



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

April 16, 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. April 1, 2025 JHRC Meeting Minutes - Draft

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

2. Living in Marginalized Communities in 2025: A Panel Discussion

3. JHRC Standing Agenda Topics

FY25 Budget:

Treasurer Report - if needed

Community Engagement Project

Joint JHRC & Systemic Racism Review Committee (SRRC) Meeting

Celebrating Black History Month 2026

4. Revisit Strategic Plan 2024-2025

F. NEXT MEETING DATES

Tuesday, May 6, 2025 5-6pm via Zoom

Wednesday, May 21 2025 5-6pm via Zoom

Tuesday, June 3, 2025 5-6pm 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, e-mail: city.clerk@juneau.gov.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
APRIL 1, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:05 pm.
 - a. Present: Haifa Foroughi, Lance Mitchell, and Mary Wegner
 - b. Absent: Alison Gottschilich and Camille Mauch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: The Agenda was amended to add JHRC Meeting Dates, and the revised Agenda was approved by unanimous consent.
- III. APPROVAL OF MINUTES
 - a. Minutes of the March 18, 2025 Meeting: The Minutes were approved by unanimous consent.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No one from the public was present.
- V. AGENDA
 1. JHRC Meeting Dates: Since it is difficult for Alison to join us on Tuesday's, we agreed to move the second meeting of every month to Wednesday's.
 2. Living in Marginalized Communities in 2025: A Panel Discussion: Lance shared that Jane Hale (transgender activist) and Jennifer Skinner (St. Vincent DePaul) are interested in being a panelist, Mary (Education) will ask Dr. Lance Twitchell (Indigenous Language Revitalization) and Dr. Carin Silkaitis (Moderator) to also be part of the panel. We discussed holding the event on Saturday, May 10th from 10:30-11:45 am, and we discussed holding the event at the Valley Library. Lance will confirm the location. Lance drafted an invitation that he and Mary will use to invite the guests.
 - a. 10 min: Moderator sets context
 - b. 40 min: 10 min per panelist
 - c. 20 min: Q & A
 - d. 5 min: Wrap-up
 3. Standing Agenda Topics:
 - a. FY25 Budget: Not discussed at this meeting
 - 1) Treasurer Report:
 - 2) Community Engagement Project:
 4. Revisit Strategic Plan 2024-2025: Not discussed at this meeting
 5. Joint JHRC and Systemic Racism and Review Committee (SRRC) Meeting: Not discussed at this meeting
 6. Celebrating Black History Month 2026: Not discussed at this meeting
- VI. PUBLIC COMMENT: No one from the public was present.

- I. UPCOMING MEETING DATES
 - a. Wednesday, April 16, 2025 from 5:00-6:00 pm via Zoom.
 - b. Tuesday, May 6, 2025 from 5:00-6:00 pm via Zoom.
 - c. Wednesday, May 21, 2025 from 5:00-6:00 pm via Zoom.

- II. ADJOURNMENT: The meeting was adjourned at 5:48 pm.

[Your Name]
Member of the Juneau Human Rights Commission

[Date]

[Speaker's Name]
[Speaker's Title/Organization]
[Speaker's Email Address]

Dear [Speaker's Name],

I hope this letter finds you well. The Juneau Human Rights Commission is hosting a *Living in Marginalized Communities in 2025: A Panel Discussion*, on Saturday, May 10th from 10:30-11:15 am at the Mendenhall Valley Public Library. I am writing to invite you to participate as a panel speaker at our event. Given your expertise and commitment to social justice and equity, we believe that your insights would significantly enrich our discussions.

The federal government issued a January 27, 2025 Memorandum for Heads of Executive Departments and Agencies, and along with the February 14 Dear Colleague letter these directives, and others issued since, mandate the removal of all references to diversity, equity, and inclusion (DEI) for organizations receiving federal funding. This change poses serious risks to the well-being of marginalized communities, particularly individuals who are not white, Christian males, and women of all ethnicities. Our panel seeks to address these vulnerabilities and concerns while fostering dialogue on the implications of such federal directives.

The objectives of the panel include:

1. Assess the impact of these federal mandates on various community segments, particularly people of color and the LGBTQ+ community.
2. Provide support and resources for individuals facing job and career threats due to the elimination of DEI programs.
3. Foster community dialogue about social equity and cohesion amidst these changes.

Your participation would greatly enhance our goals of raising awareness, strengthening community support, and encouraging collaboration among organizations dedicated to promoting diversity, equity, and inclusion. We are particularly interested in your perspective on how we can effectively mobilize communities in response to these challenges. We anticipate a diverse audience of community leaders, activists, and concerned residents.

We would be honored to have you join us as a speaker to share your insights and experiences related to these pressing issues. We envision that the moderator would start the event by setting the context, and then each panelist would have approximately 10 minutes to share thoughts and considerations on the topic. This would allow time for audience members to ask follow-up questions to further engage in the content.

Thank you for considering our invitation, and please let us know at your earliest convenience if you would be able to participate in this important event. We look forward to the possibility of working together to advocate for the rights and dignity of all individuals in our community.

Warm regards,
[Your Name]
[Your Email Address]
[Your Phone Number]

Attachments:

- [OMB Memo M-25-13](#)
- [Dear Colleague Letter](#)

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 10-1-24

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 engagements that were offered to engage with the broader community to identify issues related to discrimination.		Alison, 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,	A. B. 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		A. Lance for Black History Month, and Paige and Lance for Alaska Native Heritage Month that may include Missing and Murdered Indigenous Women B.
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		
	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/_ social media