



SYSTEMIC RACISM REVIEW COMMITTEE

AGENDA

May 09, 2023 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

B. LAND ACKNOWLEDGEMENT

We acknowledge that the City and Borough of Juneau is on Tlingit land, and wished to honor the people of this land, the Auk Kwaan and Taku Kwaan. 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. **2023-02-22 SRRC Worksession Meeting Minutes - Draft**

2. **2023-04-04 SRRC Worksession Meeting Minutes - Draft**

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

G. AGENDA TOPICS

3. **Moving Forward as a Committee - SRRC Process**

With the adoption of Ordinance 2023-20b, expanding the charge of what the SRRC can now review or work on, the SRRC should discuss how they would like to move forward as a committee, possible options include:

- a. Continue to have links to Ordinances for Introduction from the Assembly consent agenda along with checklists pre-filled out by staff for those ordinances, *or*
- b. Continue to include links to Ordinances for Introduction with a blank checklist that SRRC members could fill out if that was the will of the body, *and/or*
- c. Move away from review of Ordinances for Introduction, focusing instead on larger topics/items members would like to take a deeper dive on as a committee, *or*
- d. Some combination of a, b & c

4. **Ordinances Introduced at May 8, 2023 Regular Assembly Meeting - Consent Agenda**

While the SRRC transitions to what it will decide to work on, included below are links to ordinances that were up for introduction on the consent agenda at the May 8, 2023 Regular Assembly Meeting. There is a blank SRRC checklist in the packet if members decide to pull an ordinance for further discussion. All legislation and associated materials are located in the Assembly packet: <https://juneau-ak.municodemeetings.com/>

[Ordinance 2023-24](#) An Ordinance Amending the Elections Code Relating to Election Procedure. ([memo](#))

[Ordinance 2023-26](#) An Ordinance Creating a Short Term Rental (STR) Registration Program and Providing for a Penalty.

[Ordinance 2022-06\(b\)\(AK\)\(c\)](#) An Ordinance Appropriating \$1,200,000 to the Manager for a Loan for the Ridgeview Subdivision Project; Funding Provided by the Affordable Housing Fund.

[Ordinance 2022-06\(b\)\(AW\)](#) An Ordinance Appropriating \$300,000 to the Manager for the Community Development Department's Permitting Software Purchase; Funding Provided by General Funds.

[Ordinance 2022-06\(b\)\(AU\)](#) An Ordinance Appropriating \$30,000 to the Manager for the Deferred Maintenance Capital Improvement Project; Funding Provided by School District Operating Funds.

H. STAFF REPORTS

[5.](#) **SRRC 2023 Meeting Calendar - Draft**

I. COMMITTEE MEMBER / ASSEMBLY LIAISON COMMENTS AND QUESTIONS

J. NEXT MEETING DATE

PLACEHOLDER: Tuesday, June 13, 2023 @ 12pm via Zoom - SRRC Regular Meeting

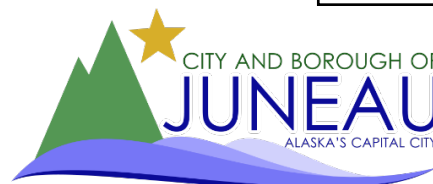
K. ADJOURNMENT

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.

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

February 22, 2023 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 Lee called the Systemic Racism Review Committee to order at 12:05 p.m.

B. LAND ACKNOWLEDGEMENT

We acknowledge that the City and Borough of Juneau is on Tlingit land, and wished to honor the people of this land, the Auk Kwaan and Taku Kwaan. 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

Members Present: Chair Grace Lee, Kelli Patterson, Ivan Nance and Gail Cheney

Members Absent: Ephraim Froehlich

Staff/Others: Robert Barr, Di Cathcart, Adam Gottschalk, Sherri Layne and Beth McEwen

D. APPROVAL OF AGENDA

Agenda approved as presented.

E. APPROVAL OF MINUTES

Minutes approved as presented.

1. November 16, 2022 SRRC Worksession Minutes - Draft

2. February 1, 2023 SRRC Worksession Minutes - Draft

F. AGENDA TOPICS

3. SRRC Worksession Documents

Ordinance 2020-32(c)(am) Creating the Systemic Racism Review Committee

Ordinance 2020-32(c)(am) SRRC Amendments v4 - Memo from CBJ Attorney Gottschalk

SRRC Review Legislation Checklist Form

SRRC Proposal & election email from Member Nance

Chair Lee opened the Worksession by reviewing what still needs to be done at the committee level. Mr. Barr noted the recommendations from the Systemic Racism Review Committee to update its charge will go to the Assembly Committee of the Whole Worksession on March 6, 2023. Mr. Barr recommended that members of the SRRC attend the Assembly COW if able. Chair Lee asked who from the committee would be available to attend and all but Ms. Patterson, who will be traveling, planned on attending. The committee reviewed and approved Mr. Gottschalk's updated memo on changes to the SRRC charge which will be included in the March 6 Assembly COW packet.

