



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

September 19, 2023 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:

Support/Other:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. September 5, 2023 Juneau Human Rights Commission Minutes - Draft

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

2. JHRC Standing Agenda Topics

a. FY25 Budget Proposal

a. Treasurer Report

b. Community Engagement Project - tabled until FY25 Budget Development

b. Transgender Town Hall: September 28, 2023 from 6:30-8pm Downtown Library Large Conference Room

c. Celebrating Black History Month 2024 - Alaska Black Business Expo: February 24, 2024

d. Resolution in Honor of Rosalee Walker

3. JHRC Strategic Plan 2022-23: Assign Responsibilities

4. Update on Draft Resolution on Human Rights Campaign's Municipal Equality Index

F. STAFF REPORTS

G. NEXT MEETING DATE

October 3, 2023 at 5:00 pm

October 17, 2023 at 5:00 pm

November 7, 2023 at 5:00 pm

H. 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
SEPTEMBER 5, 2023

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:10 pm.
 - a. Present: John Drips, Haifa Foroughi, Lance Mitchell, and Mary Wegner
 - b. Absent: Paula Drake, Camille Mauch, and Emily Mesch
 - c. Support: N/A
- II. APPROVAL OF AGENDA: The Agenda was approved by consensus.
- III. APPROVAL OF MINUTES
 - a. Minutes of the May 16, 2023 Meeting: The Minutes were approved by consensus.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public was present.
- V. AGENDA
 1. Welcome to new commission member John Drips: We welcomed John to the JHRC.
 2. Standing Agenda Topics:
 - a. FY25 Budget Proposal:
 - 1) Treasurer Report: Lance reported that Gold Town Nickelodeon still has not been paid for our Black History Month event last February. Haifa will follow up with Emily about the payment.
 - 2) Community Engagement Project Report: The window to apply for funding for FY25 has closed. Our request was not presented to the Assembly for consideration, as we are still awaiting one of the consultants to submit an invoice to close out the planning process from last year.
 - b. Transgender Town Hall: Our Transgender Town Hall will be held on September 28, 2023 from 6:30-8:30 pm at the Downtown Library. We finalized the flyer. Lance secured the location and will send the flyer to the radio stations. Mary will work with Aidan to schedule radio interview(s).
 - c. Celebrating Black History Month 2024: Lance spoke with Jasmine Smith who suggested that we partner with the Alaska Black Business Expo that has a mission to support the growth and development of businesses of color. The Expo will have guest speakers, vendor booths, and workshops and will be held on February 24, 2024. The Expo will be offered in partnership with the Juneau Black Awareness Association. The request is to offer a workshop session, person a booth, and assist with advertising. Lance will follow-up with Jasmine to clarify the workshop topic to make sure it aligns with our mission.
 - d. Support Ukrainian Refugees: An August 18, 2023 communication to the Assembly from the people involved in the Sponsor Circles shared that the first three families are independent or well on their way to independence, and that a third sponsor circle is supporting a fourth family arriving in Juneau in late August/early September. JHRC is not needed to provide support at this time.

3. Update on Draft Resolution on Human Rights Campaign's Municipal Equality Index: Haifa and Emily presented the draft resolution to the Human Resources Committee on July 10, 2023 who suggested that the resolution be forwarded to the CBJ Law Department for review. Appreciation was shared for the draft resolution.
4. Update on Annual Report: Haifa and Emily presented our Annual Report to the Human Resources Committee on July 10, 2023. No further action is needed.
5. Strategic Plan 2022-23: Since we are already into September of 2023, we decided to rename our planning document to reflect the 2023-24 years. We will wait to assign responsibilities until we have all members able to provide input re: their interests.
6. Resolution in Honor of Rosalee Walker: Lance spoke with Ibn Bailey who shared that Dr. Worl from SHI is willing to support a resolution and that Senator Kiehl has previously made statements in support of a resolution. Ibn will share details with Lance. JHRC will draft a resolution once we have some facts to include, which will need to be done ASAP.

I. PUBLIC COMMENT: No public was present.

II. UPCOMING MEETING DATES

- a. September 19, 2023 at 5:00 pm
- b. October 3, 2023 at 5:00 pm
- c. October 17, 2023 at 5:00 pm

III. ADJOURNMENT: The meeting was adjourned at 5:53 pm.

CREATING GREATER GENDER INCLUSION IN THE JUNEAU COMMUNITY

Thursday, September 28th

6:30 – 8:30 pm

location

Downtown Library

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.



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 Action Plan 2022-2023

Section E, Item 3.

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 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) 	<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 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 _____) 	<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 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" (_____) 	<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 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 (_____) <div style="background-color: yellow; padding: 5px; margin-top: 10px;">Strategy: Identify JHRC 2 member work-teams for research/preliminary work</div>	<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 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 (_____)

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.