



SYSTEMIC RACISM REVIEW COMMITTEE AGENDA

July 29, 2025 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 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

D. APPROVAL OF AGENDA

E. APPROVAL OF MINUTES

1. 2025-05-20 SRRC Meeting Minutes - Draft

2. 2025-07-15 SRRC Meeting Minutes - Draft

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

G. CONSENT AGENDA

The following ordinances were up for introduction on the consent agenda at Monday night's Regular Assembly Meeting. A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

Recommended Motions:

"I move to approve the consent agenda as presented and ask for unanimous consent" OR "I move to approve the consent agenda as amended and ask for unanimous consent": [use this motion when items are pulled off consent for further discussion]

3. Legislation for Review by the SRRC

Ordinance 2025-28 An Ordinance Amending CBJC 42.20.090, Disorderly Conduct.

Ordinance 2025-35 An Ordinance Authorizing the Manager to Negotiate and Execute Lease of 24,050 Square Feet of Waterfront at 1076 Jacobsen Drive from Petro 49, Inc. for Above Market Value for the Purpose of Constructing a Waterfront Seawalk.

Ordinance 2025-36 An Ordinance Authorizing the Manager to Negotiate and Execute a Lease Approximately 1.25 Acres, Located between the Juneau Arts and Culture Center and

Centennial Hall, to the State of Alaska for Employee Parking. [2025-36 Exhibit A - Map Ordinance 2025-37](#) An Ordinance Authorizing the Port Director to Negotiate and Execute a Lease Renewal with Goldbelt Aerial Tramway, LLC, ("Goldbelt") of Approximately 10,000 Square Feet Within Lots 1 and 2A, Dockside Subdivision and Lots 13B, 16, and 17, Block 83, Tidelands and Approximately 21,815 Square Feet in Air Rights.

[Ordinance 2024-01\(b\)\(BA\)](#) An Ordinance Appropriating \$299,970 to the Manager for the Off-Road Vehicle Park Capital Improvement Project; Grant Funding Provided by the Alaska Department of Natural Resources, Recreational Trails Program.

[Ordinance 2025-01\(b\)\(E\)](#) An Ordinance Transferring \$3,500,000 from CIP H51-113 Waterfront Seawalk to P41-105 Marine Park Improvements.

H. LEGISLATION PULLED FOR DISCUSSION

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

Sample Motions:

"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" OR "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation."

I. STANDING AGENDA TOPICS- AS MEETING TIME ALLOWS

4. SRRC Best Practices for Boards & Committees Document - Draft

J. STAFF REPORTS

K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

L. NEXT MEETING DATE August 19, 2025 at Noon via Zoom

M. SUPPLEMENTAL MATERIALS

N. 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, e-mail: city.clerk@juneau.gov.

SYSTEMIC RACISM REVIEW COMMITTEE MINUTES - DRAFT

May 20, 2025 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 SRRC meeting to order via Zoom at 12:03 p.m.
- 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** Froehlich, Patterson, Nance, Pemberton, Morato and Di

Present: Ephraim Froehlich, Kelli Patterson, Jennifer Pemberton, AnaVera Morato, and Ivan Nance

Absent: Lindsey Wold

Staff/Others Present: Deputy Clerk Di Cathcart

- D. **APPROVAL OF AGENDA** – Agenda approved as presented
- E. **APPROVAL OF MINUTES** - Minutes approved as presented
 - 1. **April 29, 2025 SRRC Meeting Minutes - Draft**
- F. **PUBLIC PARTICIPATION ON NON-AGENDA ITEMS** - None
- G. **AGENDA TOPICS**
- H. **CONSENT AGENDA**

The following ordinances were up for introduction on the consent agenda at [Monday night's Regular Assembly Meeting](#). A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

Recommended Motions:

"I move to approve the consent agenda as presented and ask for unanimous consent" OR "I move to approve the consent agenda as amended and ask for unanimous consent": [use this motion when items are pulled off consent for further discussion]

2. Legislation for Review by SRRC

[Ordinance 2025-04](#) An Ordinance Amending Chapter 20.40 Commercial Passenger Vehicles. [Ord 2025-04 Memo](#)

[Ordinance 2025-06](#) An Ordinance Amending the City and Borough Code Relating to Criminal Offenses and Penalties.