The committee discussed whether to start updating the checklist as well as what topics to focus on and chose to wait until after the March 6 Assembly COW meeting to hold those discussions.

G. STAFF REPORTS

None

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

I. NEXT MEETING DATE

Tuesday, February 28, 2023 - Regular SRRC Meeting for legislation review @ Noon via Zoom

Tuesday, March 21, 2023 - Regular SRRC Meeting for legislation review @ Noon via Zoom

J. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 1:00 p.m.

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

April 04, 2023 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 Lee called the meeting of the Systemic Racism Review Committee Worksession to order at 12:01 p.m.

B. LAND ACKNOWLEDGEMENT

C. ROLL CALL

Members Present: Chair Grace Lee, Kelli Patterson, Ivan Nance, Gail Cheney and Ephraim Froehlich

Members Absent: none

Staff/Others: Robert Barr, Di Cathcart

D. APPROVAL OF AGENDA

Agenda approved as presented.

E. APPROVAL OF MINUTES

Minutes approved as presented.

1. **2022-12-13 SRRC Minutes - Draft**
2. **2023-03-21 SRRC Meeting Minutes - Draft**

F. AGENDA TOPICS

1. Appointment of Chair and Vice Chair for 2023

Grace Lee was nominated for Chair and Ephraim Froehlich as Vice Chair, discussion was had, ***hearing no objection motion passed.***

2. [Assembly Committee of the Whole Worksession 4/3/2023 Packet](#) - SRRC Charge is agenda item [F3](#)

MOTION: by Mr. Nance that Chair Lee thank the Assembly for passing the amended ordinance.
Hearing no objection, motion passed.

MOTION: by Ms. Patterson to move Ordinance 2023-20 forward to the Assembly for public hearing.
Hearing no objection, motion passed.

G. STAFF REPORTS

Mr. Barr noted that once Ordinance 2023-20 is passed it would be good for the committee to place on a future agenda what topics and or policies it would like to work on. Chair Lee requested that committee members bring forward to the next SRRC meeting what items members would like to look at.

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

Mr. Barr noted that due to the timing of meetings, SRRC checklists may not be available for the ordinances introduced however staff will include direct links to the Ordinances up for Introduction on the SRRC agenda.

I. NEXT MEETING DATE

April 18, 2023 at Noon via Zoom - SRRC Regular Meeting for Legislation Review

May 9, 2023 at Noon via Zoom - SRRC Regular Meeting for Legislation Review

J. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12: 43 p.m.

Presented by: The Manager
Presented: 03/20/2023
Drafted by: S. Layne

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2023-20(b)

An Ordinance Amending the Duties of the Systemic Racism Review Committee.

WHEREAS, discrimination based on race in institutional policies leads to systemic racism; and

WHEREAS, systemic racism creates disparities in the social and civic fabric of a community through legislation related to all aspects of society, including but not limited to education, criminal justice, employment, elections, housing, and political power; and

WHEREAS, systemic racism includes policies and practices that exist throughout a whole society or organization, including historical actions and practices, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race; and

WHEREAS, systemic racism is as overt and covert as individual racism and it has similar emotional, economic, physical, and liberty consequences though it may be harder for individuals to see even when revealed in disparities and data; and

WHEREAS, systemic racism is similar to disparate impact discrimination, which is generally defined as a facially neutral act, practice, or policy that has a significant discriminatory impact on a protected group; and

WHEREAS, the residents of Juneau and the Assembly benefit from having a systemic racism review committee that works with the Assembly to address systemic racism, including reviewing policies and procedures and reviewing legislation prior to public hearing and making recommendations to the Assembly; and

WHEREAS, the Assembly encourages racially diverse individuals to apply and encourages racial minority groups to nominate individuals to help advise the Assembly.

THEREFORE BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a noncode ordinance.

Section 2. Systemic Racism Review Committee Established.

(a) **Establishment.** There is established a Systemic Racism Review Committee consisting of seven individuals.

- (1) The Assembly shall appoint members of the Committee to staggered three-year terms. Members of the Committee shall serve at the pleasure of the Assembly. Terms shall commence on July 1. Appointments to fill vacancies shall be for the unexpired term. In the event a seat has six months or less remaining to the unexpired term, the Assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No member who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply if there are no other qualified applicants at the time reappointment is considered by the Assembly.
- (2) Members shall be selected to provide the most balanced representation possible. Members shall have experience identifying unlawful discrimination—including based on race, color, or national origin—experience identifying social justice inequity, or intimate knowledge of local cultures and practices, including tribal culture and practices.

