



**SYSTEMIC RACISM REVIEW
COMMITTEE WORKSESSION AGENDA**
December 4, 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. **2025-08-12 SRRC Worksession Minutes - Draft**

2. **2025-08-19 SRRC Minutes - Draft**

3. **2025-09-23 SRRC Minutes - Draft**

4. **2025-10-28 SRRC Minutes - Draft**

F. AGENDA TOPICS

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

Ordinance 2025-43 An Ordinance Authorizing the Manager to Lease an 8.0 Acre Fraction of the Parcel of Land near 10020 Crazy Horse Drive at a Reduced Rate to Juneau Animal Rescue for the Purpose of Operating an Animal Shelter.

Ordinance 2024-01(b)(BC) An Ordinance Appropriating \$1,316,554 to the Manager for the City and Borough of Juneau's Fiscal Year 2025 Operating Costs; Funding Provided by Various Sources.

Ordinance 2025-42 An Ordinance Amending the Comprehensive Plan by Adopting the Downtown Douglas/West Juneau Area Plan. [Memo from CDD](#)

6. **Discussion on the December 15th Joint Meeting with the full Assembly sitting as the Human Resources Committee, any Topics to Highlight**

G. STAFF REPORTS

H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

I. NEXT REGULAR MEETING DATE Tuesday, December 16, 2025 @ Noon

J. SUPPLEMENTAL MATERIALS

K. 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 (907) 586-5278, e-mail: city.clerk@juneau.gov.



SYSTEMATIC RACISM REVIEW COMMITTEE WORKSESSION MINUTES

August 12, 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 12:06 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: Chair Ephraim Froehlich, Ivan Nance, AnaVera Morato, and Jennifer Pemberton

Absent: Kelli Patterson

Staff/Other: Municipal Clerk Breckan Hendricks, Deputy Municipal Clerk Andi Hirsh, City Attorney Emily Wright, Assistant City Attorney Sherri Layne, and Chief of Police Derek Bos

D. APPROVAL OF AGENDA - Agenda approved as presented.

E. APPROVAL OF MINUTES - Minutes approved as presented.

1. **2025-07-29 SRRC Meeting Minutes - Draft**

F. PUBLIC TESTIMONY

Phil Moser, a valley resident, stated there would be less need for the ordinance if there were more reliable funding for homelessness services at the state and federal levels. He expressed that Ordinance 2025-28 authorizes police intervention in situations, even when such intervention is not requested by the public. Mr. Moser noted that the ordinance would increase police contact with vulnerable populations, noting the recent violent incidents involving the Juneau Police Department and residents. He stated that this ordinance is a red flag and if it were adopted, a civilian taking a video of police around a scene of a crime would be criminalized, and it would also criminalize protesting.

G. LEGISLATION PULLED FOR DISCUSSION

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

[Ordinance 2025-28](#) An Ordinance Amending [CBJC 42.20.090](#), Disorderly Conduct was pulled from the July 29, 2025, SRRC meeting for continued discussion prior to moving any recommendations forward to the Assembly for action at its August 18, 2025, Regular Assembly Meeting.

Chair Froehlich said it was decided at the last meeting to hold more time for discussion.

Mr. Nance stressed that the ordinance needs to be more thoroughly discussed and analyzed, not just by the SRRC, but by the city as a whole.

Ms. Pemberton recalled that the ordinance was proposed to the Assembly due to encampment issues around the Glory Hall and Teal Street, as staff came to the city to try and solve the problem. She further recalled that, at the July 14 COW meeting, Chief Bos said the ordinance would be used more downtown on individuals rather than for encampments like on Teal Street. She said that this will have an outsized impact on SRRC, which seeks to take away opportunities for discrimination and racism; this feels like an invitation for increased instances of that in enforcement.

Chair Froehlich relayed that the Teal Street safety zone was shot down because the City Attorney said it would've been unconstitutional since it would be targeting a specific population. He said it is appalling that there's no effort toward solving the root issues of homelessness but to rather criminalize the symptoms instead.

