



# SYSTEMIC RACISM REVIEW COMMITTEE

## AGENDA

May 20, 2025 at 12:00 PM

Zoom Webinar

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<https://juneau.zoom.us/j/92303909454> or: 1-253-215-8782 Webinar ID: 923 0390 9454

**A. CALL TO ORDER**

**B. LAND ACKNOWLEDGEMENT**

We would like to acknowledge that the City and Borough of Juneau is on Tlingit land and wish to honor the indigenous people of this land. 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. April 29, 2025 SRRC Meeting Minutes - Draft

**F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS**

**G. AGENDA TOPICS**

**H. CONSENT AGENDA**

The following ordinances were up for introduction on the consent agenda at [Monday night's Regular Assembly Meeting](#). A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

**Recommended Motions:**

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

2. Legislation for Review by SRRC

[Ordinance 2025-04](#) An Ordinance Amending Chapter 20.40 Commercial Passenger Vehicles. [Ord 2025-04 Memo](#)

[Ordinance 2025-06](#) An Ordinance Amending the City and Borough Code Relating to Criminal Offenses and Penalties.

[Ordinance 2025-10](#) An Ordinance Amending the Alcoholic Beverages Code Relating to the Purchase, Sale, Possession, or Consumption of Alcoholic Beverages.

[Ordinance 2025-16](#) An Ordinance Amending the City and Borough Code Relating to the Historic Resources Advisory Committee.

[Ordinance 2021-17](#) An Ordinance Amending the City and Borough Code Relating to Quasi-Judicial and Appeal Review Boards.

[Ordinance 2025-25](#) An Ordinance Authorizing the Manager to Execute a Lease of the Floyd Dryden Building to the Central Council of the Tlingit & Haida Indian Tribes of Alaska. [Ord 2025-25 Exh. A](#)

[Ordinance 2025-27](#) An Ordinance Increasing the Rates for Water and Wastewater Utility Services.

[Ordinance 2024-01\(b\)\(AO\)](#) An Ordinance Appropriating \$295,000 to the Manager for a Reimbursement to TEMSCO Helicopters, Inc. for Airport Capital Improvements; Funding Provided by Airport Funds.

[Ordinance 2024-01\(b\)\(AP\)](#) An Ordinance Appropriating \$14,010,860 to the Manager to Reimburse the Bond Principal Associated with the Refundings of Port and Harbor Revenue Bonds; Funding Provided by Revenue Bond Proceeds.

[Ordinance 2024-01\(b\)\(AQ\)](#) An Ordinance Transferring \$85,471 from CIP D71-091 Power Upgrades for Electric Buses to the Fleet and Equipment Reserve Fund's Fiscal Year 2025 Operating Budget.

[Ordinance 2024-01\(b\)\(AR\)](#) An Ordinance Appropriating \$400,000 to the Manager for the Statter Harbor Roof Repairs Capital Improvement Project; Funding Provided by Harbor Funds.

[Ordinance 2024-01\(b\)\(AS\)](#) An Ordinance Appropriating \$160,000 to the Manager for the Airport Runway Safety Area Shoulder Grading Capital Improvement Project; Funding Provided by Passenger Facility Charge Fees.

[Ordinance 2024-01\(b\)\(AT\)](#) An Ordinance Transferring \$218,050 from CIP D77-001 RecycleWorks Consolidated Facility to D12-103 Zero Waste Program.

[Ordinance 2024-01\(b\)\(AU\)](#) An Ordinance Transferring \$75,000 from CIP P44-091 Deferred Building Maintenance to CIP F21-041 Downtown and Glacier Fire Stations Mechanical and Electrical Upgrades.

[Ordinance 2024-01\(b\)\(AV\)](#) An Ordinance Appropriating \$7,830,000 to the Manager for the Outburst Flooding Improvements Capital Improvement Project; Funding Provided by the Alaska Department of Environmental Conservation, Clean Water Nonpoint Source Loan State Revolving Fund.

[Ordinance 2024-01\(b\)\(AW\)](#) An Ordinance Transferring \$88,812 from CIPs D12-050 Centennial Hall Convention Expansion Study and D12-098 Police Department Crow Hill Radio Site Improvements to CIPs P44-091 Deferred Building Maintenance and F22-028 Public Safety Communication Infrastructure.

