

SYSTEMATIC RACISM REVIEW COMMITTEE

MINUTES

January 27, 2026 at 12:00 PM

Zoom Webinar

A. CALL TO ORDER Chair Froehlich called the SRRC to order at 12:01 p.m. via Zoom.

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. *Gunalcheesh!*

C. ROLL CALL

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

SRRC Members Absent: None

Staff/Others Present: Deputy Municipal Clerk Di Cathcart, Communications & Engagement Director Ashley Heimbinger, & Assembly Liaison Neil Steininger

D. APPROVAL OF MINUTES – Minutes in the packet approved as presented.

1. **2025-12-04 SRRC Worksession Minutes - Draft**
2. **2025-12-16 SRRC Minutes - Draft**
3. **2026-01-13 SRRC Minutes - Draft**

E. AGENDA TOPICS

4. New CBJ Communications Team

CBJ Communications & Engagement Director Ashley Heimbinger - update on what the Comms Team has begun working on and each team member's general focus of expertise.

Communications & Engagement Director Ashley Heimbinger gave the SRRC an overview of the new CBJ Communications Team, the work they are currently doing on community outreach focused on the upcoming CBJ budget cycle. She is looking forward to working with the SRRC on engagement in the future.

5. SRRC Discussion on CBJ Board Recruitment & Diversity

In the packet: Best Practices for Boards & Committee draft document, and minutes from 2023-2025 SRRC Worksessions discussion that relate to the diversity/outreach for boards & committees, and topics the SRRC thought they would want to focus on.

Committee members discussed finalizing their recommendations regarding board diversity and outreach at the February SRRC worksession so it can be forwarded to the Assembly and staff. Chair Froehlich noted that he would like to continue work on creating a policy that outlines how staff does outreach for boards and committees.

F. NEXT MEETING DATE February 10, 2026 Regular SRRC Meeting 12pm via Zoom

G. ADJOURNMENT

With no further business to come before the committee, meeting adjourned at 1:01p.m.