(b) **Duties.** The Committee is charged with:

- (1) Developing criteria to advise whether legislation, policies, or procedures likely include systemic racism implications. The Committee must present proposed review criteria to the Assembly before substantively reviewing policies, procedures, or legislation.
- (2) Reviewing legislation, selected at the discretion of the Committee to advise whether the ordinance likely includes a systemic racism policy or implication.
- (3) Reviewing current policies, selected at the discretion of the Committee, to advise whether the policies likely perpetuate systemic racism.
- (4) Reviewing current procedures, selected at the discretion of the Committee, to advise whether the procedures likely perpetuate systemic racism.
- (5) Presenting options for curing the potential or likely systemic racism or implications.
- (6) Presenting the Committee's analysis and conclusions timely to the Assembly in a short statement for each item of legislation.
- (7) Meeting with the Assembly in a joint meeting at least once a calendar year.

- (c) **Procedure.** The Committee's procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time. Nothing in this Ordinance shall be read to preclude the Assembly from acting upon emergency ordinances and resolutions.
- (d) **Officers, Meetings, and Quorum.** In accordance with the Advisory Board Rules of Procedure, the Committee shall select its own officers, and shall hold regular meetings on a schedule established by the Committee, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Committee requires four or more affirmative votes to be approved.
- (e) **Staff Assistance.** Staff support to the Committee shall be provided by the City Manager, or designee, as available and appropriate.
- (f) **Legislation Procedure.** The Committee should meet and send the legislative report to the Manager at least six days before the Assembly meeting (i.e. Wednesday for a Monday meeting). However, legislation may be scheduled for public hearing and the Assembly may adopt legislation that has not been reviewed by the Committee. If the Assembly adopts legislation before the Committee has reviewed it, the Committee should review the adopted legislation as soon as possible.

Section 3. Sunset Clause. The Committee created by Section 2 shall cease to exist and the provisions of Section 2 shall automatically terminate August 31, 2026, unless the Assembly extends the Committee to exist until disbanded by the Assembly. In a joint meeting prior to December 31, 2025, the Committee and the Assembly shall review the Committee's work product to date and the provisions of this ordinance to determine if any changes are necessary.

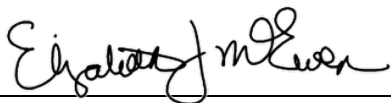
Section 4. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 17th day of April, 2023.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

Systemic Racism Review Committee Legislation Review Summary

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?

- What are potential unintended consequences?
- What benefits may result?
- 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?

- 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 S		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						Auke Bay		
BG1: Mendenhall Taki		27.8%	BG 1: DZ/Freds		60.9%	CT 5: Douglas Island			Lower Income Housing Areas		
BG2: Upper Riverside		23.1%	BG 2: Davis		45.0%	BG 1: North Douglas		15.9%	Chinook/Coho		
BG 3: Portage/McGinn		33.7%	BG 3: Belardi Costco		63.8%	BG 2: West Juneau		28.0%	Cedar Park Area		
BG 4: Long Run		19.6%	BG 4: Twin Lakes		25.9%	BG 3: Crow Hill/ DT C		27.6%	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?

Details:

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

Details:

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 provisions/6 mo./annual review of impacts/implications for system racism.) to monitor impact.	Section G, Item 4.
	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?

SRRC Meetings 2023

Approved by SRRC on

Systemic Racism Review Committee-Tuesdays @ Noon following Regular Assembly Meetings

1/10 5/9 8/22 12/12
2/14 6/13 9/12
3/21 7/11 10/24
4/18 8/1 11/14

SRRC Worksessions could be scheduled for the Tuesday or Wednesday after Assembly COW meetings for committee work other than legislation review.

Regular Assembly & HRC Meetings-Mondays

Human Resources Committee (HRC) – 6pm
Regular Assembly Meetings – 7pm
Special Assembly Meetings – 5:30 or 6pm

PWFC/LHED/COW Meetings-Mondays

Public Works & Facilities Comm. (PWFC) – 12:10pm
Lands, Housing & Economic Dev. (LHED) – 5pm
Committee of the Whole (COW) – 6pm

Assembly Finance Committee Meetings-Wednesdays

~During budget season – 5:30pm
~Non-budget season – 6pm

Municipal Election – Tuesday Oct. 3

(All Meeting Times Subject to Change as Needed)

JANUARY

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FEBRUARY

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AUGUST

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SEPTEMBER

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OCTOBER

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NOVEMBER

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DECEMBER

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