[Ordinance 2024-01\(b\)\(AX\)](#) An Ordinance Appropriating \$882,000 to the Manager for the Outburst Flooding Improvements Capital Improvement Project; Grant Funding Provided by Tlingit Haida Regional Housing Authority.

[Ordinance 2024-01\(b\)\(AY\)](#) An Ordinance Appropriating \$1,800,000 to the Manager for the Telephone Hill Redevelopment Capital Improvement Project and Transferring \$1,922,615 from the Pederson Hill Phase IB II Capital Improvement Project to the Telephone Hill Redevelopment Capital Improvement Project; Funding Provided by Lands Funds, General Funds, and Sales Tax Funds.

[Ordinance 2024-01\(b\)\(AZ\)](#) An Ordinance Appropriating \$300,000 to the Manager for the Airport Riverbank Stabilization Capital Improvement Project; Funding Provided by Airport Funds.

## **I. LEGISLATION PULLED FOR DISCUSSION**

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

### **Sample Motions:**

*"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" OR "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation."*

## **J. STAFF REPORTS**

### **3. SRRC Best Practices for Boards & Committees Document - Draft**

## **K. COMMITTEE MEMBER /ASSEMBLY LIAISON COMMENTS AND QUESTIONS**

**L. NEXT MEETING DATE**

Regular SRRC Meeting for Legislation Review - Tuesday, June 10, 2025 at Noon via Zoom

**M. SUPPLEMENTAL MATERIALS**

**N. 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, e-mail: [city.clerk@juneau.gov](mailto:city.clerk@juneau.gov).

# SYSTEMIC RACISM REVIEW COMMITTEE MINUTES - **DRAFT**

April 29, 2025 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** – Chair Froehlich called the SRRC to order via Zoom at 12:03 p.m.

**B. LAND ACKNOWLEDGEMENT** – Read by Chair Froehlich

We would like to acknowledge that the City and Borough of Juneau is on Tlingit land and wish to honor the indigenous people of this land. 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**

**Present:** Ephraim Froehlich, Ivan Nance, Kelli Patterson, Lindsey Wold, and Jennifer Pemberton

**Absent:** AnaVera Morato

**Staff/Others:** Deputy Clerk Di Cathcart, Assembly Liaison Ella Adkison, Police Chief Derek Bos, Visitor Industry Director Alix Pierce, City Attorney Emily Wright, and Assistant City Attorney Sherri Layne

**D. APPROVAL OF AGENDA** – Agenda approved as presented

**E. APPROVAL OF MINUTES** – Minutes approved as presented

1. **March 4, 2025 SRRC Meeting Minutes - Draft**

2. **March 18, 2025 SRRC Worksession Minutes - Draft**

**F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS** - None

**G. AGENDA TOPICS**

**H. CONSENT AGENDA**

The following ordinances were up for introduction on the consent agenda at Monday night's 4/7 Regular Assembly Meeting. A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

## Recommended Motions:

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

**3. Legislation for Review by SRRC**

**Introduced at the [April 5, 2025 Special Assembly Meeting](#):**

[Ordinance 2025-01](#) An Ordinance Appropriating Funds from the Treasury for FY26 City and Borough Operations.

[Ordinance 2025-02](#) An Ordinance Appropriating Funds from the Treasury for FY26 School District Operations.

[Ordinance 2025-03](#) An Ordinance Establishing the Rate of Levy for Property Taxes for Calendar Year 2025 Based Upon the Proposed Budget for Fiscal Year 2026.

[Resolution 3090](#) A Resolution Adopting the City and Borough Capital Improvement Program for Fiscal Years 2026 through 2031, and Establishing the Capital Improvement Project Priorities for Fiscal Year 2026.

Introduced at the [April 7, 2025 Regular Assembly Meeting](#):

[Ordinance 2025-05\(b\)](#) An Ordinance Setting Forth the Policy and Procedures for the Release of Body Worn Camera Video Footage in Critical Incidents. [3/17/2025 Memo to COW](#)

[Ordinance 2024-01\(b\)\(AF\)](#) An Ordinance Appropriating \$10,000 to the Manager for the Aircraft Rescue Fire Fighting Truck Capital Improvement Project; Funding Provided by Airport Capital Reserve Funds.

