



JUNEAU HUMAN RIGHTS COMMISSION

AGENDA

November 4, 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. 2025-10-21 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
 - JHRC Strategic Plan 2025-2026

3. Celebrating Black History Month 2026

4. Commission Engagement Resolution

This resolution was approved at the October 21, 2025 JHRC Meeting but has been included in case there is further discussion with the Systemic Racism Review Committee.

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

6. Personal Safety Training in Partnership with Perseverance Theatre

G. NEXT MEETING DATE

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

Tuesday, November 18, 2025

Tuesday, December 2, 2025

Tuesday, December 16, 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 21, 2025

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:07 pm.
- a. Present: Alison Gottschlich, Haifa Foroughi, Wendy Todd, and Mary Wegner
 - b. Absent: Lance Mitchell
 - c. Support: N/A

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

III. APPROVAL OF MINUTES

Minutes of the October 7, 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. Standing Agenda Topics:
 - a. FY25 Budget:
 - 1) Treasurer Report: Nothing to update currently.
 - 2) Community Engagement Project: Haifa and Mary contacted Di to better understand the timing cycle to submit a budget request to fund our Community Engagement project. Di offered to come to a JHRC meeting once the November election is over to discuss the budget process with all of us.
2. Celebrating Black History Month 2026: The Business Expo will be held on February 14, 2026. Nothing further currently.
3. Commission Engagement Resolution: We reviewed version 3 of the draft resolution. Mary moved and Alison seconded to accept the current version of the Commission Engagement Resolution. Motion passed. Haifa will share the resolution with Ephraim Froelich, chair of the SRRC, to see if they would like to review the resolution before it gets submitted to the CBJ.
4. Revisit Strategic Plan 2025-2026: We continued our discussion of our draft Strategic Plan. Haifa moved and Alison seconded to accept the Strategic Plan 2025-2026, as discussed. Motion passed.

5. Joint JHRC and Systemic Racism and Review Committee (SRRC) Meeting: Haifa has not yet heard back from Ephraim. This item is tabled until we hear back from the SRRC to set a joint meeting date.
6. Personal Safety Training in Partnership with Perseverance Theatre: Nothing to update currently.

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

II. UPCOMING MEETING DATES

1. Tuesday, November 18, 2025 from 5:00-6:00 pm via Zoom.
2. Tuesday, December 2, 2025 from 5:00-6:00 pm via Zoom.
3. Tuesday, November 16, 2025 from 5:00-6:00 pm via Zoom.

III. ADJOURNMENT: We adjourned our meeting at 5:50 pm.

Juneau Human Rights Commission – 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.

Approved 10-21-25

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. TBD		A. Lance and Wendy B. Wendy and Alison
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.		Haifa and Wendy
	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

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.