



**SYSTEMIC RACISM REVIEW  
COMMITTEE AGENDA**  
September 23, 2025 at 12:00 PM

Zoom Webinar

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<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**

**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]

**1. Legislation for Review by the SRRC**

**[Ordinance 2025-29](#)** An Ordinance Amending City and Borough of Juneau Code Relating to Reports of Outside Employment by Borough Employees.

**[Ordinance 2024-01\(b\)\(BB\)](#)** An Ordinance Appropriating \$4,261,464 to the Manager to Fund the City and Borough of Juneau and Bartlett Regional Hospital's Fiscal Year 2025 Public Employees' Retirement System (PERS) Contribution; Funding Provided by the Alaska Department of Administration.

**[Ordinance 2025-01\(b\)\(H\)](#)** An Ordinance Appropriating \$1,857,300 to the Manager for the City and Borough of Juneau's Fiscal Year 2026 Marine Engineers Beneficial Association (MEBA) and Unrepresented Employee Negotiated Wage Increases; Funding Provided by Various Sources.

[Ordinance 2025-01\(b\)\(J\)](#) An Ordinance Appropriating \$125,000 to the Manager for Fiscal Year 2026 Cold Weather Emergency Shelter Operations; Funding Provided by General Funds.

[Ordinance 2025-01\(b\)\(L\)](#) An Ordinance Appropriating \$15,000 to the Manager for the Departure Lounge ADA Elevator Capital Improvement Project; Funding Provided by Airport Capital Reserve Funds.

[Ordinance 2025-01\(b\)\(M\)](#) An Ordinance Appropriating \$762,900 to the Manager for Renovations to Support the Capital City Fire and Rescue Sobering Center at the St. Vincent de Paul Teal Street Facility; Funding Provided by General Funds and Hospital Funds.

[Ordinance 2025-01\(b\)\(N\)](#) An Ordinance Appropriating \$762,900 to the Manager for Renovations to Support the Capital City Fire and Rescue Sobering Center at the St. Vincent de Paul Teal Street Facility; Funding Provided by Hospital Funds.

[Ordinance 2025-01\(b\)\(O\)](#) An Ordinance Appropriating \$25,000 to the Manager for the Air Traffic Control Tower Capital Improvement Project; Funding Provided by Airport Capital Reserve Funds.

[Ordinance 2025-40](#) An Ordinance Amending Title 49 Land Use Code Relating to Reasonable Accommodation, Zoning Maps, Subdivisions on Arterials, And Remove References to Committees and Programs No Longer in Existence. [T49 Phase 1 Memo](#) | [Reasonable Accommodation in Zoning Memo](#) | [Zoning Map Code Modernization Memo](#) | [Minimum Lot Sizes Arterial Subdivisions Memo](#)

[Ordinance 2025-38](#) An Ordinance Amending Chapter 3.15, Special Offices, to Include Non-Departmental Office Designation.

[Ordinance 2025-01\(b\)\(E\)\(b\)](#) An Ordinance Transferring \$1,800,000 from CIP H51-113 Waterfront Seawalk to P41-105 Marine Park Improvements.

[Ordinance 2025-01\(b\)\(R\)](#) An Ordinance Transferring \$5,000,000 from CIP D12-051 Capital Civic Center to CIPs D14-105 HESCO Barriers Additional Phases and D24-102 HESCO Maintenance and Repairs.

## 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

## J. STAFF REPORTS

## K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

## L. NEXT MEETING DATE

**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](mailto:city.clerk@juneau.gov).

## 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:

- e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details:

- g. Has public input been received?
- h. If public comment has been received, what is the substance of that comment?

Details:

**Step Three: Who is affected by the Proposed Legislation?**

- a. Who are the impacted group(s)?
  - White  Black or African American  American Indian or Alaska Native
  - Asian  Native Hawaiian or Pacific Islander  Two or more races  Other
- 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	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
						Auke Bay	
CT 2: Mendenhall Valley with the Loop		CT 4: Salmon Creek/Lemon Creek		CT 5: Douglas Island		<b>Lower Income Housing Areas</b>	
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/McGinr	33.7%	BG 3: Belardi Costco	63.8%	BG 3: Crow Hill/ DT D	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	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?  
If Yes, does it come at the detriment of another?

YES	NO

Details:

- d. Is there a benefit to an individual, group of individuals, or business/organization?  
If yes, does that come at a detriment of others?


Details:

**Step Four: What solutions could remedy the legislation’s implications in perpetuating systemic racism? Check all that apply:**

Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)

	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?