



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

May 5, 2026 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/9221141227> Meeting ID: 922 114 1227 Passcode: 306447
Or Call: 1-253-215-8782

A. CALL TO ORDER

B. ROLL CALL

C. APPROVAL OF AGENDA

D. APPROVAL OF MINUTES

1. 2026-04-21 JHRC Meeting Minutes - Draft

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

F. AGENDA TOPICS

2. Standing Agenda Topics

- FY26/FY27 Budget
- Treasurer Report
- Community Engagement Project
- JHRC Strategic Plan 2025-2026

3. Joint JHRC & Systemic Racism Review Committee (SRRC) Meeting

SRRC members will attend the May 19, 2026, JHRC meeting at 5pm via the JHRC Zoom link.

4. Celebrating Black History Month 2027

5. Personal Safety Training

**6. Resolution 4043 JHRC Increased Engagement in Boards, Commissions, Committees
*[tentatively scheduled for the August 3, 2026 Assembly Committee of the Whole
Worksession]***

G. NEXT MEETING DATES

7. Upcoming Meeting Dates - from 5-6pm via Zoom

Tuesday, May 19, 2026

Tuesday, June 2, 2026

Tuesday, June 16, 2026

H. SUPPLEMENTAL MATERIALS

I. ADJOURNMENT

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

DRAFT MINUTES
JUNEAU HUMAN RIGHTS COMMISSION
THE CITY AND BOROUGH OF JUNEAU, ALASKA
APRIL 21, 2026

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:05 pm.
- a. Present: Haifa Foroughi, Wendy K'ah Skáahluwaa Todd, and Mary Wegner
 - b. Absent: Alison Gottschilich and Lance Mitchell
 - c. Support: N/A

II. APPROVAL OF AGENDA: The Agenda was approved by unanimous consent.

III. APPROVAL OF MINUTES

Minutes of the March 17, 2026 and April 7, 2026 Meetings: The Minutes were approved by unanimous consent.

IV. PUBLIC PARTICIPATION NON-AGENDA ITEMS: Assembly Member Nano Brooks was present and did not have any comments on non-agenda items.

V. AGENDA

1. Standing Agenda Topics:
 - a. FY26/FY27 Budget:
 - 1) Treasurer Report: Nothing to report currently.
 - 2) Community Engagement Project: Mary shared that last week she was at an event with Phil Huebschen from the CBJ Communications and Engagement Department and they discussed timing of potential work on this project. Specifically, Mary let Phil know that JHRC does not meet in the summer months; however, Haifa and Mary would be available during the summer for planning meetings.
 - 3) Strategic Plan: Our Strategic Plan is on target and moving forward. Nothing to report currently.
2. Celebrating Black History Month 2027: Nothing to report currently.
3. Townhall: The *Fostering Safety, Dignity, and Human Rights in Our Community Townhall* was held on Friday, April 10th at UAS with Dr. Judi Brown Clarke as our keynote speaker, and our panelists were UAS Dean of Arts and Sciences Carin Silkaitis and William Bird who has experience with populations associated with being unsheltered and dealing with mental health and/or and addiction.

Although it was a small audience, it was a meaningful communication. Wendy's vision and coordination combined with Di Cathcart's support was greatly appreciated. We talked about the need to create a To Do list to help planning for future townhalls.

4. Commission Engagement Resolution: We will read the resolution in our next meeting, so we know what was passed by the Assembly.
5. Joint JHRC and SRRC Meeting: SRRC members will join us at our May 19, 2026 JHRC meeting at 5:00 pm to discuss how we can collaborate on projects, such as our Community Engagement Project. We discussed the possibility of sharing our strategic plans with each other to see where an overlap may exist between our two committees. Haifa will work with SRRC Chair Ephraim Froehlich on an agenda.
6. Personal Safety Training in Partnership with Perseverance Theatre: Since our townhall, Wendy spoke with Carin Silkaitis about doing Green Dot Bystander training, and Mary spoke with Leslie Ishi from Perseverance about doing training more specific for events. Both have agreed to provide training to the JHRC, and this may be an opportunity to have joint training with the SRRC.

