



SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION AGENDA

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

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:

Members Absent:

Staff/Others:

D. APPROVAL OF AGENDA

E. APPROVAL OF MINUTES

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 Gotschalk

SRRC Review Legislation Checklist Form

SRRC Proposal & election email from Member Nance

G. STAFF REPORTS

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

I. NEXT MEETING DATE

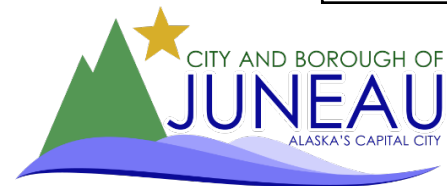
Tuesday, February 28, 2023 - Regular SRRC Meeting for legislation review @ Noon via Zoom

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

J. ADJOURNMENT

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.org.

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES



November 16, 2022 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

C. ROLL CALL

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

Absent: None

Staff/Other: Robert Barr, Di Cathcart, Adam Gottschalk

D. APPROVAL OF AGENDA

Agenda approved as presented.

E. AGENDA TOPICS

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

Chair Lee opened the Worksession up for discussion among committee members.

Mr. Froehlich asked if Mr. Barr or Mr. Gottschalk could outline what our charge is and what the committee can or can't do. Mr. Gottschalk walked through the duties of the committee as outlined in Ordinance 2020-32(c)(am) noting it is pretty limited in scope and process similar to the Board of Equalization which is currently amending its ordinance. The committee could review where it thinks its work would be most useful and Law can then look at working that into an amended ordinance.

Mr. Froehlich recommended adding a duty that would include reviewing potential systems of racism within the CBJ, reviewing systems, practices and procedures.

Mr. Nance stated the committee should be proactive vs. reactive; where might we see a problem that could happen vs. waiting for it to happen. Mr. Froehlich agreed and noted that systems, procedures and policies and legislation that shouldn't be our only focus; we may be talking about things that aren't in code such as board applications, positions, etc. that may be part of personnel rules. Mr. Gottschalk noted that CBJ has **Title 41.05 – Equal Rights** *[unlawful discrimination based on race, color, age, religion, sex, familial status, disability, sexual orientation, gender identity, gender expression, or national origin. Such discrimination poses a threat to the health, safety and general welfare of the citizens of the City and Borough]* which covers some of what Mr. Froehlich mentioned.

Mr. Barr reminded committee members that observing the work of the other boards and committees to see what is moving through the system would be a helpful tool. Early on in the SRRC, committee members picked Assembly Standing Committees or other boards that they would sit in on then report back to the SRRC what's happening or what legislation is moving forward.

Mr. Gottschalk said staff will work on drafting language to expand or clarify additional duties of the committee and submit that language back to the committee for review; the approved revised language would move forward to the Assembly for final review and action.

Ms. Cheney liked the bigger pieces of change being discussed, noting this is a large topic. This may be the appropriate time to put a few of those changes out there to allow the SRRC to highlight where there may be CBJ blind spots such as advertising high-level positions or diversity on boards and committees.

Ms. Patterson spoke to wanting to change the system as well and understood what Mr. Froehlich is talking about. She noted that so far the committee has found issues with the CBJ processes through reviewing ordinances and working backwards, so not necessarily changing what we do but having the opportunity to go back and review how the process got to here by giving the committee permission to review that. She asked if the committee should see legislation earlier in the process vs. being the last committee to review it.

Chair Lee, there is a sunset clause in our current ordinance; If we made changes to our current charge, would we be putting in a lot of work only to have our committee sunset. Mr. Barr said the Assembly has not had a discussion on the sunset clause, they would likely have that discussion when reviewing the revised ordinance. Mr. Gottschalk, any proposed edits would go to the Assembly Committee of the Whole and committee members would have a discussion with the Assembly at that time.

Chair Lee stated that everyone made excellent points and with several new committee members perhaps we need to agree to start attending other committee meetings again and reporting back to our committee.

Mr. Nance suggested the committee may want to make a recommendation for the Assembly to allow the SRRC to work on three to five issues for the next year and report out our findings; don't wait for legislation, look at CBJ procedures and recommend action. Chair Lee commented the committee could pick a couple of topics such as housing and would focus on that. Mr. Froehlich agreed and as Ms. Patterson said, review legislation then hold the last 30-minutes of the meeting for review of a priority area, like land transfers or housing.

Chair Lee asked if the committee would we need to modify its charge to do that and what source of access would we have to documents. Mr. Barr noted that in terms of documents the committee can have access to pretty much anything. Mr. Gottschalk stated the current ordinance would need to be revised to include language around SRRC identifying topics for deeper committee review.