Mr. Nance shared that users of the bus system have a problem with being accosted by the homeless users of the system. He said there has got to be a balance between their right to exist and the bus user's right to go un-harassed.

Chair Froehlich responded that harassment is already illegal. He said this change would target the existence of people just sitting or standing. He said the issue of people being harassed on the bus system could be solved by offering resources to those in need.

Ms. Morato noted that the section on whether that person was asked to move was struck. She said this seemed to be a call to quicker action without the permission of the property owner.

Ms. Pemberton said the code as it stood, directs that a person cannot sit or lie on a public street in such a manner as to interfere with the free passage of pedestrians or vehicle traffic, and that adding standing, walking, and camping to that list would change the intent of what the code would be used to enforce. She asked Attorney Layne about the struck language in Section A5 "after being requested to move in order to create room for another person to pass." She

inquired, if this language is struck from the code, how are people asked about compliance before enforcement is engaged.

Chief Bos said the intent is still to ask people who are blocking the sidewalk to move, not to immediately arrest them. He explained that they are trying to find a way to take that burden off the public to ask a person to move and put it on someone from the city.

Ms. Pemberton highlighted that this amendment would make it, so nobody is asked to move. She said that, since the language would be stricken from policy, it would therefore be an unwritten code.

Chief Bos clarified that an addition is being made to the amendment that would insert language to require a request, as well as better detail as to who is responsible to make that request.

Attorney Wright confirmed that an amendment is being crafted, but if this is something that is important to the committee, then it should put that in the committee's recommendation and statement, because there is no guarantee that an assembly member would propose the amendment.

Chair Froehlich said there has been much discussion on intent, but intent doesn't really matter, it's the letter of the law that does. He suggested that the SRRC shouldn't be considering intent, it is the impact of the laws that should be discussed. He reflected that homelessness has been criminalized in the last decade across the country, and those laws don't come paired with initiatives to provide permanent housing. He stressed that, even without striking the move request language, the changes would have impacts that are racist and against certain people.

Ms. Pemberton added that these changes would go further than criminalizing the homeless, it would criminalize everyone. She said she tried to compare this ordinance to the SRRC's legislation checklist, and she found it frustrating and insufficient. She recommended that the committee craft a strongly worded note to the Assembly, and that a committee member testify at the meeting.

Mr. Nance said there must be a list of problem customers who the police interact with on a regular basis. He asked what tools they need to handle the situations that come up.

Chief Bos answered that JPD does not keep a list of problem individuals. He added that the officers know people well through daily interactions, not just on a criminal level but while being out and about on foot.

Mr. Nance sought confirmation that officers have a good awareness of the context of who the people are. Chief Bos responded that's correct.

Chair Froehlich asked Ms. Pemberton to reiterate her recommendation. Ms. Pemberton recommended that the SRRRC forego using the SRRRC legislation checklist and craft a written note to the Assembly, and that an SRRRC member should be designated to read the note before the Assembly.

Chair Froehlich asked if the SRRRC wanted to testify on this ordinance, how it would make that request. Ms. Hendricks said that a member could sign up to testify since it is under public hearing.

Chair Froehlich asked for clarification on whether being added under public testimony is the only pathway, or if there is a way a member could speak in the lead up to ordinance discussion. Ms. Hendricks responded that what she suggested would be the best way since the public testimony would happen before ordinance discussion happens.

Chair Froehlich asked if the SRRRC's formal comments would be limited to the same amount of time public testimony would be. Ms. Hendricks answered that it would be up to the Mayor to extend the member's comments.

Chair Froehlich said he sees this as an empowered committee wishing to have input in a public space. Ms. Hendricks reiterated that testimony through public comment would be the best way. She doesn't have another way to add the SRRRC to the agenda in a separate way.

