEMENT ~~(PARTICIPATION)~~ IN CBJ Boards, Committees, and Commissions

Brainstorm from 1/21/25 JHRC Meeting:

- Support the JHRC Community Engagement proposal
- Establish clear and consistent funding for CBJ commissions/committees
- Identify tangible benefits for commission/committee members
- Establish a process to make invitations to individuals from underrepresented groups
- Increase online presence with current information for the various commissions/committees
- Develop a media campaign to talk about the advantages and opportunities to be involved in the various commissions/committees; democracy requires active community engagement
- Establish a way for the public to get information online if they need help/have questions
- CBJ volunteer or staff position to assist with on-boarding new members beyond documents

~~Resolution on Juneau organizations (supported/ funded?) by the City and Borough of Juneau (CBJ) offer employees time to serve on CBJ Committees and Commissions during work days. to implement practices within the City and Borough of Juneau (CBJ) designed to increase civic engagement in CJB boards, committees, and commissions.~~

1. Whereas, civic engagement is a fundamental tenant of a democracy and contributes to vibrancy within a community;

~~2. Whereas, the contributions of various organizations and their employees to the community are vital for promoting civic engagement and enhancing the quality of local governance; Whereas, a review of CJB boards updated on January 6, 2025 identifies 33 current vacancies on the 26 CBJ boards, committees, and commissions;~~

2. Whereas, the ~~City and Borough of Juneau (CBJ)~~ boards, committees, and commissions ~~benefit from consistent community representation on them~~ playing the an essential role of advising local government and informing the decision-making processes;

~~3. Whereas, employers that~~ allowing employees to serve on CBJ committees and commissions during work hours ~~could fosters~~ a culture of civic responsibility, community involvement, and professional development among employees;

4. Whereas, ~~organizations-employers~~ that support such participation benefit from increased community ties, and a reputation for corporate social responsibility;

5. Whereas, the commitment to public service can enhance the skills and experiences of employees, thus indirectly contributing to the growth and improvement of the ~~organization-employer~~ itself;

A. Therefore, Be It Resolved, that CBJ will consider 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 tangible 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 board, committees, and commissions;
5. Developing a media campaign to talk about the advantages and opportunities to be involved in the various board, committees, and commissions

B. Be it Further Resolved, that ~~such organizations~~ CBJ ~~are~~ encourage~~d~~ employers to develop and implement policies that allow employees to participate in CBJ boards, committees, and commissions during work hours;

CB. 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;

DC. Be It Further Resolved, that CBJ will provide training and resources to prepare employees for effective and meaningful contributions on CBJ boards, committees, and commissions;

ED. Be It Further Resolved, that the CBJ will recognize and promote organizations that encourage employee involvement with local 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.

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:

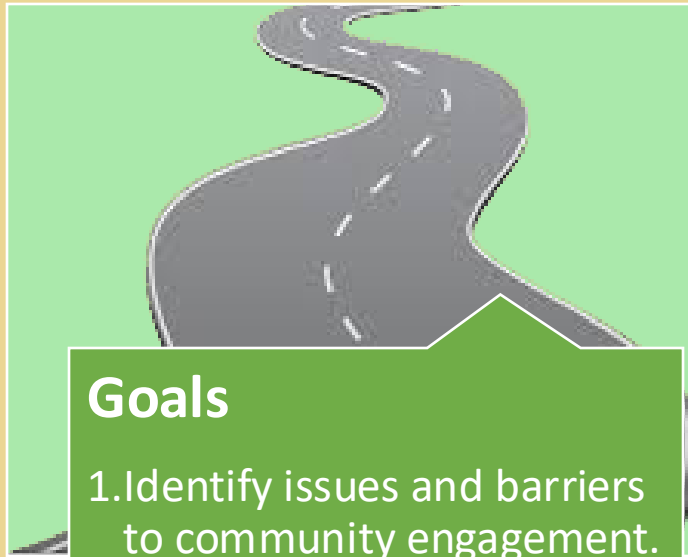
- Community engagement is vital to a healthy democracy
- Existing communication structures within CBJ resonate with some but not all community members

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



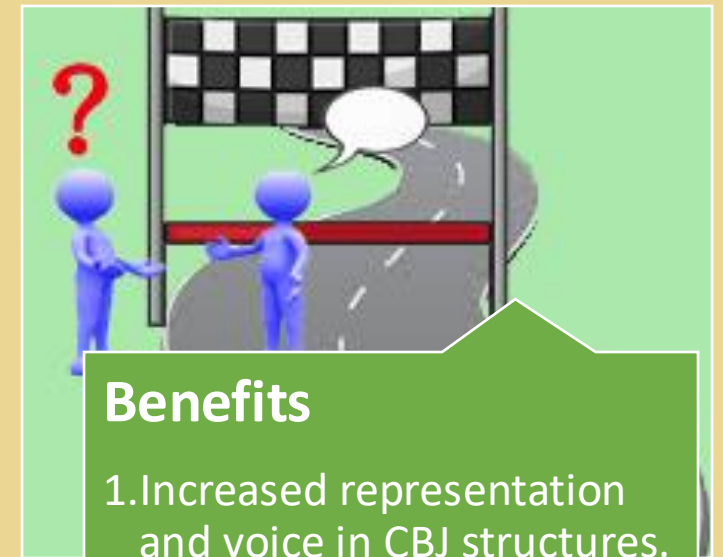
Goals

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.