[Ordinance 2025-10](#) An Ordinance Amending the Alcoholic Beverages Code Relating to the Purchase, Sale, Possession, or Consumption of Alcoholic Beverages.

[Ordinance 2025-16](#) An Ordinance Amending the City and Borough Code Relating to the Historic Resources Advisory Committee.

[Ordinance 2021-17](#) An Ordinance Amending the City and Borough Code Relating to Quasi-Judicial and Appeal Review Boards.

[Ordinance 2025-25](#) An Ordinance Authorizing the Manager to Execute a Lease of the Floyd Dryden Building to the Central Council of the Tlingit & Haida Indian Tribes of Alaska. [Ord 2025-25 Exh. A](#)

[Ordinance 2025-27](#) An Ordinance Increasing the Rates for Water and Wastewater Utility Services.

[Ordinance 2024-01\(b\)\(AO\)](#) An Ordinance Appropriating \$295,000 to the Manager for a Reimbursement to TEMSCO Helicopters, Inc. for Airport Capital Improvements; Funding Provided by Airport Funds.

[Ordinance 2024-01\(b\)\(AP\)](#) An Ordinance Appropriating \$14,010,860 to the Manager to Reimburse the Bond Principal Associated with the Refundings of Port and Harbor Revenue Bonds; Funding Provided by Revenue Bond Proceeds.

[Ordinance 2024-01\(b\)\(AQ\)](#) An Ordinance Transferring \$85,471 from CIP D71-091 Power Upgrades for Electric Buses to the Fleet and Equipment Reserve Fund's Fiscal Year 2025 Operating Budget.

[Ordinance 2024-01\(b\)\(AR\)](#) An Ordinance Appropriating \$400,000 to the Manager for the Statter Harbor Roof Repairs Capital Improvement Project; Funding Provided by Harbor Funds.

[Ordinance 2024-01\(b\)\(AS\)](#) An Ordinance Appropriating \$160,000 to the Manager for the Airport Runway Safety Area Shoulder Grading Capital Improvement Project; Funding Provided by Passenger Facility Charge Fees.

[Ordinance 2024-01\(b\)\(AT\)](#) An Ordinance Transferring \$218,050 from CIP D77-001 RecycleWorks Consolidated Facility to D12-103 Zero Waste Program.

[Ordinance 2024-01\(b\)\(AU\)](#) An Ordinance Transferring \$75,000 from CIP P44-091 Deferred Building Maintenance to CIP F21-041 Downtown and Glacier Fire Stations Mechanical and Electrical Upgrades.

[Ordinance 2024-01\(b\)\(AV\)](#) An Ordinance Appropriating \$7,830,000 to the Manager for the Outburst Flooding Improvements Capital Improvement Project; Funding Provided by the Alaska Department of Environmental Conservation, Clean Water Nonpoint Source Loan State Revolving Fund.

[Ordinance 2024-01\(b\)\(AW\)](#) An Ordinance Transferring \$88,812 from CIPs D12-050 Centennial Hall Convention Expansion Study and D12-098 Police Department Crow Hill Radio Site Improvements to CIPs P44-091 Deferred Building Maintenance and F22-028 Public Safety Communication Infrastructure.

[Ordinance 2024-01\(b\)\(AX\)](#) An Ordinance Appropriating \$882,000 to the Manager for the Outburst Flooding Improvements Capital Improvement Project; Grant Funding Provided by Tlingit Haida Regional Housing Authority.

[Ordinance 2024-01\(b\)\(AY\)](#) An Ordinance Appropriating \$1,800,000 to the Manager for the Telephone Hill Redevelopment Capital Improvement Project and Transferring \$1,922,615 from the Pederson Hill Phase IB II Capital Improvement Project to the Telephone Hill Redevelopment Capital Improvement Project; Funding Provided by Lands Funds, General Funds, and Sales Tax Funds.

