JUNEAU HUMAN RIGHTS COMMISSION AGENDA

May 16, 2023 at 5:00 PM

Zoom Webinar

https://juneau.zoom.us/j/88090093337?pwd=ZUgrMi8rSStXK2I1TW5XL2ZobCtpdz09

Meeting ID: 880 9009 3337 Passcode: 501351 or 1-253-215-8782

A. CALL TO ORDER/ROLL CALL

Present:

Absent:

Support/Other:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. **May 2, 2023 Juneau Human Rights Commission Minutes**

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

2. **Transgender Town Hall - September 28, 2023 6:30-8:00pm**
3. **Juneau Human Rights Commission Annual Report July 2022 - June 2023**
4. **JHRC MEI Report Resolution-DRAFT**

   Draft Resolution on Human Rights Campaign's Municipal Equality Index regarding the areas noted for improvement
5. **JHRC Strategic Plan 2022-2023**
6. **JHRC Standing Agenda Topics**
   - a. FY25 Budget Proposal
     - a. Treasurer Report
     - b. Community Engagement Project Report
   - b. Celebrating Black History Month 2024
   - c. Support Ukrainian Refugees

F. NEXT MEETING DATE

June 6, 2023 at 5:00pm

June 20, 2023 at 5:00pm

July 18, 2023 at 5:00pm

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

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
MAY 2, 2023

I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:17 pm.

a. Present: Emily Mesch, Haifa Foroughi, Lance Mitchell, and Mary Wegner
b. Absent: Camille Mauch and Paula Drake
c. Support: None

II. APPROVAL OF AGENDA: Approval for the Agenda was moved by Mary and approved by consensus.

III. APPROVAL OF MINUTES
a. Minutes of the April 18, 2023 Meeting: Approval of the April 18, 2023 Minutes was moved by Lance and approved by consensus.

IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.

V. AGENDA
1. Standing Agenda Topics:
   a. FY25 Budget Proposal:
      1) Treasurer Report: No update to report.
      2) Community Engagement Project Report: Forms are ready to be submitted to Beth at CBJ. CatapultEd has submitted documents but nothing yet from IIRP. Emily, as our Treasurer, will submit the forms to Beth.
   b. Transgender Town Hall Planning: Our Transgender Town Hall will be held on September 28, 2023 from 6:30-8:00 pm. The Mendenhall Valley Public Library only books 8-weeks ahead, so Mary will see if the Egan Library is available. We worked on the revision of the flyer provided by Aidan, and Mary will turn it into a flyer that we can distribute.
   c. Celebrating Black History Month 2024: No update to report.
   d. Support Ukrainian Refugees: No update to report.
   e. JHRC Meetings:
      - Meeting in the Summer: Typically we do not meet in the summer months due to lack of quorum with summer travel plans; however, there has been some interest in meeting to continue work on our projects. We discussed whether or not to meet in the summer and decided to meet once on July 18th.
      - Meeting in Person or via Zoom: Some of our members have difficulty connecting via zoom and others would not be able to participate if not able to participate through zoom. We decided to have hybrid meetings and use conference room 224 at City Hall and also have a zoom connection for our meetings; room 224 has zoom conference capabilities. Mary will let Di know to schedule the conference room. Training in the equipment will be needed for Paula and anyone else we think will be participating from City Hall.

f. Annual Report: Since we are meeting in July, Mary will pull together a draft of an Annual Report that we will add to the July meeting date.

2. Draft Resolution on Human Rights Campaign's Municipal Equality Index regarding the areas noted for improvement:

Section 1. Upon adopting this resolution, the Assembly:

D. Will explore options to provide resources and support to JHRC for the purposes of addressing individual cases ~~and LGBTQ~~ of discrimination brought by Juneau residents.

We discussed removing specific language regarding the LGBTQ population when considering individual cases of discrimination brought forward by Juneau residents. If we find that cases brought to us exceed our scope, then we can discuss whether or not to request an extension of our charter to meet the identified needs.

3. Strategic Plan 2022-23: Not discussed at this meeting.

I. PUBLIC COMMENT: No public were present.

II. UPCOMING MEETING DATES

a. May 16, 2023 at 5:00 pm
b. June 6, 2023 at 5:00 pm
c. June 20, 2023 at 5:00 pm
d. July 18, 2023 at 5:00 pm

III. ADJOURNMENT: The meeting was adjourned at 6:04 pm.

CREATING GREATER GENDER INCLUSION IN THE JUNEAU COMMUNITY

Thursday, September 28th
6:30 – 8:00 pm
location
address

Today's gender diverse population is more visible in society than in times past. Schools, families, and communities are learning ways to optimize the inclusion of trans and nonbinary youth. Questions are plentiful, answers are sometimes harder to find.

