

SYSTEMIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES - DRAFT



November 05, 2024 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 12:01 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, Ivan Nance, Jennifer Pemberton, and AnaVera Morato

Absent: John Drips

Staff/Others: Deputy City Manager Robert Barr, Assemblymember Ella Adkison, Deputy Municipal Clerk Di Cathcart, City Attorney Emily Wright

D. APPROVAL OF AGENDA – *agenda approved as presented.*

E. AGENDA TOPICS

1. SRRC Discussion on CBJ Board Recruitment & Diversity

[CBJ board directory](#)

[CBJ board application](#)

[CBJ Boards/Committees Webpage](#)

[CBJ advisory board pamphlet](#)

Chair Froehlich outlined the material in the packet that is available to the committee for review and or reference and opened up the floor to committee members for general discussion.

Ms. Cathcart gave an overview of the process the Clerk's Office uses for board recruitment: advertising on the website, flyers posted at City Hall, social media and the best form – word of mouth and/or personal invitation.

Mr. Barr reported that CBJ is currently working with a communications consultant, and one suggestion was the creation of a Communications Team so this may come up as a budget request for next year. It would be a communications team with a focus on digital media. Chair Froehlich asked what, if any, partnership there was with our federally recognized tribe in this specific arena? Mr. Barr shared that CBJ has a Memorandum of Agreement (MOA) with Tlingit & Haida for public safety and solid waste which are good steps forward but there is no MOA specific to boards and committees.

Chair Froehlich posed the question of how to create a formalized method of engagement with the tribe, does that mean the creation of Tlingit & Haida dedicated seats on boards to make sure engagement happens.

Ms. Pemberton spoke to her time on the Local Emergency Planning Committee (LEPC) and noted that committee, due to the type of work they do has dedicated types of seats. What that would look like for a board like ours. She

noted that during her time at KTOO they did a major rehaul to recruitment practices and kept track of gender and race of who was interviewed.

Ms. Patterson asked if there are certain boards that are more popular. Mr. Barr, said that yes, typically the Empowered Boards see a greater number of applicants but over the last few years even those boards have had a harder time with recruitment of new members.

Chair Froehlich asked if Mr. Schaaf could join the meeting to report on how Parks & Recreation has been affected after the consolidation of its boards into one board.

Mr. Schaaf shared that consolidation has worked pretty well. He noted, recruiting board members can always be a challenge, even with only one board, so the senior staff in the department work to try and recruit people they know who may be a good fit and with an eye to diversity, etc. that seems to have worked out really well. We are trying to find people from all areas of Juneau; one of the interesting outcomes is people who may have joined for one reason and now have an interest in other topics coming before the Parks & Recreation Advisory Committee (PRAC). The PRAC is more diverse today in every definition than it was previously.

Mr. Barr noted that one benefit PRAC has is they are supported by an entire department and not all boards have that. Boards that don't have a specific department to support them fall to the Clerk's and Manager's Office staff for support such as the SRRC, Juneau Commission on Aging, Juneau Human Rights Commission as well as any Assembly created Task Forces or Ad Hoc committees.

Since time was running short Chair Froehlich flagged for further discussion at a future worksession, the challenge of service on a voluntary basis vs. some type of compensation, communications capacity – getting the word out to the greater community, and a potential formalized agreement with the tribes.

F. NEXT MEETING DATE

Regular SRRC for Legislation Review - Tuesday, November 19, 2024 at Noon via Zoom

G. SUPPLEMENTAL MATERIALS - None

H. ADJOURNMENT

There being no further business to come before the committee, meeting adjourned at 1:00 p.m.