Attorney Wright added that she agrees with Ms. Hendricks but said that everything is available by the Mayor or the Manager's Office to recommend an amendment. She said it would be appropriate, if the SRRRC wished to be addressed, to put in the written recommendation a request to address the Assembly. She said it would still be up the Assembly, so the SRRRC should still sign up for public testimony, but there is no harm in asking.

Chair Froehlich asked how the committee should make that ask. Attorney Wright recommended that the invited testimony request be included at the start of the written statement to the Assembly.

Chair Froehlich stated that the letter would state "The Systemic Racism Review Committee raises grave concerns about the proposed ordinance 2025-28 and requests that a representative of the committee be accepted as invited testimony ahead of consideration of the ordinance." He suggested that the next language be a summary of what the committee believes this ordinance does. He continued, "This proposal seeks to expand the city's disorderly conduct code to include all existence in public as illegal activities, including standing and walking in public spaces."

Mr. Nance said someone might think the language comes off as sarcastic.

Ms. Morato said language about the potential long-term impacts could be added.

Chair Froehlich agreed with Ms. Morato. He responded to Mr. Nance that he compared this correctly to what is happening in D.C. and across the country. He said this law is an expansion of police powers to arrest an unkempt-looking person for blocking a public space without any notice.

Ms. Pemberton said she does not know if it would give them power to arrest the person, but they could fine them, and that could escalate to an arrest. Chair Froehlich asked if that was true, and that if disorderly conduct was an arrestable offense, it would be unlawful to do these things. He further asked if a person could be arrested for sitting, lying, standing, walking, or camping on any public street. Attorney Wright answered that he was correct. At the bottom of the ordinance at the end of page three, it directs which acts are a misdemeanor, or an infraction. The one that is a fine only, is urination and defecation; everything else is arrestable.

Chair Froehlich asked Ms. Pemberton to read what she had written. Ms. Pemberton stated, "The SRRC strongly recommends that the Assembly reject Ordinance 2025-28, amending the Disorderly Conduct Code. This ordinance was presented at the Committee of the Whole meeting on July 14 as a tool to help address the encampment issues at Teal Street, but the proposed amended language in Ordinance 2025-28 goes well beyond that." She said she was going to continue by talking about expansion of police powers and more opportunities for discrimination. She said she also has a note to request that the SRRC representative speak as invited testimony. She said the two big points are: adding verbs to the list is the expansion that the SRRC doesn't want to see, and taking away the notice is bad.

Chair Froehlich stressed that this is a massive expansion of police powers and authority to criminalize certain human activity that is not illegal, dangerous, or harmful. He said the phrase "criminalizing existence" should be included. He thanked Mr. Moser for his remarks during public testimony. He said that, if the powers are expanded, they are going to see people be brutally assaulted for not being as well off as others. He said this is about the law, not intent, and that it cannot be guaranteed that the same intent would be placed upon this law by future enforcers.

Ms. Pemberton said that "removing notice is bad" is her current placeholder. Chair Froehlich offered that removal of reasonable notice requirements before a non-violent act becomes an arrestable offense sounds dangerous and unconstitutional. Ms. Pemberton asked Attorney Wright about the committee proposing its own amendment to the Assembly. She said the committee's recommendation is to reject the ordinance entirely, but maybe as a contingency, the committee could suggest that it be amended. Chair Froehlich suggested that there would

need to be police notice of vacating a space, and if the notice is not complied with, then there would be enforcement.

Ms. Pemberton said the letter will suggest that the ordinance needs to be clarified or rewritten. Chair Froehlich suggested that the committee approve the notes Ms. Pemberton has taken and vote to allow a representative to speak at the August 18 Assembly meeting. He said he would be testifying as a community member, so it would be better if someone else testified on behalf of SRRC. Ms. Pemberton said she would do it.

