



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

October 21, 2025 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/9221141227>

Meeting ID: 922 114 1227 | Passcode: 306447

Or Phone: 1-253-215-8782

A. CALL TO ORDER

B. ROLL CALL

C. APPROVAL OF AGENDA

D. APPROVAL OF MINUTES

1. October 7, 2025 JHRC Meeting Minutes - Draft

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

F. AGENDA TOPICS

2. Standing Agenda Topics

- FY25 Budget
 - Treasurer Report
 - Community Engagement Project

3. Celebrating Black History Month 2026

4. Commission Engagement Resolution

5. Revisit JHRC Strategic Plan 2024-2025

6. Joint JHRC & Systemic Racism Review Committee (SRRC) Meeting

7. Personal Safety Training in Partnership with Perseverance Theatre

G. NEXT MEETING DATE

8. Upcoming Meeting Dates - from 5-6pm via Zoom

Tuesday, November 4, 2025

Tuesday, November 18, 2025

Tuesday, December 1, 2025

H. SUPPLEMENTAL MATERIALS

I. 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.

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
OCTOBER 7, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:05 pm.
- a. Present: Haifa Foroughi, Lance Mitchell, Wendy Todd, and Mary Wegner
 - b. Absent: Alison Gottschilich
 - c. Support: N/A

II. APPROVAL OF AGENDA: The Agenda was approved by unanimous consent.

III. APPROVAL OF MINUTES

Minutes of the September 16, 2025 Meeting: The Minutes were approved by unanimous consent.

IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: No one from the public was present.

V. AGENDA

1. Welcome to Wendy Todd!
2. Standing Agenda Topics:
 - a. FY25 Budget:
 - 1) Treasurer Report: Nothing currently.
 - 2) Community Engagement Project: Haifa and Mary will meet with Di to better understand the timing cycle to submit a budget request to fund our Community Engagement project.
3. Annual Report: Haifa attended the Human Resources Committee on September 22, 2025 to answer questions about our Annual Report. They asked about our commission engagement draft resolution and wondered if we were going to finalize that soon. We will add this item to our next agenda. They also asked if the reduction in the number of members from seven to five was helpful to our ability to meet quorum, and Haifa answered yes, it has allowed us to meet quorum more regularly.
4. Meeting Dates for 2025-2026 JHRC Meetings: We will go back to the first and third Tuesdays of the month, as Wendy is not available on Wednesdays at 5:00 pm.
5. Revisit Strategic Plan 2025-2026: We started to update our strategic plan and got through most of our first, second, and third charge.

6. Joint JHRC and Systemic Racism and Review Committee (SRRC) Meeting: Haifa reached out to Ephraim Froelich to see if we can schedule a joint meeting between our two committees, which was initiated by Ephraim last spring. Haifa is waiting to hear back.
7. Celebrating Black History Month 2026: The Business Expo will be held on February 14, 2026. Lance will see if the Elisabeth Peratrovich Hall is available, and if not then he will look to see if the JACC is available. Lance and Wendy will try to meet with Jasmine Smith to continue the planning process.
8. Personal Safety Training in Partnership with Perseverance Theatre: Not discussed at this meeting.

I. PUBLIC COMMENT: No one from the public was present.

II. UPCOMING MEETING DATES

1. Tuesday, October 21, 2025 from 5:00-6:00 pm via Zoom.
2. Tuesday, November 4, 2025 from 5:00-6:00 pm via Zoom.
3. Tuesday, November 18, 2025 from 5:00-6:00 pm via Zoom.

III. ADJOURNMENT: We adjourned our meeting at 6:00 pm.

Clean Version

DRAFT RESOLUTION TO: INCREASE ENGAGEMENT IN CBJ BOARDS, COMMITTEES, and COMMISSIONS

Resolution to implement practices within the City and Borough of Juneau (CBJ) designed to increase civic engagement in CBJ boards, committees, and commissions.

1. Whereas, civic engagement is a fundamental tenant of a democracy and contributes to vibrancy within a community;
 2. Whereas, a review of the CBJ boards updated on 1/6/25 identifies 33 current vacancies on the 26 CBJ boards, committees, and commissions;
 3. Whereas, CBJ boards, committees, and commissions play an essential role of advising local government and informing the decision-making process;
 4. Whereas, employers that allow employees to serve on CBJ boards, committees, and commissions during work hours fosters a culture of civic responsibility, community involvement, and professional development among employees;
 5. Whereas, employers that support such participation benefit from increased community ties, and a reputation for corporate social responsibility;
 6. Whereas, the commitment to public service can enhance the skills and experiences of employees, thus indirectly contributing to the growth and improvement of the employer organization itself.
- A. Therefore, Be It Resolved, that CBJ will explore implementing practices that would encourage participation on boards, committees, and commissions, such as:
 1. Establishing clear and consistent funding for CBJ boards, committees, and commissions;
 2. Identifying and communicating tangible and intangible benefits for members;
 3. Establishing a process to make invitations to individuals from underrepresented groups;
 4. Increasing the online presence with current information for the various boards, committees, and commissions;
 5. Developing a media campaign to talk about the advantages and opportunities to be involved in the various boards, committees, and commissions;
 - B. Be It Further Resolved, that CBJ will encourage employers to develop and implement policies that allow employees to participate in CBJ boards, committees, and commissions during work hours;
 - C. Be It Further Resolved, that such participation should be coordinated transparently between the employees and their supervisors to ensure duties are met while promoting civic engagement;
 - D. Be It Further Resolved, that CBJ will provide training and resources to prepare citizens for effective and meaningful contributions on CBJ boards, committees, and commissions;
 - E. Be It Further Resolved, that CBJ will recognize and promote organizations that encourage employee involvement with local boards, committees, and commissions as exemplars of community engagement.