[Ordinance 2024-01\(b\)\(AZ\)](#) An Ordinance Appropriating \$300,000 to the Manager for the Airport Riverbank Stabilization Capital Improvement Project; Funding Provided by Airport Funds.

Ms. Cathcart read the legislation into the record and gave a brief summary of each ordinance. Committee members held some general discussion but had no specific ordinances they wished to pull for further discussion.

MOTION: by Ms. Pemberton to approve the consent agenda as presented and asked for unanimous consent.
Hearing no objection, motion passed.

I. LEGISLATION PULLED FOR DISCUSSION

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

Sample Motions:

"I move to forward Ordinance xxxx-xx (or Resolution xxxx) to the full Assembly as presented and ask for unanimous consent" OR "I move the SRRC recommend to the Assembly it {fill in the recommendation} prior to taking action on proposed legislation."

J. STAFF REPORTS - None

3. SRRC Best Practices for Boards & Committees Document - Draft

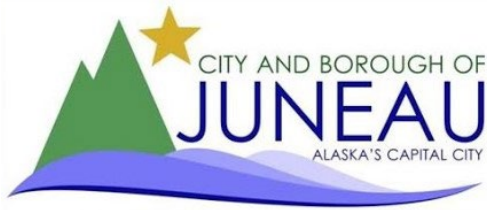
K. COMMITTEE MEMBER /ASSEMBLY LIAISON COMMENTS AND QUESTIONS - None

L. NEXT MEETING DATE

Regular SRRC Meeting for Legislation Review - Tuesday, June 10, 2025 at Noon via Zoom

M. SUPPLEMENTAL MATERIALS - None

N. ADJOURNMENT – with no further business to come before the committee, meeting adjourned at 12:46 p.m.



SYSTEMATIC RACISM REVIEW COMMITTEE **DRAFT** - MINUTES

July 15, 2025 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 SRRC meeting to order via Zoom at 12:04 p.m.

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, Jennifer Pemberton, and AnaVera Morato

Absent: Ivan Nance, and Lindsey Wold

Staff/Others Present: Deputy City Manager Robert Barr, Deputy Clerk Di Cathcart, and SRRC Assembly Liaison Ella Adkison

D. APPROVAL OF AGENDA – Agenda approved as presented

E. APPROVAL OF MINUTES - None

F. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS - None

G. CONSENT AGENDA

The following ordinances were up for introduction on the consent agenda at the June 9 Regular Assembly Meeting. A blank SRRC checklist is included in the packet if an ordinance is pulled for further discussion and committee members want to utilize that tool.

2. Legislation for Review by the SRRC

Ordinance 2025-19 An Ordinance Amending the Purchasing Code to Remove the Juneau Bidder Preference.

Ordinance 2025-30 An Ordinance Amending the City and Borough Chapter 36.70 Code Relating to Chronic Nuisance Properties.

Ordinance 2025-31 An Ordinance Amending the Definitions of Chapter 69.08, Excise Tax on Tobacco Products.

Ordinance 2025-32 An Ordinance Amending the Sales Tax Code of the City and Borough of Juneau.

Ordinance 2025-33 An Ordinance Authorizing the Issuance of General Obligation Bonds in the Principal Amount of Not to Exceed \$8,000,000 to Finance Water and Wastewater Utilities Capital Improvements within the City and Borough, and Submitting a Proposition to the Voters at the Election to Be Held Therein on October 7, 2025.

Ordinance 2025-34 An Ordinance Authorizing the Issuance of General Obligation Bonds in the

Principal Amount of Not to Exceed \$10,735,000 to Finance Capital Improvements at Various Schools within the City and Borough, and Submitting a Proposition to the Voters at the Election to Be Held Therein on October 7, 2025.

[Ordinance 2025-01\(b\)\(B\)](#) An Ordinance Appropriating up to \$50,000 to the Manager for October 2025 Ballot Initiative Advocacy; Funding Provided by General Funds.

[Ordinance 2025-13\(b\)](#) An Ordinance Amending the Election Procedures Code to Include General Procedures for Ballot Count, Related to Ranked Choice Voting.

