



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

June 06, 2023 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/88090093337?pwd=ZUgrMi8rSStXK2I1TW5XL2ZobCtpdz09>

Meeting ID: 880 9009 3337 Passcode: 501351

Phone # to Call In: 1-253-215-8782

A. CALL TO ORDER/ROLL CALL

Present:

Absent:

Support/Other:

B. APPROVAL OF AGENDA

C. APPROVAL OF MINUTES

[1.](#) 2023-05-16 Juneau Human Rights Commission Minutes - Draft

D. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

E. AGENDA TOPICS

[2.](#) Juneau Human Rights Commission Annual Report July 2022 - June 2023

3. JHRC Standing Agenda Topics

a. FY25 Budget Proposal

a. Treasurer Report

b. Community Engagement Project Report

b. Transgender Town Hall: September 28, 2023 from 6:30-8pm Location - TBD

c. Celebrating Black History Month 2024

d. Support Ukrainian Refugees

e. Resolution in Honor of Rosalee Walker

[4.](#) Update on Draft Resolution on Human Rights Campaign's Municipal Equality Index

[5.](#) JHRC Strategic Plan 2022-2023: Assign Responsibilities

F. NEXT MEETING DATE

June 20, 2023 at 5:00 p.m.

July 18, 2023 at 5:00 p.m.

August - Summer Meeting Break

September 5, 2023 at 5:00 p.m.

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.gov.

DRAFT MINUTES
 JUNEAU HUMAN RIGHTS COMMISSION
 THE CITY AND BOROUGH OF JUNEAU, ALASKA
 MAY 16, 2023

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:08 pm.
 - a. Present: Emily Mesch, Haifa Foroughi, Lance Mitchell, Mary Wegner, and Paula Drake
 - b. Absent: Camille Mauch
 - 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 May 2, 2023 Meeting: Approval of the May 2, 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. Annual Report: Mary drafted our Annual Report based on the information contained in the minutes from the past year. We reviewed the draft Annual Report and made adjustments. Haifa will work on editing the document for brevity and email it to Commission members to review. The Annual Report will be on the agenda for approval at our June 6, 2023 meeting. All Commissioners are welcome to attend the meeting with the Human Resources Committee on June 12, 2023 where our Annual Report will be discussed.
 - b. FY25 Budget Proposal:
 - 1) Treasurer Report: We do not yet know if CatapultEd was paid. Emily does not believe that IIRP has submitted their documentation for payment.
 - 2) Community Engagement Project Report: Not discussed at this meeting.
 - c. Transgender Town Hall Planning: Our Transgender Town Hall will be held on September 28, 2023 from 6:30-8:00 pm. The Mendenhall Valley Public Library only books 8-weeks ahead. Mary found out that the Egan Library is an option but we need to submit a request and they approve based on alignment with the UAS mission. Mary drafted a flyer based on the information provided by Aidan, and Haifa has shared the flyer with Aidan for feedback.
 - d. Celebrating Black History Month 2024: Not discussed at this meeting.
 - e. Support Ukrainian Refugees: Not discussed at this meeting.
 2. Draft Resolution on Human Rights Campaign's Municipal Equality Index regarding the areas noted for improvement: Our resolution will be on the June 12, 2023 agenda for the Juneau Human Resources Committee. All Commissioners invited to attend.

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

I. PUBLIC COMMENT: No public were present.

II. UPCOMING MEETING DATES

- a. June 6, 2023 at 5:00 pm
- b. June 20, 2023 at 5:00 pm
- c. July 18, 2023 at 5:00 pm