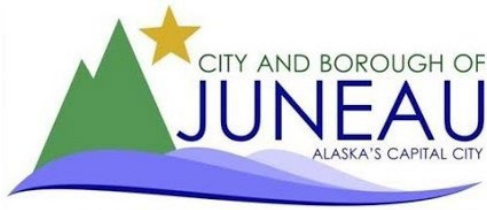
MOTION by Mr. Nance that the SRRC endorses the comments drafted by Ms. Pemberton and authorizes her to take them to the Assembly. *There being no objection, the motion was adopted by unanimous consent.*

H. STAFF REPORT/COMMITTEE MEMBER / LIAISON COMMENTS & QUESTIONS - None

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

J. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 1:02 p.m.



**SYSTEMATIC RACISM REVIEW
COMMITTEE MINUTES
August 19, 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 12:05 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

Members Present: Ephraim Froehlich, AnaVera Morato, Ivan Nance, and Jennifer Pemberton **Members**

Absent: Kelli Patterson

Staff Present/Others: Municipal Clerk Breckan Hendricks, and Deputy City Manager Robert Barr

- 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 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 2025-26](#) An Ordinance Amending Title 19 Building Regulations.

[Ordinance 2025-01\(b\)\(C\)](#) An Ordinance Appropriating up to \$77,000 to the Manager for Fiscal Year 2026 Airport Operations; Funding Provided by Airport Funds. [Ordinance 2025-01\(b\)\(D\)](#) An Ordinance Appropriating \$1,007,116 to the Manager for the Aircraft Rescue and Fire Fighting Truck Capital Improvement Project, and Deappropriating \$1,007,116 from the Manager for the Aircraft Rescue and Fire Fighting Truck Capital Improvement Project; Funding Provided by Airport Funds.

[Ordinance 2025-01\(b\)\(F\)](#) An Ordinance Appropriating \$735,000 to the Manager for the Dzantik'i Heeni Playground Capital Improvement Project; Funding Provided by General Funds.

[Ordinance 2025-01\(b\)\(G\)](#) An Ordinance Transferring \$103,546 from the General Fund to the Marine Passenger Fee Fund for Unspent Assembly Grant Awards for the Ambassador Program Between FY2020 and FY2025, Reimbursed by the Downtown Business Association.

*[Ordinance 2025-01\(b\)\(I\)](#) Ordinance 2025-01(b)(I) An Ordinance Appropriating \$150,000 to the Manager for Assembly Chamber Audiovisual Upgrades; Funding Provided by General Funds

*[Ordinance 2025-39](#) An Ordinance Authorizing the Negotiation and Execution of a Purchase of Two Floors of the Michael J. Burns Building and Formation of a Commercial Condominium Association.

Clerk's Note: The two ordinances marked with an asterisk () were added on August 19, 2025.*

Deputy City Manager Barr read the ordinances into the record and gave a summary of each piece of legislation. Chair Froehlich asked committee members if they had any clarifying questions or wished to pull any ordinances for further discussion.

Chair Froehlich asked about the Ambassador Program and the booth by the Downtown Library. Mr. Barr outlined that the Downtown Business Association staffs the Ambassador Program and has staff that patrol the downtown area to answer questions from tourists; and Travel Juneau staffs the booth by the library with volunteers available to answer tourist questions and give directions.

MOTION: by Mr. Nance to approve the consent agenda as presented and asked for unanimous consent.

Hearing no objections, motion passed.

H. LEGISLATION PULLED FOR DISCUSSION - None

I. STANDING AGENDA TOPICS- AS MEETING TIME ALLOWS

Ms. Pemberton said the committee is in the news cycle right now, and she would like to see a recruitment strategy for SRRC. She said she is waiting for the city to help the committee fill its positions. She explained that the committee would feel more robust and capable of doing work if it wasn't always fighting for a quorum. She offered the disorderly conduct ordinance as an example of something that could slip by without SRRC. She asked for suggestions on how to get more people on the committee.