Mr. Barr read the legislation into the record and gave a brief summary of each ordinance. Mr. Froehlich asked members if there were any ordinances they would like pulled for further discussion.

MOTION: by Ms. Pemberton to pull Ordinance 2025-19 *An Ordinance Amending the Purchasing Code to Remove the Juneau Bidder Preference* for further discussion and to approve the consent agenda as amended and asked for unanimous consent. **Hearing no objection, motion passed.**

H. LEGISLATION PULLED FOR DISCUSSION

Legislation pulled from the consent agenda during the meeting for further discussion, questions or to walk through the SRRC checklist on a particular piece of legislation.

Ordinance 2025-19 was pulled for further discussion. Members discussed recommending the Assembly look at various federal and/or state programs, such as the Small Business Association 8A program, that take into consideration socially and economically disadvantaged businesses or tribal businesses as a priority during a bidding process. Mr. Barr noted that any recommendations the committee may have would be helpful for future staff review of the procurement code.

MOTION: by Ms. Patterson to move Ordinance 2025-19 forward to the Assembly for action with the following note: *the SRRC encourages the Assembly, upon review of CBJ's procurement and bidding policies, to take a look at programs such as the Small Business Association 8A program that allow for priority and promotion of socially and economically disadvantaged businesses or other similar programs* and asked for unanimous consent. **Hearing no objection, motion passed.**

I. STANDING AGENDA TOPICS- AS MEETING TIME ALLOWS – quick discussion on continuing to spread the word on board vacancies especially for the SRRC seats.

3. SRRC Best Practices for Boards & Committees Document – Draft

J. STAFF REPORTS – Ms. Cathcart noted that the municipal candidate filing period opens on Friday, July 18 and runs through Monday, July 28 if members know of anyone interested in serving on the Assembly or School Board.

K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS - None

L. NEXT MEETING DATE July 29, 2025 at Noon via Zoom

N. ADJOURNMENT – there being no further business to come before the committee, meeting adjourned at 12:38 p.m.

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

- 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.

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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:

- Details:

- Details:

a. Who are the impacted group(s)?

- 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 S	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	
CT 2: Mendenhall Valley withn 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/McGinn	33.7%		BG 3: Belardi Costco	63.8%		BG 3: Crow Hill/ DT C	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		

- ### Details:

YES	NO

- Details:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
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	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./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?

DRAFT

Systemic Racism Review Committee Recommendations Best Practices for Recruitment and Diversity Relating to CBJ Boards & Committees

- Have a current list of affinity groups that are always contacted directly with vacancies: Fil-Comm, Black Awareness Association, Haa Tooch Licheesh, ANS & ANB, SHI, etc.
- Post flyers at churches, restaurants, stores, community spaces where a wide swath of Juneau visits or that are specific to under-represented people on our boards and committees. Utilize the Juneau Arts & Humanities Council (JAHC) poster service.
- Write "juicy" social media posts that really say why someone would want to join. Include testimonials from board members. Maybe videos. Share those posts with the various local Facebook groups such as, Juneau Community Collective.
- Run radio spots on KTOO and KINY -- they reach different and overlapping audiences in our community
- Once or twice a year, host "open house" meetings, where people are invited to see what we do — be more intentional during those meetings about explaining what we do, what impact we have on the community, how we conduct our meetings, etc.
- Post on job boards for nonprofits/volunteers like Craigslist, Indeed, Alaska Municipal League, Foraker Group, UAS
- Use part of an assembly meeting or a separate town hall to introduce boards and committees with vacancies
- Is there a list of contacts for people who testify at assembly meetings? Maybe reach out to people who are signed up to testify and see if they want to serve on a board. If they had enough engagement to testify, maybe they want to help work on solutions.
- Create YouTube videos outlying “What it’s like to be a boardmember” and other helpful information.
- Adding summaries of what each board or committee does, the time commitment, and what is expected of the board or committee to that board or committee webpage (if they have one) or the Board Portal that lists the Rosters and Charging Documents of each board and committee.