JUNEAU HUMAN RIGHTS COMMISSION AGENDA

May 02, 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

Present:

Absent:

Support/Other:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

1. **2023-04-18 Juneau Human Rights Commission Minutes - Draft**

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

Standing Agenda Topics:

a. FY25 Budget Proposal:

1) Treasurer Report

2) Community Engagement Project Report

b. Transgender Town Hall Planning: Revision of the flyer provided by Aidan.

c. Celebrating Black History Month 2024

d. Support Ukrainian Refugees

e. JHRC Meetings: Meeting in the summer and meeting in person or via zoom.

f. JHRC Annual Report

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

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

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 tension and LGBTQ discrimination brought by Juneau residents.

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

F. NEXT MEETING DATE

a. May 16, 2023 at 5:00 pm

b. June 6, 2023 at 5:00 pm

c. June 20, 2023 at 5:00 pm

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.org.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
APRIL 18, 2023

I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:03 pm.

a. Present: Emily Mesch, Haifa Foroughi, Lance Mitchell, and Mary Wegner
b. Absent: Camille Mauch and Paula Drake
c. Support: None

II. APPROVAL OF AGENDA: Approval for the Agenda was moved by Emily and approved by consensus.

III. APPROVAL OF MINUTES
a. Minutes of the March 21, 2023 Meeting: Approval of the March 21, 2023 Minutes was moved by Emily and approved by consensus.

IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No public were present.

V. AGENDA
1. Standing Agenda Topics:
   a. FY25 Budget Proposal:
      1) Treasurer Report: Emily and Haifa gave a report on the budget work to date:
         a. Emily and Haifa communicated to IRRC and CatapultEd regarding paperwork they need to submit to CBJ so they can be paid for the planning process of our Community Engagement Project.
         b. A reimbursement request was submitted to pay Gold Town Nickelodeon for our Black History Month celebration.
         c. Emily and Haifa will work with Beth, our CBJ financial liaison, to get on the Finance Committee, Human Resources Committee, and/or Assembly agenda re: our request for funding to implement the Community Engagement Project.
         d. Emily and Haifa will meet to continue budget planning.
      2) Community Engagement Project Report: See Treasurer Report for budget details. Haifa and Mary will review the PowerPoint presentation that was created in combination with IRRC and CatapultEd to see if any updates are needed. Emily, Haifa, and Mary will meet to ensure things are in order.
   b. Transgender Town Hall Planning: Aidan sent Haifa a flyer to use for advertising that needs some revision. September 21 or September 28 are good dates for Aidan; we selected September 28. We will work on the revision of the flyer at our May 2, 2023 JHRC meeting.
   c. Celebrating Black History Month 2024: Lance learned about a Wakanda Ball that was held in Anchorage this month that looked interesting. Lance will start to do some research to see what might be possible and report back to the JHRC.
   d. Support Ukrainian Refugees: No update to report.

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

   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;

   Additional language (underlined) was agreed to be included.

   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 tension and LGBTQ discrimination brought by Juneau residents.

   We discussed wording options for "addressing", and discussed whether or not we want to consider requesting an expansion of our charter to include expressly soliciting individual cases of tension and discrimination brought by individuals, which could be beneficial beyond LGBQT issues. Continued discussion is needed, and underlined words reflect current status of additional words under consideration.

3. Strategic Plan 2022-23: Not discussed at this meeting.

I. PUBLIC COMMENT: No public were present.

II. UPCOMING MEETING DATES
   a. May 2, 2023 at 5:00 pm
   b. May 17, 2023 at 5:00 pm
   c. June 6, 2023 at 5:00 pm

III. ADJOURNMENT: The meeting was adjourned at 6:13 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 <u>or provides grant funding</u> 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 conce
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	• 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)	• 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 _____)	• 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" (_____)	• 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 (_____) Strategy: Identify JHRC 2 member work-teams for research/preliminary work	• 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 (_____)