



**SYSTEMIC RACISM REVIEW  
COMMITTEE WORKSESSION AGENDA  
CANCELLED/LACK OF QUORUM**

March 24, 2026 at 12:00 PM

Zoom Webinar

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<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. 2026-02-24 SRRC Worksession Minutes - Draft**

**F. AGENDA TOPICS**

**2. Legislation for Review by the SRRC from the [March 9, 2026 Regular Assembly Meeting](#) Ordinances for Introduction**

**[Ordinance 2026-11](#)** An Ordinance Amending CBJC 42.30.010, Resisting or Interfering with an Officer, to Include Interferences with Fire Department Services.

**[Ordinance 2026-14](#)** An Ordinance Amending Title 85 Code Relating to the Board, Definitions, Harbor Administration, and Boat Harbor Regulations.

**[Ordinance 2025-01\(b\)\(AC\)](#)** An Ordinance Appropriating \$14,240 to the Manager for the Ramp Improvements & Remain Overnight Aircraft Parking Apron Capital Improvement Project; Funding Provided by Airport Capital Reserve Funds.

**[Ordinance 2025-01\(b\)\(AD\)](#)** An Ordinance Appropriating \$898,000 to the Manager for the Purchase of Eight Paratransit Buses; Funding Provided by the United States Department of Transportation, Federal Transit Administration.

**[Ordinance 2025-01\(b\)\(AE\)](#)** An Ordinance Appropriating \$654,819 to the Manager and Deappropriating \$1,444,278 from the Manager for the Terminal Construction Capital Improvement Project; Funding Provided by Airport Funds.

**[Ordinance 2025-01\(b\)\(AF\)](#)** An Ordinance Appropriating \$208,487 to the Manager to Extend Emergency Sheltering Services at 1325 Eastaugh Way from April 15 to June 30, 2026; Funding Provided by General Funds.

**[Ordinance 2025-02\(b\)\(A\)](#)** An Ordinance Transferring \$1,050,000 of Unspent RALLY Funds

from the Juneau School District to the City and Borough of Juneau; Funding Provided by the RALLY Special Revenue Fund.

[Ordinance 2026-15](#) An Ordinance Authorizing the Manager to Dispose of 155 Heritage Way (City Hall).

**SUGGESTED MOTIONS:**

"I move to forward the ordinances reviewed by the SRRC to the full Assembly as presented and ask for unanimous consent."

"I move the SRRC forward the ordinances reviewed by the committee to the full Assembly and recommend the following language be added to Ordinance xxxx-xx Manager's Report [add language here] prior to the Assembly taking action on proposed legislation."

**3. SRRC Discussion on CBJ Board Recruitment & Diversity (as meeting time allows)**

**G. STAFF REPORTS**

**H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS**

**I. NEXT MEETING DATE** Tuesday, April 7, 2026 at Noon via Zoom

**J. SUPPLEMENTAL MATERIALS**

**K. ADJOURNMENT**

ADA accommodations available upon request: contact the Clerk's Office (907)586-5278 or [city.clerk@juneau.gov](mailto:city.clerk@juneau.gov) at least 36 hours prior to a meeting, to request ADA arrangements.



# SYSTEMATIC RACISM REVIEW COMMITTEE **DRAFT** - MINUTES

February 24, 2026 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 12:02 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:** Chair Ephraim Froehlich, Jennifer Pemberton, AnaVera Morato, and Melody Musick (new SRRC member)

**Members Absent:** None

**Staff/Others:** Deputy Municipal Clerk Di Cathcart, Deputy City Manager Robert Barr, Assembly Liaison Neil Steinger, and Assemblymember Nano Brooks

**D. APPROVAL OF AGENDA** - agenda approved as presented

**E. APPROVAL OF MINUTES** - minutes approved as presented

1. **2026-01-27\_SRRC-Worksession\_Minutes - Draft**

**F. AGENDA TOPICS**

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

**[Ordinance 2025-01\(b\)\(Z\)](#)** An Ordinance Appropriating \$2,000,000 to the Deferred Building Maintenance Capital Improvement Project; Funding Provided by the General Fund.

**[Ordinance 2025-01\(b\)\(AB\)](#)** An Ordinance Appropriating \$493,000 to the Manager for the Dzantik'I Heeni Playground Capital Improvement Project; Funding Provided by Juneau School District Funds.

**[Ordinance 2026-07](#)** An Ordinance Exempting the 2026 Fireworks Display Purchase from Compliance with the Procurement Code.

**[Ordinance 2026-08](#)** An Ordinance Amending the Uniform Sales Tax of the City and Borough of Juneau.

**[Ordinance 2026-10](#)** An Ordinance Amending Title 1, General Provisions, to Add a Definition of Newspaper of General Circulation.

Mr. Barr read the legislation into the record and gave a brief summary of each item up for public hearing at the next Regular Assembly meeting. Chair Froehlich asked if there were any questions from committee members related to the ordinances.

Ms. Musick asked if the fireworks' sale was a sole source contract and that was the reason for the exemption. Mr. Barr noted that was one of the reasons for the exemption, CBJ would purchase and own the fireworks, and the volunteer group would then use them to put on the show; Docks and Harbors is taking the lead in storing the fireworks and working with the volunteer committee.

Ms. Pemberton had some concerns around creating loopholes or workarounds that had the potential to create systemic problems, and noted that while this isn't systemic racism, these types of actions are the places where they can get started. Mr. Barr clarified that due to having to purchase fireworks so far in advance, this process will cover the July 2026 firework show and give staff and the volunteer committee time to come up with other solutions for 2027.

Ms. Musick asked about the ordinance related to newspapers' general circulation and advertising. Mr. Barr responded that when the CBJ Charter was written in 1970, technology, newspapers of general circulation and how CBJ advertised public notices, looked very different. With newspapers moving away from publishing a paper copy, staff have struggled to meet the legal requirements for public notices as laid out in the Charter. The ordinance better defines 'publish' and allows for utilization of other platforms that can be used to notify the public.

**MOTION:** by Ms. Pemberton to forward the ordinances reviewed by the SRRC to the full Assembly as presented and asked for unanimous consent. *Hearing no objection, motion passed.*

### **3. 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.

The committee brought SRRC member Musick up to date on what the committee has been working on and what they are charged with as a committee.

Committee members discussed ideas they previously had as well as ideas brought forward from Communications Director Ashley Heimburger's presentation to the SRRC in January. Ideas floated were: creating/posting flyers, social media posts, short videos on being a boardmember, radio spots, board open house — come see what we're doing, job boards, Craigslist, using Assembly meetings to announce what current vacancies there are, recruiting people who testify at public meetings, word of mouth, and looking at what are any current barriers that stop people from serving on a board.

Chair Froehlich would like the committee to move forward with finalizing this topic over the next couple of worksessions. He recommended the SRRC draft a Problem Statement, including potential solutions, and forward that to the Assembly. Ms. Pemberton agreed that was a great next step.

### **G. STAFF REPORTS - None**

### **H. COMMITTEE MEMBER / LIAISON COMMENTS AND QUESTIONS**

Ms. Musick was welcomed as a committee member, and she gave a brief overview of her interests, experience and interest in serving on the SRRC.

### **I. NEXT MEETING DATE - MARCH 10, 2026 @ NOON VIA ZOOM**

**J. ADJOURNMENT** – With no further business to come before the SRRC, meeting adjourned at 1:03 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
<input type="checkbox"/>	<input type="checkbox"/>

- 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.*

<input type="checkbox"/>	<input type="checkbox"/>
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## Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

- 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		<b>Lower Income Housing Areas</b>	
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?