

## 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, threatening 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"> <li>• 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 multiple plan areas.) (Haifa and Mary)</li> <li>• 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)</li> </ul>	<ul style="list-style-type: none"> <li>• 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 multiple plan areas.) (Haifa and Mary)</li> <li>• Collaborate with organizations to support a celebration of Black History month (Lance)</li> <li>• Develop a broad perspective on community issues by holding facilitated, focused dialogue/townhall discussions that are facilitated by expert resources. (_____)</li> <li>• Collaborate with local agencies and organizations to better understand their vision, mission, and impact in Juneau. (_____)</li> </ul>	<ul style="list-style-type: none"> <li>• 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 multiple plan areas.) (Haifa and Mary)</li> <li>• Leverage media (Lance)/social media (Emily) to increase visibility regarding our work.</li> <li>• Structure JHRC presence at Assembly meetings’ “public participation” (member rotation?) to increase awareness of community “sources of tension” (_____)</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a clear understanding of our role and the relationship between the Commission and the Assembly</li> <li>• Support the city in engaging in their transformative process in our community as a whole</li> <li>• Strengthen relations with AK HRC -State issues potentially trickle t-o locals-</li> </ul>	<ul style="list-style-type: none"> <li>• Study/develop a clear understanding of our role and the relationship between the Commission and the Assembly</li> <li>• Galvanize proactive role of JHRC’s by supporting and advocating for Juneau’s diverse collectives’ mission by drafting/writing/ recommending policy/ regulation</li> <li>• Review existing policies regarding human rights and social justice to ID unintended gaps in equity and inclusion language (i.e., housing)</li> </ul>
Other/ Logistics:	Carryover action/ needs: <ul style="list-style-type: none"> <li>• Create a Directory of Agencies/Organizations/Faith-based Communities/Collectives in Juneau -Madam Mayor’s request- (Aidan and Haifa/Ibn)</li> <li>• Template: Template with logo to write recommendations/potential actions to CBJ Assembly (Emily and Mary)</li> </ul>				

Strategies	<ul style="list-style-type: none"><li>• Identify JHRC 2 member work-teams for research/preliminary work</li><li>• Develop relevant potential actions, draft proposal for action, submit to CBJ Assembly</li></ul>
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Updated 11.15.2022