Adopted this [DATE] by [THE CITY AND BOROUGH OF JUNEAU] as a commitment to fostering active community service and civic participation among its members.

DRAFT RESOLUTION TO: INCREASE ENGAGEMENT IN CBJ Boards, Committees, and Commissions

Brainstorm from 1/21/25 JHRC Meeting:

- Support the JHRC Community Engagement proposal
 - Establish clear and consistent funding for CBJ commissions/committees
 - Identify tangible benefits for commission/committee members
 - Establish a process to make invitations to individuals from underrepresented groups
 - Increase online presence with current information for the various commissions/committees
 - Develop a media campaign to talk about the advantages and opportunities to be involved in the various commissions/committees; democracy requires active community engagement
 - Establish a way for the public to get information online if they need help/have questions
 - CBJ volunteer or staff position to assist with on-boarding new members beyond documents
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Resolution to implement practices within the City and Borough of Juneau (CBJ) designed to increase civic engagement in CJB boards, committees, and commissions.

1. Whereas, civic engagement is a fundamental tenant of a democracy and contributes to vibrancy within a community;

2.—— Whereas, a review of CJB boards updated on January 6, 2025 identifies 33 current vacancies on the 26 CBJ boards, committees, and commissions;

. Whereas, the CBJ boards, committees, and commissions play an essential role of advising local government and informing the decision-making processes;

Whereas, employers that allow employees to serve on CBJ committees and commissions during work hours fosters a culture of civic responsibility, community involvement, and professional development among employees;

. Whereas, employers that support such participation benefit from increased community ties, and a reputation for corporate social responsibility;

. Whereas, the commitment to public service can enhance the skills and experiences of employees, thus indirectly contributing to the growth and improvement of the employer itself;

A. Therefore, Be It Resolved, that CBJ will consider implementing practices that would encourage participation on boards, committees, and commissions, such as:

1. Establishing clear and consistent funding for CBJ boards, committees, and commissions;
2. Identifying tangible benefits for members

3. Establishing a process to make invitations to individuals from underrepresented groups;
4. Increasing the online presence with current information for the various board, committees, and commissions;
5. Developing a media campaign to talk about the advantages and opportunities to be involved in the various board, committees, and commissions

B. Be it Further Resolved, that CBJ encourages employers to develop and implement policies that allow employees to participate in CBJ boards, committees, and commissions during work hours;

C. Be It Further Resolved, that such participation should be coordinated transparently between the employees and their supervisors to ensure duties are met while promoting civic engagement;

D. Be It Further Resolved, that CBJ will provide training and resources to prepare employees for effective and meaningful contributions on CBJ boards, committees, and commissions;

E. Be It Further Resolved, that the CBJ will recognize and promote organizations that encourage employee involvement with local committees and commissions as exemplars of community engagement.

Adopted this [DATE] by [THE CITY AND BOROUGH OF JUNEAU] as a commitment to fostering active community service and civic participation among its members.

Juneau Human Rights Commission – Draft Strategic Plan 2025-2026

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.

Updated 10-7-25

Charge from the Assembly	Strategies and Actions	Metrics	Completion Date	Who is Responsible
1. Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination. 2. Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Develop and implement a Community Engagement Project	Number of crowdsourcing engagements that were offered to engage with the broader community to identify issues related to discrimination.		Haifa and Mary
3. 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. Collaborate with organizations to support a celebration of Black History. B. Collaborate with local agencies and organizations to better understand where there is synergy to advance the visions and missions, and to develop areas of collaboration.	A. TBD B. Develop a resource to share.		A. Lance and Wendy B. Wendy and Mary
4. Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes. 5. Recommend to the Assembly action, policies, and legislation to be considered by state and local governments	Support and advocate for community human rights needs that arise by drafting memos, resolutions, and policy recommendations to the Assembly	Number of memos, resolutions, and policy recommendations made to the Assembly		
	Improve on-line presence focused on the website, as it needs to be more informative and factual. Continue to consider social media to increase visibility regarding our work.	Website is updated and Events portion has listed events that are current.		Mary website and Lance social media