



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

December 20, 2022 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 Meeting ID: 880 9009 3337

Passcode: 501351

A. CALL TO ORDER/ROLL CALL

Present:

Absent:

Support:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. December 6, 2022 JHRC Minutes

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

2. JHRC Agenda Topics

a. Update on the Celebration of CBJ's perfect score on the Human Rights Campaign's Municipality Equality Index

b. Community Engagement Plan Feedback

c. Strategic Plan 2022-23

d. Celebrating Black History Month 2023

e. Town Hall Planning

f. Support Ukrainian Refugees Through a Fundraising Dance Performance: Tabled until after Black History Month

F. NEXT MEETING DATE

January 3, 2023 at 5pm via Zoom

January 17, 2023 at 5pm via Zoom

February 7, 2023 at 5pm via Zoom

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.org.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
DECEMBER 6, 2022

- I. CALL TO ORDER/ROLL CALL: The meeting began at little after 5:00 pm.
 - a. Present: Emily Mesch, Haifa Foroughi, Lance Mitchell, Mary Wegner, and Paula Drake
 - b. Absent: None
 - c. Support: N/A
- II. APPROVAL OF MINUTES: The minutes were approved by consensus.
 - a. Minutes of the November 15, 2022 Meeting
- III. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS: No public was present.
- IV. APPROVAL OF AGENDA
 - a. Welcome New JHRC Member: We welcomed newest Commissioner Paula Drake by introducing ourselves and providing a brief overview of our work.
 - b. CBJ's perfect score on the Human Rights Campaign's Municipality Equality Index: Haifa will circulate an email to us and then she will send it to the Assembly to congratulate them on this accomplishment, and she will go and testify during public comments at an upcoming Assembly meeting.
 - c. Community Engagement Plan: We shared information with Paula about our Community Engagement project. Haifa and Mary have been working with CatapultEd and the International Institute for Restorative Practices (IIRP), and we now have a plan that is ready to share with the Assembly. The Assembly allocated \$5,000 so we can develop a plan to implement our Community Engagement project, and we will seek additional funding for next fiscal year to implement the plan. Mary will include a copy of the presentation that will be made to the Assembly when the minutes get sent out to see if there are questions or feedback.
 - d. Celebrating Black History Month 2023: Lance is writing a play that will be performed during Black History Month, and he will share his play with us in January. We were also talking about hosting a movie along with the play. Lance will work with Gold Town Nickelodeon to see what might be possible to get a movie to show. Questions exist about the extent to which UAS can still be involved in the project now that Mallory Nash is no longer a Commissioner. Haifa will work with some of her contacts at UAS to see what might still be possible.
 - e. Support Ukrainian Refugees Through a Fundraising Dance Performance: As a Commission, we are not allowed to engage in fund raising events, so the discussion moved to working with the Sponsor Circles in town who are supporting a Ukrainian family to see if they can host something. For now, this agenda item will be put on hold until after Black History Month.
 - f. Strategic Plan 2022-23: Not addressed at this meeting.
 - g. Town Hall Planning: Not addressed at this meeting.

- V. PUBLIC COMMENT: No public was present. Emily shared that the Valley Library has an exhibit titled *Americans and the Holocaust* that will be on display until December 20th. Emily also shared that Lisa Phu has a new podcast series called *Before Me* that discusses her family's escape from Cambodia during the Khmer Rouge. Emily recommended both to her fellow Commissioners.
- VI. UPCOMING MEETING DATES
- a. December 20, 2022 at 5:00 pm
 - b. January 3, 2023 at 5:00 pm
 - c. January 17, 2023 at 5:00 pm
- VII. ADJOURNMENT: The meeting was adjourned at 6:03 pm.

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 with CBJ resonate with some but not all community members

Solution:

- Crowdsourcing to collect and prioritize community input
- Restorative Practices to build trust, establish relationships, and develop solutions

Crowdsourcing: Process to collect input and ideas, and assess the strength of community support for the ideas.

Restorative Practices: Communication strategy to resolve identified tensions within a solution mindset.

Goals, Outcomes, and Benefits

Goals:

- Identify issues and barriers to community engagement
- Co-create and prioritize community solutions

Outcomes:

- Increased levels of participation in public discourse
- Prioritized list of actions for CBJ consideration

Benefits:

- Increased representation and voice to inform CBJ actions
- Identify existing and new mechanisms to convey, understand, and unpack needs
- Arrive to resolutions sprung from a place of healing and action

Timeline and Costs

Timeframe	Activity
Summer 2023	Planning and Preparation
September 2023	Data Discovery through Crowdsourcing
October 2023	Listening Circles
November 2023	Restorative Practices Training and Summit
November 2023	Findings Presentation to Juneau Assembly
January 2024	Community Roundtable
February 2024	Community Solutions Identified
March 2024	Solutions Workshop
May 2024	Presentation to the Juneau Assembly

Costs: \$25,000 to contract with CatapultEd to facilitate crowdsourcing activities and the International Institute for Restorative Practices [IRRP] to facilitate the restorative practices activities. Costs are inclusive of travel.

CatapultEd: \$12,500
IRRP: \$12,500

Juneau Human Rights Commission Action Plan 2022-2023

Section E, Item 2.

The Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern that affects 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	<ul style="list-style-type: none"> • 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 multiple 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) 	<ul style="list-style-type: none"> • 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 multiple 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. (_____) 	<ul style="list-style-type: none"> • 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 multiple 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” (_____) 	<ul style="list-style-type: none"> • Develop a clear understanding of our role and the relationship between the Commission and the Assembly • Support the city in engaging in their transformative process in our community as a whole • Strengthen relations with AK HRC -State issues potentially trickle t-o locals- 	<ul style="list-style-type: none"> • Study/develop a clear understanding of our role and the relationship between the Commission and the Assembly • Galvanize proactive role of JHRC’s by supporting and advocating for Juneau’s diverse collectives’ mission by drafting/writing/ recommending policy/ regulation • Review existing policies regarding human rights and social justice to ID unintended gaps in equity and inclusion language (i.e., housing)
Other/ Logistics:	Carryover action/ needs: <ul style="list-style-type: none"> • Create a Directory of Agencies/Organizations/Faith-based Communities/Collectives in Juneau -Madam Mayor’s request- (Aidan and Haifa/Ibn) • Template: Template with logo to write recommendations/potential actions to CBJ Assembly (Emily and Mary) 				

Strategies	<ul style="list-style-type: none"> • Identify JHRC 2 member work-teams for research/preliminary work • Develop relevant potential actions, draft proposal for action, submit to CBJ Assembly 	Section E, Item 2.
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Updated 11.15.2022