



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

April 18, 2023 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

A. CALL TO ORDER/ROLL CALL

- a. Present:
- b. Absent:
- c. Support/Other:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

2023-04-04 Juneau Human Rights Commission Minutes - No minutes due to lack of quorum, agenda topics from April 4 moved to April 18 meeting.

1. **2023-03-21 Juneau Human Rights Commission Minutes - Draft**

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

Standing Agenda Topics:

- a.) FY25 Budget Proposal
 - *Treasurer's Report
 - *Community Engagement Project Report
- b.) Transgender Town Hall
 - *Finalize date: Sept 21 or 28
 - *Advertising - Revise Aiden's Flyer
- c.) Celebrating Black History Month 2024
- d.) Support Ukrainian Refugees

2. **JHRC MEI Report Resolution-DRAFT**

Draft Resolution on Human Rights Campaign's Municipal Equality Index regarding the areas noted for improvement

3. **JHRC Strategic Plan 2022-2023**

F. NEXT MEETING DATE - Tuesdays

April 18, 2023 at 5:00 pm via Zoom

May 2, 2023 at 5:00 pm via Zoom

May 16, 2023 at 5:00pm 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.gov.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
MARCH 21, 2023

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:14 pm.
 - a. Present: Haifa Foroughi, Lance Mitchell, Mary Wegner, and Paula Drake
 - b. Absent: Camille Mauch and Emily Mesch
 - c. Support: None
- II. APPROVAL OF AGENDA: The Agenda was rearranged and approved by consensus.
- III. APPROVAL OF MINUTES
 - a. Minutes of the March 7, 2023 Meeting: The Minutes were approved by consensus.
- IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.
- V. AGENDA
 - a. Support Ukrainian Refugees: Camille and Mary reached out to members of the Sponsor Circle in Juneau who are supporting a Ukrainian family to see if needs have surfaced where we might be able to provide non-financial support. They appreciated the offer of support and will get back to us if they identify needs. There is a second family in town, a mother with an 18 year old child. A new family will be arriving in the near future, which consists of a young couple in their early 20's and their dog.
 - b. Strategic Plan 2022-23: We shared the current version of the Strategic Plan with Paula to help orientate her to the document. When all Commission members are present at the same meeting, we will sign up for our areas of focus with an intention to work in pairs on projects.
 - a. Draft Resolution on Human Rights Campaign's Municipal Equality Index regarding the areas noted for improvement: Camille, Emily, and Haifa met to draft a resolution for the JHRC to review. We read through the draft resolution and began to discuss the the various elements. We identified two areas where we might want to make revisions to the document:

WHEREAS the scorecard identifies that CBJ has no law or policy that requires the businesses the city contracts with to have an employee non-discrimination policy that expressly covers sexual orientation and gender identity;

In our discussion we wondered if we should also add grants that are provided by CBJ to support social services in Juneau. Possible wording could be as follows:

...businesses the city contracts with or provides grant funding to have...

Section 1. Upon adopting this resolution, the Assembly:

D. Will explore options to provide resources and support to JHRC for the purposes of addressing individual cases of LGBTQ discrimination brought by Juneau residents

In our discussion we were concerned that the language about individual cases could have unintended consequences in people thinking we had the authority to judicate cases of discrimination, which is not part of our Charter. We are always open to hearing from individuals about cases of discrimination so we can help point them to resources where they can receive support; however, we wondered whether or not the existing draft language would send the wrong message about our authority. Possible wording revisions would be to take out the words “individual cases of” and change the word “brought” to “experienced”.

... addressing ~~individual cases of~~ LGBTQ discrimination ~~brought~~ experienced by...

- b. Transgender Town Hall Planning: We will hold the event sometime between September 18th to 29th (except Yom Kippur) with the final date left to Aidan. Emily will be the lead from JHRC working with Aidan on advertising the event on the radio. Nothing new at this time.
- c. FY25 Budget Proposal: Nothing new at this time.
- d. Celebrating Black History Month 2024: Nothing new at this time.

VI. PUBLIC COMMENT: No public was present.

VII. UPCOMING MEETING DATES

- a. April 4, 2023 at 5:00 pm
- b. April 18, 2023 at 5:00 pm
- c. May 2, 2023 at 5:00 pm

VIII. ADJOURNMENT: The meeting was adjourned at 6:00 pm.

Presented by: Juneau Human Rights Commission
Drafted by: Haifa Foroughi, Emily Mesch, Camille Mauch

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 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 LGBTQ 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

Juneau Human Rights Commission Action Plan 2022-2023

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="border: 1px solid black; background-color: yellow; padding: 5px; margin-top: 10px;"> <p>Strategy: Identify JHRC 2 member work-teams for research/preliminary work</p> </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 (_____)