[Ordinance 2024-01\(b\)\(AJ\)](#) An Ordinance Appropriating \$4,000,000 to the Manager for the Bartlett Regional Hospital Emergency Department Addition Capital Improvement Project, and Deappropriating \$4,000,000 from the Manager for the Bartlett Regional Hospital Emergency Department Addition Capital Improvement Project; Funding Provided by United States Department of Health and Human Services.

[Ordinance 2024-01\(b\)\(AK\)](#) An Ordinance Appropriating \$150,000 to the Manager for Marie Drake Property Planning; Funding Provided by General Funds.

[Ordinance 2024-01\(b\)\(AL\)](#) An Ordinance Appropriating \$200,000 to the Manager for Contingency Federal Staffing Support Related to Tourism; Funding Provided by State Marine Passenger Fees.

[Ordinance 2024-01 \(b\)\(AM\)](#) An Ordinance Appropriating \$500,000 to the Manager for the Lead Water Service Line Inventory Capital Improvement Project; Loan Funding Provided by the State of Alaska Department of Environmental Conservation, Alaska Drinking Water Fund State Revolving Loan Fund.

[Ordinance 2024-01\(b\)\(AN\)](#) An Ordinance Appropriating \$1,115,654 to the Manager for the Taku Harbor Improvements Capital Improvement Project; Grant Funding Provided by the Alaska Department of Fish and Game.

**MOTION:** by Mr. Nance to pull Ord 2025-05(b), Ord 2024-01(b)(AL) for further discussion and approve the consent agenda as amended. *Hearing no objection, motion passed.*

## I. LEGISLATION PULLED FOR DISCUSSION

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

### Sample Motions:

*"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" OR "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation."*

Ms. Pemberton asked about the language used regarding 'Officer-Involved', noting that during her time as a journalist, when reporting out they shifted away from the term 'Officer-Involved' and instead used 'Officer'. Chief Bos responded that 'Officer Involved' is a legal term and staff would want to check with Law to see if it's ok to change the language.

Ms. Wright joined the meeting to answer some of the SRRC's questions.

Ms. Pemberton restated to Ms. Wright her question regarding the term officer-involved' vs. 'officer' and her suggestion to fellow SRRC members is to recommend the change to the Assembly to 'officer' in the ordinance.

Ms. Wright responded there's' not a legal reason for the wording noting that JPD policy uses the title Officer Involved Traumatic Incidents and was also a suggestion from the State because they use that wording. However, there is no legal requirement so the SRRC could make the word change suggestion.

Mr. Froehlich suggested the SRRC recommend the Assembly have a timeline requirement for release of body cam footage even if the Chief of Police or the Manager protects public safety by a delay.

Ms. Patterson asked who determines what's considered serious physical injury.

Chief Bos responded that 'serious physical injury' is defined and pulled from state statutes.

Mr. Froehlich applauded the city for putting forth an ordinance like this, noting that we want to limit exemptions as much as possible, there should be a timeline despite all exemptions and thirdly address the grammatical concerns brought forward by Ms. Pemberton.

**MOTION:** by Ms. Pemberton to forward Ordinance 2024-05(b) to the full Assembly for action with the following statement included: *the SRRC appreciates the City and Assembly's efforts to put forth this ordinance; the SRRC urges the Assembly limit the number of exemptions included and allowed for the release of body cam footage. The SRRC further encourages the Assembly to implement a policy that requires timelines for release in all instances. The Committee has concerns about the use of the term officer-involved and recommends replacing it with officer. Hearing no objection, motion passed.*

Mr. Froehlich discussed [Ordinance 2024-01\(b\)\(AL\)](#) An Ordinance Appropriating \$200,000 to the Manager for Contingency Federal Staffing Support Related to Tourism; Funding Provided by State Marine Passenger Fees. Longterm what does this mean and who are CBJ's partners?

Ms. Pierce responded that this is not intended to be a long-term fix. The United States Forest Service is working to regain revenues that are currently frozen. She gave an overview of what the CBJ and partner agencies are trying to coordinate.