Ms. Cheney stated that change takes time and you have to take the long view. Chair Lee asked the committee if they want to schedule another Worksession to delve deeper. Staff will send out a doodle poll to committee members for possible Worksession meeting dates in December.

Chair Lee began to wrap the meeting up and posed the question to look at modifying our current charge into a more investigative committee that we do deep dives in. She would like to add under section B b(6) the committee would be charged with investigating and reviewing policies and procedures that currently exist on specific topics such as housing, JPD and pick those topics at the beginning of the year for review and to make recommendations or present the results of what we discovered of systemic racism to the Assembly.

Mr. Gottschalk said staff can look at putting that language into the ordinance revisions and present it at a forth coming meeting for additional committee review.

F. NEXT MEETING DATE

Regular SRRC Meeting for legislation review - November 22, 2022 at 12pm

G. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12:58 p.m.

SYSTEMIC RACISM REVIEW COMMITTEE WORK SESSION MINUTES



February 01, 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 Worksession to order at 12:02pm

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

Present: Acting Chair Grace Lee, Ephraim Froehlich, Kelli Patterson and Ivan Nance

Absent: Gail Cheney

Staff/Other: Robert Barr, Adam Gottschalk, Di Cathcart and 'Wáahlaal Gíidaak (briefly, due to travel)

D. APPROVAL OF AGENDA

Agenda approved as presented.

E. AGENDA TOPICS

1. SRRC Worksession Documents

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

Ordinance 2020-32(c)(am) SRRC Amendments v3

SRRC Proposal from Member Nance

SRRC Review Legislation Checklist Form

2021-05-08 SRRC Saturday Worksession Minutes - working through process

2023 Assembly Meeting Calendar

Example of Douglas Advisory Board agenda - how they track CBJ happenings related to Douglas

Resolution 2946 Juneau Human Rights Commission

The committee opened discussion with Mr. Gottschalk highlighting his memo in the packet. Mr. Froehlich requested a strong plea to maintain our unity, the SRRC is a needed committee and should expand its scope. Mr. Nance reminded the committee the SRRC has a sunset clause of August 2023 unless extended.

Chair Lee stated, the goal for today's meeting is to provide a document to the Assembly of our new parameters and look at extending our sunset date.

MOTION: By Mr. Nance to approve Mr. Gottschalk's memo and forward it to the full Assembly.

Mr. Froehlich proposed an amendment to **Duties (a)(2)** to add 'including the budget' in the language relating to reviewing legislation. **Hearing no objection, amendment passes.**

Chair Lee proposed an amendment, to flip **Duties (a)(3)** and **Duties (a)(5)** so 5 becomes 3 and 3 becomes 5. **Hearing no objection, amendment passes.**

Back to the main motion to adopt the memo with amendments; **hearing no objection, motioned passed as amended.**

Chair Lee recommended the committee may want to have a Worksession to review our checklist. The checklist may need to get tweaked and reapproved by the Assembly as the SRRC shifts its scope of work. She also requested staff send out a doodle poll for another Worksession date to continue today's discussion and the topics the committee didn't get to, such as Mr. Nance's memo, due to lack of time.

F. STAFF REPORTS

None

G. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

H. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 12:59pm

Presented by: R. Edwardson
Presented: 06/29/2020
Drafted by: R. Palmer III

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2020-32(c)(am)

An Ordinance Establishing a 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 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 Assembly would benefit from having a systemic racism review of legislation before a resolution or an ordinance is up for public hearing; 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 non-code 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 likely includes a systemic racism policy or implication. The Committee must present the proposed legislative review criteria to the Assembly before substantively reviewing any legislation.
- (2) Reviewing all ordinances after introduction and before public hearing to advise whether the ordinance likely includes a systemic racism policy or implication.
- (3) Reviewing all resolutions to advise whether the resolution likely perpetuates systemic racism.
- (4) Presenting options for curing the potential systemic racism or implications.
- (5) Presenting the Committee's analysis and conclusions timely to the Assembly in a short statement for each item of legislation.

(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 three years from the effective date of this ordinance unless the Assembly extends the committee to exist until disbanded by the Assembly. In a joint meeting prior to December 31, 2021, 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.

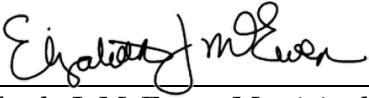
Section 4. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 24th day of August, 2020.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk



MEMORANDUM

DATE: February 17, 2023
TO: Chair Grace Lee, Systemic Racism Review Committee
FROM: Asst. Municipal Attorney Adam Gottschalk
SUBJECT: Amending Ord. 2020-32 re Scope of SRRC

The Systemic Racism Review Committee (SRRC) was established by Ordinance 2020-32 on August 24, 2020. The SRRC was charged with a specific task under a tight timeframe: review legislation between introduction and public hearing for systemic racism policies or implications. The SRRC has diligently tackled that task over the last two years and is exploring options to expand scope.