CITY AND BOROUGH OF JUNEAU
HUMAN RIGHTS COMMISSION [JHRC]

Please join guest speaker Aidan Key and the Juneau Human Rights Commission as we delve into this 21st century conversation.

Aidan Key is the founder of Gender Diversity, a national organization providing education to K-12 schools across the nation. He is also the founder of TransFamilies.org which provides support to families of gender-diverse children across the nation.

Key has served hundreds of schools and districts – including the Juneau School District – by providing strategic planning, policy development, and training for staff, administrators, and parents.

The Greater Seattle Business Association honored Key as the Humanitarian of the Year (2017) and Seattle Magazine selected him as one of Seattle's Most Influential People of the Year (2019). His work has been featured in national media including: The Oprah Winfrey Show, Larry King Live, and Fresh Air with Terry Gross. He is the author of Trans Children in Today's Schools (Oxford University Press, 2023).

Juneau Human Rights Commission (JHRC)
July 2022 – June 2023
DRAFT Annual Report

I. Overall

A. Commission Membership:
1. JHRC welcomed Camille Mauch and Paula Drake to the Commission.
2. Mallory Nash resigned her commission.
3. The Commission currently has one vacant position.
4. We created a Treasurer position on the Commission to manage the money allocated by the Assembly to support the development of our Community Engagement Project.

B. Commission Meetings: Our meetings are held on the first and third Tuesdays of the month from 5:00-6:00 pm. We typically meet via Zoom; however, we will start meeting both in person and via Zoom to better accommodate our member's ability to attend meetings.

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 responsibility areas charged to the Commission.) The Community Engagement Project is designed to identify social issues in Juneau and develop solution recommendations. This project has two complimentary and defined aspects. Specifically, Crowdsourcing will collect and prioritize community input, and Restorative Practices will build trust, establish relationships, and develop solutions. The Commission was awarded $5,000 to develop a plan to implement the Community Engagement Project. This year we worked with contractors to develop the plan and they will work with the Commission to implement the project. The plan was shared with the Assembly during the budget development process, and the Commission was awarded $_ to implement the plan.

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.

A. Town Halls: We have been working to develop Town Halls to engage the community in issue-focused dialog. Our first town hall will be held on Thursday, September 28th from 6:30-8:00 pm at _. The town hall is titled *Creating Greater Gender Inclusion in the Juneau Community*. The guest speaker facilitating the discussion will be Aidan Key, who is a former Commissioner, author, and award-winning advocate working to create gender supportive schools and communities.

B. Black History Month 2023: After a year of planning and collaboration with individuals and organizations interested in honoring the lived experiences of individuals of African American heritage, the Commission held an event in honor of Black History Month on Saturday, March 4th from 4:00-6:00 pm at the Gold Town Nickelodeon Theatre. The event

featured the reading of an original play written by Commissioner Lance Mitchell titled *Opportunity and Justice for All*. After the reading, we watched the movie *Glory* by Edward Zwick. Due to the success, we plan to continue to hold events of this nature in future years.

C. Sponsor Circles: Two Sponsor Circles have formed in Juneau to support Ukrainian refugees. The Commission has reached out to individuals involved in the Sponsor Circles to see if any needs exist where we may be able to help. To date, no needs have surfaced.

D. Alaska Human Rights Commission: The Alaska Human Rights Commission held a meeting in Juneau and invited Commission members to attend. Some Commissioners were able to attend the meeting and engaged with the Alaska Human Rights Commission by asking questions regarding an agenda item related to the removal of LGBTQ protections outside of the workplace. As a result, Commission Treasurer Emily Mesch was featured in a few local and statewide news stories regarding her concerns.

IV. Charge: Advise the Assembly concerning solutions to specific problems of prejudice and discrimination, including hate crimes.

A. Human Rights Campaign's Municipality Equality Index: CBJ received a perfect score of 100 on the Human Rights Campaign's Municipal Equality Index, and the Commission prepared a statement that recognized and congratulated the Assembly regarding their work that lead to the perfect score. The Municipality Equality Index focuses on equality towards LGBTQ individuals. Commission Chair Haifa Foroughi and Commission Treasurer Emily Mesch shared the statement at a meeting of the (Assembly/Human Resources Committee). The _ noted that some of the points earned were considered flex points that exist as some of the indicators are not applicable to all municipalities. The score for CBJ not including the flex points was 92, which means there are still areas where improvement is needed. The Commission was asked to review the Equality Index and make recommendations to improve in the areas where full points were not awarded. The Commission prepared a resolution, which was shared with the (Assembly/Human Resources Committee) on _.

