



SYSTEMIC RACISM REVIEW COMMITTEE AGENDA

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

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. March 4, 2025 SRRC Meeting Minutes - Draft

2. March 18, 2025 SRRC Worksession 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 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 2024-03 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.

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

[4.](#) SRRC Best Practices for Boards & Committees Document - Draft

K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

L. NEXT MEETING DATE

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

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.

SYSTEMIC RACISM REVIEW COMMITTEE MINUTES - **DRAFT**

March 04, 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 Systemic Racism Review Committee to order at 12:03 p.m. via Zoom.

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, Kelli Patterson, Jennifer Pemberton, and Lindsey Wold

Absent: Ivan Nance, and AnaVera Morato

Staff/Others Present: Deputy City Manager Robert Barr, Deputy Clerk Di Cathcart, and SRRC Assembly Liaison Ella Adkison

D. APPROVAL OF AGENDA – approved as presented

E. APPROVAL OF MINUTES - approved as presented

1. February 4, 2025 SRRC Meeting Minutes - Draft

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS - None

G. 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 2024-01\(b\)\(AG\)](#) An Ordinance Transferring \$375,000 from the Community Development Department Fiscal Year 2025 Operating Budget and \$80,000 from the Manager's Office Fiscal Year 2025 Operating Budget to the Comprehensive Plan Capital Improvement Project.

[Ordinance 2024-01\(b\)\(AH\)](#) An Ordinance Transferring \$200,000 from CIP D23-060 Waterfront Museum to CIP H51-125 Aurora Harbor Improvements.

[Ordinance 2024-01\(b\)\(AI\)](#) An Ordinance Appropriating \$10,000,000 to the Manager for the Juneau Douglas Treatment Plant Clarifier Building Repair Capital Improvement Project; Funding Provided by General Obligation Bond Proceeds.

[Ordinance 2025-07](#) An Ordinance Amending the Procedures and Requirements Related to Abandoned, Junked, Wrecked, and Impounded Vehicles. [Memo from COW](#)

[Ordinance 2025-11](#) An Ordinance Repealing CBJC 75.01.210 Thawing and Other Miscellaneous Charges, Related to the Water Utility Code. [Thawing Memo](#)

[Ordinance 2025-18](#) An Ordinance Amending Title 42, Penal Code, Relating to Crime Involving Domestic Violence by Adding Language Consistent with State of Alaska Statutes and House Bill 66.

[Ordinance 2025-20](#) An Ordinance Addressing Tax Exemptions Spanning Multiple Construction Seasons. [Staff Requested Amendment](#)

[Ordinance 2025-21](#) An Ordinance Exempting the 2025 Fireworks Display Purchase from Compliance with the Procurement Code.

[Ordinance 2025-22](#) An Ordinance Authorizing the Manager to Negotiate and Execute a Tidelands Lease for the Purpose of Waterfront Commercial Activates and companion Resolution 3098.

[Ord 2025-22 - Exhibit A](#)

[Attachments A1 & A2](#) and [Notice of Decision CUP](#) from [7/11/23 Planning Commission Mtg](#)

Mr. Barr read the legislation into the record and gave a brief summary of each ordinance.

Mr. Froehlich asked committee members if there were any ordinances they would like to pull from the consent agenda for further discussion.

Ms. Pemberton asked why CBJ is requesting the tidelands lease from the State vs. Huna Totem Corporation making the request.

Mr. Barr, it is State Law and has been common practice in the past by the State to convey tidelands to the municipalities for economic development purposes. The benefit is if there is a lease or payment of revenue would go to the municipality rather than to the State; and the municipalities can use that revenue for whatever purpose our elected officials decide to use it for. CBJ and the State have done this in the past with other dock projects. It is not a short process and involves a lot of paperwork and time for the State tidelands to be conveyed to a municipality. The State is reluctant to engage in that process until a community agrees and has made the decision to use those tidelands.

Ms. Pemberton requested to pull Ordinance 2025-07 regarding abandoned and junked vehicles for questions.

MOTION: by Ms. Pemberton to pull Ordinance 2025-07 for further discussion and approve the consent agenda as amended. ***Hearing no objection, motion passed.***

H. 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 what are the procedures for vehicles that people are living in on city streets.

Mr. Barr responded that tracking individuals who live in vehicles is a challenging area right now; they can eventually fall into a junk category if the vehicle becomes damaged to where someone can't reasonably live in it anymore but wouldn't fall into the abandoned category since they are being lived in. Each case is very symptom focused right now as a case-by-case basis; if they are on CBJ land or right away and there isn't an issue, we are

very likely to not do anything and treat keep it as humane as possible and try to find alternatives for those people living in their vehicle.

Ms. Pemberton asked if it would be beneficial to have a conversation with social service groups or the unhoused to make sure they can help comply with these processes as outlined in the ordinance or is that not what this ordinance does.

Mr. Barr stated that this legislation isn't intended to address vehicles that are lived in, its focus is on the junked and abandoned vehicles that are in the community. This ordinance is really about making it easier for staff to be aligned with state law and have the ability to move vehicles that are genuinely abandoned through process.

Ms. Pemberton appreciated the information and wondered if it would be worth it to put a note to the Assembly on this ordinance since this topic came up when we were talking about parking ticket fees; to care for the potential impact to community members living in their vehicles.

Mr. Froehlich said he shared Ms. Pemberton's concerns on a broad scale and agreed with Mr. Barr that this is not intended to be focused on lived in vehicles but that it could have an impact. He noted that it would be good for the SRRC to note that anytime we are looking at issues of vehicles and how to deal with them that people who live in their vehicles are being considered. He asked if CBJ had data on the numbers of presumed people living in their vehicles.