Mr. Froehlich commented that when public lands get privatized the SRRC supports the local tribes having first right of refusal.

Ms. Pierce said they have been talking with the Federal Government and if they are looking at divesting of Mendenhall Glacier Recreation Area that CBJ or the Tribes would be involved in first right of refusal.

**MOTION:** by Mr. Nance to move Ordinance 2024-01(b)(AL) to the full Assembly for action. **Hearing no objection, motion passed.**

**J. STAFF REPORTS** – ran out of time will get moved to the May 20<sup>th</sup> SRRC meeting.

**4. SRRC Best Practices for Boards & Committees Document - Draft**

**K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS** - None

**L. NEXT MEETING DATE**

Regular SRRC Meeting for Legislation Review - May 20, 2025 at Noon via Zoom Webinar

**M. SUPPLEMENTAL MATERIALS** - None

**N. ADJOURNMENT**

There being no further business to come before the committee meeting adjourned at 1:04 p.m.

# Systemic Racism Review Committee Legislation Review Summary

Section H, Item 2.

Serial Number/Title:

Introduced: \_\_\_\_\_ Public Hearing Date: \_\_\_\_\_ SRRC Review Date: \_\_\_\_\_

Presented By: \_\_\_\_\_ Drafted By: \_\_\_\_\_

Department/Division: \_\_\_\_\_ Lead Staff Contact: \_\_\_\_\_

Purpose of Legislation (background/summary of intent):

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:

g. Has public input been received?

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

### 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		
CT 2: Mendenhall Valley withn the Loop			CT 4: Salmon Creek/Lemon Creek			CT 5: Douglas Island			Auke Bay		
BG1: Mendenhall Taki		27.8%	BG 1: DZ/Freds		60.9%	BG 1: North Douglas		15.9%	Lower Income Housing Areas		
BG2: Upper Riverside		23.1%	BG 2: Davis		45.0%	BG 2: West Juneau		28.0%	Chinook/Coho		
BG 3: Portage/McGinn		33.7%	BG 3: Belardi Costco		63.8%	BG 3: Crow Hill/ DT C		27.6%	Cedar Park Area		
BG 4: Long Run		19.6%	BG 4: Twin Lakes		25.9%				Gruening Park Area		
BG 5:Glacierwood/Vir		41.2%							Switzer Area		
									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?

YES	NO

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


**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 provision/annual review of impacts/implications for system racism.) to monitor impact.	Section H, Item 2.
	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?

## DRAFT

### Systemic Racism Review Committee Recommendations Best Practices for Recruitment and Diversity Relating to CBJ Boards & Committees

- Have a current list of affinity groups that are always contacted directly with vacancies: Fil-Comm, Black Awareness Association, Haa Toooh Licheesh, ANS & ANB, SHI, etc.
- Post flyers at churches, restaurants, stores, community spaces where a wide swath of Juneau visits or that are specific to under-represented people on our boards and committees. Utilize the Juneau Arts & Humanities Council (JAHC) poster service.
- Write "juicy" social media posts that really say why someone would want to join. Include testimonials from board members. Maybe videos. Share those posts with the various local Facebooks groups such as, Juneau Community Collective.
- Run radio spots on KTOO and KINY -- they reach different and overlapping audiences in our community
- Once or twice a year, host "open house" meetings, where people are invited to see what we do — be more intentional during those meetings about explaining what we do, what impact we have on the community, how we conduct our meetings, etc.
- Post on job boards for nonprofits/volunteers like Craigslist, Indeed, Alaska Municipal League, Foraker Group, UAS
- Use part of an assembly meeting or a separate town hall to introduce boards and committees with vacancies
- Is there a list of contacts for people who testify at assembly meetings? Maybe reach out to people who are signed up to testify and see if they want to serve on a board. If they had enough engagement to testify, maybe they want to help work on solutions.
- Create YouTube videos outlying “What it’s like to be a boardmember” and other helpful information.
- Adding summaries of what each board or committee does, the time commitment, and what is expected of the board or committee to that board or committee webpage (f they have one) or the Board Portal that lists the Rosters and Charging Documents of each board and committee.