Chair Froehlich offered that the committee needs to leverage its networks to get people to apply for this board and others. He said he reached out to the member of the public today who testified at the last meeting to apply for the SRRC, and did some social media outreach. He suggested that everyone reach out to people to join the committee, and that there also be an indigenous perspective represented, if possible. He asked Mr. Barr if the city had advertised boards and commissions to testifiers at Assembly meetings.

Mr. Barr responded that there wasn't a formal mechanism to do that, and it is more word of mouth. He suggested there might be things staff could do to encourage people who engage with the process to consider applying for a board as a next step in civic engagement.

Ms. Pemberton asked whether it would be appropriate for a SRRC member to testify during non-agenda testimony. Mr. Barr responded that yes it would be.

Chair Froehlich suggested putting the board vacancies on a sign-up sheet in the back of the Assembly Chamber with a QR code to the boards and committees page and the online application. Ms. Morato suggested a one-pager on the work of the SRRC could be distributed among groups to encourage new members. She noted that there are a lot of boards that need people.

Chair Froehlich said a best practice to share with other committees and boards is to have the summaries in plain language about what they do. He asked Mr. Barr if the QR code idea was feasible. Mr. Barr said that is something he would look to the clerks to determine if it is possible.

J. STAFF REPORTS - None

K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS - None

L. NEXT MEETING DATE September 23, 2025 @ Noon via Zoom

N. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 12:32 p.m.



SYSTEMATIC RACISM REVIEW COMMITTEE MINUTES

September 23, 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 to order via Zoom at 12:00 p.m.
- B. **LAND ACKNOWLEDGEMENT**
- C. **ROLL CALL**

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

Absent: AnaVera Morato

Staff/Other: Municipal Clerk Breckan Hendricks, Assistant City Attorney Clinton Mitchell, and 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 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.

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.

Assistant City Attorney Clinton Mitchell read the ordinances on the agenda and gave a brief summary of each piece of legislation. Chair Froehlich opened the floor to brief discussion or questions regarding the various ordinances. Committee members asked some clarifying questions regarding Ordinance 2025-01(b)(J) related to any funding partners and when the cold weather shelter will be in operation. Ms. Pemberton shared the information she found from the Assembly meeting packet related to those questions with committee members.

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

H. LEGISLATION PULLED FOR DISCUSSION - None

I. STANDING AGENDA TOPICS- AS MEETING TIME ALLOWS

Chair Froehlich asked committee members if there is anything they wished to discuss now or wait until the committee is able to set a worksession date after the municipal elections are over and staff has more time. Ms. Pemberton commented that with the new Communications and Outreach team getting staffed up, perhaps they could help with civic engagement and board recruitment.

J. STAFF REPORTS - None

K. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

Assemblymember Adkison appreciated Ms. Pemberton's thoughts on civic engagement and board recruitment and thanked the committee for their work. She noted that even if she isn't the Assembly Liaison to the SRRC, or the Assembly Human Resources Committee Chair after elections, she hoped that members would reach out with questions or ideas regarding recruitment or anything else.

L. NEXT MEETING DATE – Tuesday, October 28, 2025 at Noon

M. SUPPLEMENTAL MATERIALS - None

N. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 12:20 p.m.



SYSTEMATIC RACISM REVIEW COMMITTEE MINUTES

October 28, 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 to order via Zoom at 12:01 p.m.

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

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

Members Absent: AnaVera Morato

Staff/Others In attendance: Deputy Clerk Di Cathcart, E/PW Director Denise Koch, and SRRC Assembly Liaison Neil Steininger

D. APPROVAL OF AGENDA – agenda approved as presented

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS - None

F. 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 2025-41 An Ordinance Authorizing the Eaglecrest Ski Area to Enter Into a Franchise and Permit Agreement with Alaska Rainforest Sanctuary, LLC dba Kawanti Adventures, for Operating the Alaska Zipline Adventure Canopy Tour.