V. Charge: Recommend to the Assembly action, policies and legislation to be considered by state and local governments.

A. Rosalee Walker Recognition: A few years ago, the Commission made a request of the Assembly to honor the contributions of Roselee Walker, a long-time activist and public servant, who passed away in 2004. Last year the Commission re-surfaced the conversation in communication with the Human Resources Committee, and the request was received favorably; however, we have not yet seen any action by the Assembly in this matter.

Presented by: Juneau Human Rights Commission

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

A Resolution to Improve the Alignment of City and Borough of Juneau Policy on LGBTQ Equality to the Standards of Human Rights Campaign Foundation's Municipal Equality Index Scorecard

WHEREAS The Human Rights Campaign Foundation releases an annual scorecard rating municipalities throughout the country on the basis of equality towards LGBTQ individuals; and

WHEREAS Juneau's 2022 report resulted in a score of 100; and

WHEREAS this score was achieved in part due to "flex" scoring, and the report still identifies areas where CBJ can improve on LGBTQ equality; and

WHEREAS the scorecard identifies that CBJ has no law or policy that requires the businesses the city contracts with or provides grant funding to have an employee non-discrimination policy that expressly covers sexual orientation and gender identity; and

WHEREAS CBJ also does not have in place LGBTQ-specific programming to attract LGBTQ applicants and promote diversity in the workplace; and

WHEREAS the Juneau Human Rights Commission does not have any authority to conciliate, issue a right to sue letter, or otherwise enforce citywide non-discrimination protections; and

WHEREAS CBJ does not provide services to LGBTQ older adults or to the transgender community; and

WHEREAS City and Borough of Juneau does not test the limits of restrictive Alaska State law.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Upon adopting this resolution, the Assembly:

A. Recognizes the need to improve equality for LGBTQ individuals in Juneau
B. Will create a policy that requires CBJ to only contract with business that have a non-discrimination policy that expressly covers sexual orientation and gender identity
C. Will create a program to encourage the recruitment of LGBTQ individuals for municipal employment and promote diversity in the workplace

D. Will explore options to provide resources and support to JHRC for the purposes of addressing individual cases of discrimination brought by Juneau residents
E. Will explore options to offer services in CBJ facilities that consider the specific needs of LGBTQ older adults and the transgender community
F. Will preemptively establish municipal-level protections against discriminatory legislation affecting LGBTQ individuals in Juneau, which may pass on the state level.

Section 2. Effective Date. This resolution shall be effective immediately after its adoption.

Juneau Human Rights Commission Action Plan 2022-2023

The Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public conce
the peace, order, health, safety, and general welfare of the municipality and its inhabitants.

JHRC Strategic Plan	Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.	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.	Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.	Recommend to the Assembly action, policies and legislation to be considered by state and local governments
JHRC ACTION STEPS	• Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Participate in virtual trainings to increase our collective knowledge/ understanding as JHRC commission members and invite the public. Possible topics to include human rights, social justice, effective advocacy, political process/channels to prevent and eliminate discrimination. (Haifa)	• Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Collaborate with organizations to support a celebration of Black History month (Lance) • Develop a broad perspective on community issues by holding facilitated, focused dialogue/townhall discussions that are facilitated by expert resources. (_____) • Collaborate with local agencies and organizations to better understand their vision, mission, and impact in Juneau, and create a Directory of Agencies/Organizations/Faith-based Communities/ Collectives in Juneau - Madam Mayor's request- (Haifa and _____)	• Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Leverage media (Lance)/social media (Emily) to increase visibility regarding our work. • Structure JHRC presence at Assembly meetings' "public participation" (member rotation?) to increase awareness of community "sources of tension" (_____)	• Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Invite the AK HRC executive director to meet with us when they are in town to share our Community Engagement Plan (_____) Strategy: Identify JHRC 2 member work-teams for research/preliminary work	• Develop and implement a Community Engagement Project designed to use crowdsourcing and restorative practices that will engage the broader community in identifying and beginning the healing process around issues related to discrimination. (Note: Spans all plan areas.) (Haifa and Mary) • Support and advocate for community human rights needs that arise by drafting memos and recommending policy to the Assembly (_____)