



# SYSTEMATIC RACISM REVIEW COMMITTEE MINUTES

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** Chair Froehlich called the SRRC Worksession to order 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**

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

**SRRC Members Absent:** None

**Staff/Others Present:** Deputy City Clerk Di Cathcart, City Clerk Breckan Hendricks, and Assemblymember Nano Brooks

**D. APPROVAL OF AGENDA** Agenda approved as presented

**E. APPROVAL OF MINUTES** All minutes in packet approved as presented

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](#)

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

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

Committee members discussed the goal of finishing up work on board diversity, recruitment and outreach in early 2026; while recognizing their own struggles with membership and meeting quorum. They noted the important work the committee has already done in highlighting potential systemic racism issues the Assembly may not be aware of and Chair Froehlich will recommend to the Assembly that it not sunset the committee in August 2026.

Chair Froehlich requested staff pull all the SRRC comments and concerns that have been sent to the Assembly since the SRRC's charge was expanded in 2023 and include that in the joint meeting packet.

**G. STAFF REPORTS** None

**H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS** None

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

**J. SUPPLEMENTAL MATERIALS** None

**K. ADJOURNMENT**

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