At the SRRC meetings on November 16, 2022 and February 1, 2023, the SRRC discussed various scope amendments. I have attempted to capture those amendments in the following based on Ordinance 2020-32:

- (a) **Duties.** The Committee is charged with:
 - (1) Developing criteria to advise whether proposed legislation or existing policies likely includes ~~a systemic racism policy or implications~~ or perpetuate systemic racism. The Committee must present the proposed ~~legislative~~ review criteria to the Assembly before substantively reviewing any legislation or policies.
 - (2) Reviewing proposed legislation, including the budget, selected at the discretion of the Committee, all ordinances after introduction and before public hearing to advise whether the ordinance likely includes a systemic racism policy or implication.
 - ~~(3) Reviewing all resolutions to advise whether the resolution likely perpetuates systemic racism.~~
 - (3) Presenting the Committee’s analysis and conclusions timely to the Assembly in a short statement for each selected item of legislation.
 - (4) Presenting options for curing the potential or likely systemic racism or implications.
 - (5) Reviewing existing policies, selected at the discretion of the Committee, to advise whether the policies likely perpetuate systemic racism.



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?

- a. What are potential unintended consequences?
- b. What benefits may result?
- c. 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 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 with the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%	BG 1: DZ/Freds	60.9%	BG 1: North Douglas	15.9%	Chinook/Coho	
BG2: Upper Riverside	23.1%	BG 2: Davis	45.0%	BG 2: West Juneau	28.0%	Cedar Park Area	
BG 3: Portage/McGinr	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT D	27.6%	Gruening Park Area	
BG 4: Long Run	19.6%	BG 4: Twin Lakes	25.9%			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?

YES	NO

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/annual review of impacts/implications for system racism.) to monitor impact.
	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?

Ivan Nance

From: City Clerk <City.Clerk@juneau.org>
Sent: Wednesday, November 30, 2022 3:56 PM
To: iivan@gci.net
Subject: RE: Clerk Contact Form Message
Attachments: 2022-10-19 Official Results.pdf

Hello Mr. Nance

I've attached a copy of our 2022 Municipal Election Official Results, which had 9137 votes cast, 32.87% of registered voters. However, beyond making sure that the people who vote are registered to do so, CBJ does not collect information about voters, so we do not have voter statistics by age, gender, race, or ethnicity.

It is possible for members of the public to purchase voter records from the Alaska State Division of Elections. (<https://www.elections.alaska.gov/Core/listsandreports.php>). The list available for purchase includes name, address, party registration, and which elections (including municipal) that people have voted in. It does not includes age, gender, race, or ethnicity though, so it would take some dedicated research to figure out the answers to your questions.

Thanks for reaching out. Unfortunately we do not have the information you requested.

Andi

Andi Hirsh (she/her)
Deputy Municipal Clerk
907-586-5278

From: domadmin@juneau.org <domadmin@juneau.org>
Sent: Wednesday, November 30, 2022 3:19 PM
To: City Clerk <City.Clerk@juneau.org>
Subject: Clerk Contact Form Message

Name
Ivan Nance
Email
Phone
Subject
election statistics
Message
I am looking for any available information that shows voter participation in the most recent election. An example would be if there were 100 total voters 50 of whom are women and 25 actually voted. I am interested in the same breakdown by ethnicity and age.if there is a place I can look online. I am glad to do so. Please call me at 907-523-3048 if there are questions.

December 1, 2022

3310 Nowell Avenue
Juneau, AK 99801

To: Systemic Racism Review Committee

Subject: Initial project

I reviewed JUNEAU MUNICIPAL CODE and attached a list of CBJ's ordinances. I believe we should pick a handful to work on as an initial project. An alternative, since the election was just held, would be to analyze how the CBJ election process works from the point of view of access. Are there groups excluded or given more obstacles and is it because of systemic racism?

Alternatively:

- Pick 3 subject areas from CBJ code to analyze
- Analyze/summarize current state of subject.
- Give 2 specific examples of how code is applied
- Recommend changes
- Estimate effect.

If the CBJ ELECTION PROCESS is chosen areas to analyze are:

- CBJ population breakdown versus voter breakdown
- review of election process/procedures to find roadblocks for participation

This project should be presented as a Proposed Project to the Council with limited scope and time. Output should be recommendations on 3 specific areas analyzed: access to process, groups excluded, systemic racism as a cause. I think this could be done in 6 months.

Given the large number of groups and projects being done by CBJ, I think it's good to limit our existence and scope but maximize effect

Sincerely,

Ivan Nance