Ordinance 2025-01(b)(P) An Ordinance Appropriating \$320,200 to the Manager for the Wetlands Rescue Vehicle Capital Improvement Project; Funding Provided by the Federal Aviation Administration (FAA) Airport Improvement Program (AIP) and Airport Capital Reserve Funds.

Ordinance 2025-01(b)(Q) An Ordinance Appropriating \$1,097,875 to the Manager for the Motor Grader and Vacuum Truck Capital Improvement Project; Funding Provided by the Federal Aviation Administration (FAA) Airport Improvement Program (AIP) and Airport Capital Reserve Funds.

MOTION: by Ms. Pemberton to approve the consent agenda as presented. ***Hearing no objection, motion passed.***

G. LEGISLATION PULLED FOR DISCUSSION - None

H. AGENDA TOPICS

2. Draft FY2027 CBJ Legislative Capital Priorities List - Presented by E/PW Director Denise Koch

All CBJ boards and commissions are invited to provide input on their top two projects that they would like to see on the list. They can submit formal support or input on existing projects and project priorities and/or nominate a new project(s). Input may also include recommendations to remove an existing project from this list. The information that your board or commission provides will be considered by the Assembly as they prioritize the list for the next fiscal year.

Staff requests the SRRC review the projects and be prepared to have a discussion and recommended motion on which projects to recommend, if any. Due to changed timelines, this list will not come before the SRRC a second time as it has done the previous two years.

E/PW Director Koch walked the committee through the FY27 CBJ Legislative Capital Priorities List and what had been received from other CBJ Boards, how those boards ranked the various projects and highlighted the new projects added to the list.

Ms. Pemberton asked if any boards missed getting their recommendations in prior to the deadline. Director Koch noted that CBJ has approximately 30+ boards and a number of them did not submit any recommendations. She also noted that, in previous years, the School District and the Historic Resources Advisory Committee have submitted recommendations but did not submit any this year prior to the deadline.

Chair Froehlich asked if this year's rankings fall closely with the adopted priority list submitted last year. Director Koch responded yes that the rankings for this year are similar to last year.

Chair Froehlich wanted to know if CBJ changes the priority order when submitting the projects into CAPSIS or for the Federal priorities list. Director Koch stated that for CAPSIS, CBJ submits the projects as they are adopted by the Assembly. For the Federal asks, it is up to the State Delegation (Murkowski, Sullivan and Begich) to advance one project over another as they see opportunities for funding at the Federal level; and added that CBJ has seen a drastic reduction in the number of federal grant opportunities available under the current administration.

Ms. Patterson commented that each board seemed to vote on that board's interest and wanted to know how much the SRRC's opinion matters. Does the SRRC vote add weight to the priorities? Director Koch responded, the priority list comes to the SRRC last because your committee's feedback is of great interest to the Assembly, since the SRRC looks at the whole community.

The committee discussed the priorities they submitted last year and came to an agreement that they would like to continue to advocate for Lemon Creek Multimodal Path as Priority #1 and Jackie Renninger Skate Park Development as Priority #2 with the addition of Glacial Lake Outburst Flood Response Mitigation (GLOF) as Priority #3. Chair Froehlich will update the recommendation letter and submit that to Director Koch by October 31.

I. STAFF REPORTS - None

J. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS

Assemblymember Steininger introduced himself and said he is looking forward to working with the committee over the next year.

K. NEXT MEETING DATE November 18, 2025 @ Noon via Zoom

L. SUPPLEMENTAL MATERIALS - None

M. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 12:58 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:

- 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		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/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?

Presented by: The Manager
Presented: 03/20/2023
Drafted by: S. Layne

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2023-20(b)

An Ordinance Amending the Duties of the Systemic Racism Review Committee.