III. ADJOURNMENT: The meeting was adjourned at 5:40 pm.

Juneau Human Rights Commission (JHRC)
July 2022 – June 2023
DRAFT Annual Report

- I. Overall
- A. Commission Membership:
1. JHRC welcomed Camille Mauch and Paula Drake to the Commission.
 2. Mallory Nash resigned her commission.
 3. The Commission currently has one vacant position.
 4. We created a Treasurer position on the Commission to manage the money allocated by the Assembly to support the development of our Community Engagement Project.
- B. Commission Meetings: Our meetings are held on the first and third Tuesdays of the month from 5:00-6:00 pm. We typically meet via Zoom; however, we will start meeting both in person and via Zoom to better accommodate our member's ability to attend meetings.
- II. Charge: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.
- Charge: Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.
- A. Community Engagement Project: (Note: This project addresses all five responsibility areas charged to the Commission.) The Community Engagement Project is designed to identify social issues in Juneau and develop solution recommendations. This project has two complimentary and defined aspects. Specifically, Crowdsourcing will collect and prioritize community input, and Restorative Practices will build trust, establish relationships, and develop solutions. The Commission was awarded \$5,000 to develop a plan to implement the Community Engagement Project. The Commission engaged with two contractors, CatapultEd and International Institute for Restorative Practices (IRRP), to develop the plan and they will work with the Commission to implement the project. The plan will be presented to the Assembly during the upcoming budget development process.
- III. Charge: 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.
- A. Town Halls: We have been working to develop Town Halls to engage the community in issue-focused dialog. Our first town hall will be held on Thursday, September 28th from 6:30-8:00 pm at a location to be determined. The town hall is titled *Creating Greater Gender Inclusion in the Juneau Community*. The guest speaker facilitating the discussion will be former Juneau Human Rights Commissioner Aidan Key who is an author and award-winning advocate working to create gender supportive schools and communities.
- B. Black History Month 2023: After a year of planning and collaboration with individuals and organizations interested in honoring the lived experiences of individuals of African American heritage, the Commission held an event in honor of Black History Month on Saturday, March 4th from 4:00-6:00 pm at the Gold Town Nickelodeon Theatre. The event

featured the reading of an original play written by Juneau Human Rights Commissioner Lance Mitchell titled *Opportunity and Justice for All*. After the reading, we watched the movie *Glory* by Edward Zwick. Due to the success, we plan to continue to hold events of this nature in future years.

- C. Sponsor Circles: The Commission offered support to individuals involved in the two Sponsor Circles that formed in Juneau to support Ukrainian refugees.
- D. Alaska State Commission on Human Rights: The Alaska State Commission on Human Rights held a meeting in Juneau and invited Juneau Human Rights Commission members to attend. Juneau Human Rights Commissioners Haifa Foroughi, Chair, and Emily Mesch, Treasurer, were able to attend the meeting and engaged with the Alaska State Commission on Human Rights by asking questions regarding an agenda item related to the removal of LGBTQ protections outside of the workplace. As a result, Commissioner Mesch was featured in a few local and statewide news stories regarding her concerns.

IV. Charge: Advise the Assembly concerning solutions to specific problems of prejudice and discrimination, including hate crimes.

- A. Human Rights Campaign's Municipality Equality Index: CBJ received a perfect score of 100 on the Human Rights Campaign's Municipal Equality Index, and the Commission prepared a statement that recognized and congratulated the Assembly regarding their work that led to the perfect score. The Municipality Equality Index focuses on equality towards LGBTQ individuals. Juneau Human Rights Commissioners Haifa Foroughi, Chair, and Emily Mesch, Treasurer, shared the statement at a meeting of the Human Resources Committee. The Human Resources Committee noted that some of the points earned were considered flex points that exist as some of the indicators are not applicable to all municipalities. The score for CBJ not including the flex points was 92, which means there are still areas where improvement is needed. The Commission was asked to review the Equality Index and make recommendations to improve in the areas where full points were not awarded. The Commission prepared a resolution, which will be shared with the Human Resources Committee on June 12, 2023.

V. Charge: Recommend to the Assembly action, policies and legislation to be considered by state and local governments.

- A. Rosalee Walker Recognition: A few years ago, the Commission made a request of the Assembly to honor the contributions of Roselee Walker, a long-time activist and public servant, who passed away in 2004. Last year the Commission re-surfaced the conversation in communication with the Human Resources Committee, and the request was received favorably. The Juneau Human Rights Commission will draft a resolution to forward on to the Assembly for their approval.

Presented by: Juneau Human Rights Commission

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 or provides grant funding 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 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 concern that affects 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"> • 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) | <ul style="list-style-type: none"> • 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 _____) | <ul style="list-style-type: none"> • 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" (_____) | <ul style="list-style-type: none"> • 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 (_____) <div style="background-color: yellow; padding: 5px; margin-top: 10px;"> <p>Strategy: Identify JHRC 2 member work-teams for research/preliminary work</p> </div> | <ul style="list-style-type: none"> • 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 (_____) |