



JOINT ASSEMBLY HUMAN RESOURCES COMMITTEE & SRRC MEETING MINUTES

December 15, 2025 at 5:00 PM

Centennial Hall/Zoom Webinar

<https://juneau.zoom.us/j/95241164899> or 1-253-215-8782 Webinar ID: 952 4116 4899

101 Egan Dr. - Centennial Hall Ballroom 3

A. CALL TO ORDER Chair Kelly called the Full Assembly as the HRC for a joint meeting with the Systemic Racism Review Committee to order at 5:04 p.m.

B. LAND ACKNOWLEDGEMENT - Read by Assemblymember Steininger

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 - ASSEMBLY & SRRC MEMBERS

Assemblymembers Present: HRC Chair Paul Kelly, Deputy Mayor Greg Smith, Ella Adkison, Neil Steininger, Maureen Hall, and Nano Brooks

Assemblymembers Absent: Mayor Beth Weldon, Alicia Hughes-Skandijs, and Christine Woll

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

SRRC Members Absent: None

Staff/Others Present: Deputy Municipal Clerk Di Cathcart, Municipal Attorney Emily Wright, Municipal Clerk Breckan Hendricks, & Tech Clerk Kevin Allen

D. APPROVAL OF AGENDA - Agenda approved as presented

E. AGENDA TOPICS

1. Joint Discussion with Systemic Racism Review Committee

HRC Chair Kelly opened the discussion with introductions by the Assembly and SRRC members; then asked SRRC members how they see their roles and what they need to be more effective.

SRRC Chair Froehlich, thanked the Assembly and stated there is a need for this committee and the work it does. While it's hard to find systemic racism through individual ordinances, the SRRC has been able to flag concerns when they see them and forward those concerns to the

Assembly. With the expansion of the committee's charge, the SRRC has been trying to focus on broader topics such as board recruitment and diversity best practices. However, the committee has had their own struggles with retaining members.

Ms. Morato and Ms. Pemberton both stated that transparency is key, and the committee is interested in looking at past CBJ hiring practices once it completes its work on the board's and committee's topic. Mr. Nance shared that he would like to see more participation from the community in local government and hoped the new communications team would help with that. He thanked staff for all the work they do to support the SRRC.

At the request of Ms. Hall for any information such as books or websites relating to systemic issues that would be helpful to the Assembly, SRRC Chair Froehlich offered to pull some resources together to share with Assemblymembers.

Mr. Smith asked how the roles of the Systemic Racism Review Committee intertwine with the work of the Juneau Human Rights Commission. SRRC Chair Froehlich noted that he and JHRC Chair, Haifa Foroughi, have discussed future collaboration opportunities. He acknowledged there were similarities in each committee's work. However, he cited that the committees have different charges, with JHRC taking a more macro-scale approach and the SRRC taking a more targeted level approach when flagging issues observed within CBJ.

Mr. Brooks asked what the most unexpected issue was they've come across as a committee so far. SRRC Chair Froehlich appreciated the work, discussions and recommendations the committee brought forward to the Assembly and CBJ staff this year related to the proposed misconduct ordinance. Thanks to those discussions, along with concerns voiced from the community and the Assembly, that ordinance was tabled indefinitely. Ms. Pemberton responded that it was the small stuff that gets overlooked vs. something overtly racist. The committee has trained itself well to look for those blind spots and be the scrutiny to represent those that aren't being represented. Ms. Morato added that the committee looks at who would benefit and who would be hurt by CBJ policies, and the importance of continued outreach to the underrepresented.

Mr. Steininger thanked the committee for working on recruitment recommendations for boards and was looking forward to being the Assembly liaison to the SRRC during the next year.

F. SUPPLEMENTAL MATERIALS None

G. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 6:01 p.m.