WHEREAS, discrimination based on race in institutional policies leads to systemic racism; and

WHEREAS, systemic racism creates disparities in the social and civic fabric of a community through legislation related to all aspects of society, including but not limited to education, criminal justice, employment, elections, housing, and political power; and

WHEREAS, systemic racism includes policies and practices that exist throughout a whole society or organization, including historical actions and practices, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race; and

WHEREAS, systemic racism is as overt and covert as individual racism and it has similar emotional, economic, physical, and liberty consequences though it may be harder for individuals to see even when revealed in disparities and data; and

WHEREAS, systemic racism is similar to disparate impact discrimination, which is generally defined as a facially neutral act, practice, or policy that has a significant discriminatory impact on a protected group; and

WHEREAS, the residents of Juneau and the Assembly benefit from having a systemic racism review committee that works with the Assembly to address systemic racism, including reviewing policies and procedures and reviewing legislation prior to public hearing and making recommendations to the Assembly; and

WHEREAS, the Assembly encourages racially diverse individuals to apply and encourages racial minority groups to nominate individuals to help advise the Assembly.

THEREFORE BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a noncode ordinance.

Section 2. Systemic Racism Review Committee Established.

(a) **Establishment.** There is established a Systemic Racism Review Committee consisting of seven individuals.

- (1) The Assembly shall appoint members of the Committee to staggered three-year terms. Members of the Committee shall serve at the pleasure of the Assembly. Terms shall commence on July 1. Appointments to fill vacancies shall be for the unexpired term. In the event a seat has six months or less remaining to the unexpired term, the Assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No member who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply if there are no other qualified applicants at the time reappointment is considered by the Assembly.
- (2) Members shall be selected to provide the most balanced representation possible. Members shall have experience identifying unlawful discrimination—including based on race, color, or national origin—experience identifying social justice inequity, or intimate knowledge of local cultures and practices, including tribal culture and practices.

(b) **Duties.** The Committee is charged with:

- (1) Developing criteria to advise whether legislation, policies, or procedures likely include systemic racism implications. The Committee must present proposed review criteria to the Assembly before substantively reviewing policies, procedures, or legislation.
- (2) Reviewing legislation, selected at the discretion of the Committee to advise whether the ordinance likely includes a systemic racism policy or implication.
- (3) Reviewing current policies, selected at the discretion of the Committee, to advise whether the policies likely perpetuate systemic racism.
- (4) Reviewing current procedures, selected at the discretion of the Committee, to advise whether the procedures likely perpetuate systemic racism.
- (5) Presenting options for curing the potential or likely systemic racism or implications.
- (6) Presenting the Committee's analysis and conclusions timely to the Assembly in a short statement for each item of legislation.
- (7) Meeting with the Assembly in a joint meeting at least once a calendar year.

- (c) **Procedure.** The Committee’s procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time. Nothing in this Ordinance shall be read to preclude the Assembly from acting upon emergency ordinances and resolutions.
- (d) **Officers, Meetings, and Quorum.** In accordance with the Advisory Board Rules of Procedure, the Committee shall select its own officers, and shall hold regular meetings on a schedule established by the Committee, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Committee requires four or more affirmative votes to be approved.
- (e) **Staff Assistance.** Staff support to the Committee shall be provided by the City Manager, or designee, as available and appropriate.
- (f) **Legislation Procedure.** The Committee should meet and send the legislative report to the Manager at least six days before the Assembly meeting (i.e. Wednesday for a Monday meeting). However, legislation may be scheduled for public hearing and the Assembly may adopt legislation that has not been reviewed by the Committee. If the Assembly adopts legislation before the Committee has reviewed it, the Committee should review the adopted legislation as soon as possible.

Section 3. Sunset Clause. The Committee created by Section 2 shall cease to exist and the provisions of Section 2 shall automatically terminate August 31, 2026, unless the Assembly extends the Committee to exist until disbanded by the Assembly. In a joint meeting prior to December 31, 2025, the Committee and the Assembly shall review the Committee’s work product to date and the provisions of this ordinance to determine if any changes are necessary.


Section 4. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 17th day of April, 2023.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk