



JUNEAU HUMAN RIGHTS COMMISSION MEETING AGENDA

March 05, 2024 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/88090093337?pwd=ZUgrMi8rSStXK2l1TW5XL2ZobCtpdz09>

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. 2024-02-06 Juneau Human Rights Commission Minutes - Draft

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

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

3. JHRC Standing Agenda Topics

FY25 Budget:

Treasurer Report

Community Engagement Project

Celebrating Black History Month 2024 - Alaska Black Business Expo: February 17, 2024 - Wrap Up Discussion

Alaska Native Heritage Month - November 2024

Wrongful Termination

Resolution in Honor of Rosalee Walker

4. JHRC Strategic Plan 2024 - 2025

F. NEXT MEETING DATE - at 5pm via Zoom

March 5, 2024

March 19, 2024

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
FEBRUARY 6, 2024

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:09 pm.
 - a. Present: John Drips, Haifa Foroughi, Emily Mesch, Lance Mitchell, and Mary Wegner
 - b. Absent: Paula Drake and Camille Mauch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: Emily moved to approve the Agenda, which occurred by unanimous consent.
- III. APPROVAL OF MINUTES
 - a. Minutes of the December 19, 2023 Meeting: Emily moved that the Minutes be approved, which occurred by unanimous consent.
 - b. Minutes of the January 27, 2024 Meeting: John requested that the phrase related to the United States not being a signatory to the Universal Declaration of Equal Rights be removed, as it is not accurate nor relevant to our mission. John moved that the Amended Minutes be approved, which 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: There was an expense of \$500 for the facilitator of our strategic planning workshop held on January 27, 2024, which used up all our available budget. Emily will inquire about the possibility of getting additional funding, if needed, to implement our strategic plan.
 - 2) Community Engagement Project: No new information currently.
 - b. Town Halls: Tabled at this time due to discussion at strategic plan workshop.
 - c. Celebrating Black History Month 2024 - Alaska Black Business Expo: The Expo will be held at the JAHF on February 17, 2024 from 1:00-5:00 pm. There will be guest speakers, vendor booths, and workshops. The event is sponsored by the Juneau Black Awareness Association. We will have a table and we have been asked to help promote the event. Lance has been working with Jasmine Smith on the details and there are several speakers already lined up. Haifa and Emily developed on an hour-long session; however, the format they developed focused on holding a round table discussion with invited leaders from non-profit organizations in Juneau but an hour session isn't likely a format that will work. Instead, it appears that there will be a mainstage and as a participant in the event we will be able to share about JHRC for 10-15 minutes. Lance will make additional inquiries to clarify the format and find out the time for our part of the presentation. Haifa and Emily will present during our presentation timeslot.

- d. Celebrating Alaska Native Heritage Month 2024: No information currently. John moved to table this discussion until after the Black History Month event. Emily seconded. Approved.
 - 2. Resolution in Honor of Rosalee Walker: Haifa shared that the resolution to honor Rosalee Walker is still being revised so no action needed at this time.
 - 3. Strategic Plan 2024-2025 Wrap-Up: We held a 90-minute work session on Saturday, January 27, 2024 at the Downtown Library to focus on our 2024-2025 Strategic Plan. Timi Tullis facilitated the work session and shared a draft document for us to review. John moved and Mary seconded that we adopt the draft plan for now and then we work on additions or modifications in subsequent meetings. Approved by unanimous consent.
 - 4. Resolution Encouraging Assembly Action to Increase Productivity in CBJ Committees, Boards, and Committees: John drafted a resolution for us to consider. We will each review the document and come to our next meeting with ideas to discuss. This will be our first agenda item at our next meeting.
- I. PUBLIC COMMENT: No public were present.
 - II. UPCOMING MEETING DATES
 - a. February 20, 2024, at 5:00 pm via Zoom.
 - b. March 5, 2024, at 5:00 pm via Zoom.
 - c. March 19, 2024, at 5:00 pm via Zoom.
 - III. ADJOURNMENT: The meeting was adjourned at 6:09 pm.

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,

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?
 - Refuges 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 in 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

Juneau Human Rights Commission – Draft Strategic Plan 2024-2025

Section E, Item 4.

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,	1. 2. 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		Lance for Black History Month ? for AK Native Month
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