Mr. Barr said that CBJ uses the Point-In-Time count data collected, which is not ideal since it data from just one specific date in January. Through our partner agencies we can gather some additional data but, no, we don't have good data for number of individuals living in their vehicles.

Mr. Froehlich commented that the issue of people living in vehicles is significant in Seattle and the City of Seattle's approach to this issue lacked care and compassion; working to connect people with resources is a good way that CBJ is approaching this situation.

Mr. Barr stated that this is not a challenge that is only limited to people living in vehicles, but we as a community struggle from an unhoused perspective in general. The challenges we wrestled with over the decision to continue to have summer transient campground or no campground when we have more people in need of shelter than we have sheltering beds even though we are in the upper 1% per capita of beds available, it's still a hard problem to solve.

Ms. Wold and Ms. Patterson agreed with the language.

MOTION: by Ms. Pemberton to move Ordinance 2025-07 forward to the Assembly for action with the following comment added to the Manager's Report for this Ordinance: *When considering regulations regarding abandoned and junked vehicles, the Systemic Racism Review Committee would encourage the Assembly to consider any potential impact to community residents who are living in said vehicles.* **Hearing no objections, motion passed.**

I. STAFF REPORTS - None

J. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS - None

K. NEXT MEETING DATE

March 18, 2025 SRRC Worksession Meeting

L. SUPPLEMENTAL MATERIALS - None

M. ADJOURNMENT

There being no further business to come before the committee meeting adjourned at 12:42 p.m.

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES - DRAFT



March 18, 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 Systemic Racism Review Committee Worksession to order via Zoom at 12:05 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, Jennifer Pemberton, Ivan Nance, Lindsey Wold and AnaVera Morato

Absent: Kelli Patterson

Staff/Others Present: Deputy Clerk Di Cathcart, and SRRC Assembly Liaison Ella Adkison

D. APPROVAL OF AGENDA – *approved as presented*

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

1. February 25, 2025 SRRC Worksession Meeting Minutes - Draft

F. AGENDA TOPICS

2. SRRC Continued Discussion on CBJ Board Recruitment, Outreach & Diversity

Mr. Froehlich opened up the discussion about where the committee left off after the last worksession on February 25, 2025.

Mr. Nance suggested creating a list of potential sources and organizations such as Tlingit & Haida, to notify when vacancies arise rather than just general announcements. That would get you more inclined to better representation on boards and let more of the public know.

Mr. Froehlich agreed that CBJ should almost be mandated to let Tlingit & Haida know of vacancies, or any open positions whether its boards and committees or open employment positions. When you start to include a bunch of organizations you run the risk of excluding some. However, when you let our regional tribes know, that is a separate kind of category.

Mr. Froehlich flagged Ms. Patterson's comment from the last meeting about demystifying what serving on a board and committee means as a great idea worth pursuing.

Ms. Wold suggested having a YouTube video for outreach, include some how-to's for being a board member, etc.

Ms. Pemberton commented that at some point in this process the SRRC should have a joint worksession with the Assembly Human Resources Committee (HRC) to discuss boards and committees and the ideas brought forward.

Mr. Froehlich liked Ms. Pemberton's idea and agreed that SRRC should request a joint meeting with the HRC. We should go into the meeting with a list of our suggestions and formalize it into a working document. What are the suggestions the committee would like to include to give the HRC. He recommended the committee talk through

the process, create a list of best practices for recruitment and a list of recommendations for our specific community, and work on creating that document together at the next SRRC meeting.

Ms. Morato asked if there is anything that the city does to advertise or recruit for vacancies.

Ms. Cathcart once again outlined the standard procedures the Clerk's Office does regarding board vacancies: posts on social media, the CBJ website, Board Vacancy Flyers posted at City Hall and word of mouth within the community by staff, Assembly and board members who have a vacancy on their board.

Ms. Wold suggested posting on the Juneau Community Collective Facebook group and other large Facebook community organizations within CBJ.

Mr. Froehlich, it should be noted that this document is being put together because the SRRC believes there should be best practices in place; and it's important to express the 'why' we are doing this.

Ms. Pemberton commented that we want to reach a broad audience but not too broad; and reaching out to places where people are already interested in getting involved. Talking to high school civics classes to get young people engaged in their local community.

Mr. Froehlich asked if it would make sense to have a separate boards and committees Zoom meeting with a panelist of 6 different people who serve on a CBJ board, for them to discuss their role as a board member and time commitments to serving.

Ms. Cathcart noted that every year the Clerk's Office in partnership with the League of Women Voters, School District and Libraries hold a How to Run for Local Office Workshop, next one is Saturday May 3 from 8:30am – 12:30pm) and there is a session on serving on a board or committee. The Assembly HRC is also working with the Clerk's Office to hold its annual board and chair trainings in the Spring.

Ms. Pemberton noted that the Juneau Arts & Humanities Council (JAHC) offers poster services to hang flyers around town at the various community bulletin boards for a small fee if the SRRC thought it would be a good idea to include creating posters advertising vacancies.

Ms. Cathcart will work to come up with a draft of best practices from the suggestions the committee has presented and add that document to an upcoming SRRC worksession agenda.

G. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS – None

H. NEXT MEETING DATE - at Noon via Zoom

Regular SRRC Meeting for Legislation Review - April 8, 2025

[Placeholder] SRRC Worksession - April 22, 2025

I. SUPPLEMENTAL MATERIALS - None

J. ADJOURNMENT

There being no further business to come before the committee meeting adjourned at 12:48 p.m.

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
<input type="checkbox"/>	<input type="checkbox"/>

- 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.

<input type="checkbox"/>	<input type="checkbox"/>
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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:

- e. What steps has the department or legislation sponsor taken to notify those impacted by proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details:

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

Details:

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

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?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

<input type="checkbox"/>	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
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	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 3.
	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.