I. PUBLIC COMMENT: Assembly Member Nano Brooks was present and did not have any comments.

II. UPCOMING MEETING DATES

1. Tuesday, May 5, 2026 from 5:00-6:00 pm via Zoom.
2. Tuesday, May 19, 2026 from 5:00-6:00 pm via Zoom.
3. Tuesday, June 2, 2026 from 5:00-6:00 pm via Zoom.

III. ADJOURNMENT: The meeting adjourned at 5:32 pm.

Juneau Human Rights Commission – Strategic Plan 2025-2026

Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern, threatening the peace, order, health, safety, and general welfare of the municipality and its inhabitants.

Approved 10-21-25

Charge from the Assembly	Strategies and Actions	Metrics	Completion Date	Who is Responsible
1. Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination. 2. Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Develop and implement a Community Engagement Project	Number of crowdsourcing engagements that were offered to engage with the broader community to identify issues related to discrimination.		Haifa and Mary
3. Promote harmonious intergroup relations within CBJ by making connections and enlisting the cooperation of racial, religious and nationality groups, business, community, labor and governmental organizations, fraternal and benevolent associations, education, and other groups concerned with human rights.	A. Collaborate with organizations to support a celebration of Black History. B. Collaborate with local agencies and organizations to better understand where there is synergy to advance the visions and missions, and to develop areas of collaboration.	A. TBD B. TBD		A. Lance and Wendy B. Wendy and Alison
4. Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes. 5. Recommend to the Assembly action, policies, and legislation to be considered by state and local governments.	Support and advocate for community human rights needs that arise by drafting memos, resolutions, and policy recommendations to the Assembly.	Number of memos, resolutions, and policy recommendations made to the Assembly.		Haifa and Wendy
	Improve on-line presence focused on the website, as it needs to be more informative and factual. Continue to consider social media to increase visibility regarding our work.	Website is updated and Events portion has listed events that are current.		Mary website and Lance social media

CBJ ADVISORY BOARD INSTRUCTIONS RE: FUNDRAISING

PAGE 4 Excerpt from [2024-01 CBJ Board Pamphlet](#):

TREASURER: For any advisory boards choosing to fundraise and expend those funds, a Treasurer shall be elected from amongst its members. Once a proposed budget for the next fiscal year is approved by the advisory board, **the Treasurer shall submit it to the Clerk's Office no later than January 31 of the current fiscal year for review/approval by the Assembly Finance Committee.** The Treasurer shall maintain records of all receipts and expenditures and shall submit a quarterly financial statement to the board and Clerk's Office. The Treasurer will work directly with the Clerk's Office to ensure that all receipts and expenditures shall be processed in accordance with CBJ financial policies and procedures.

PAGE 10 Excerpt from [2024-01 CBJ Board Pamphlet](#):

I. MONEY

Board members serve on a volunteer basis without compensation except for the Planning Commission, Bartlett Regional Hospital Board, and the Board of Equalization; those members receive small stipends.

Please note there are now two tracks as outlined below for funding board work and boards should choose one or the other but not both.

The Assembly has a small amount budgeted for use by boards who do not wish to engage in fundraising in carrying out their mission upon request to the Clerk's Office on a first come, first served basis. Applications for funds are available in the Clerk's Office. Funds to advisory groups must be used in a manner consistent with the mission statement as defined in the establishing ordinance or resolution. No authorization of funds in excess of \$500 in one fiscal year may be made to a single group without approval by the Assembly.



ADVISORY BOARD FUNDRAISING:

Please contact the Clerk's Office for additional information and the necessary forms ***before*** conducting any fundraising activities or incurring any expenses. **Advisory boards and committees are authorized to solicit or otherwise receive:**

- Cash donations, up to a maximum of \$250 for any single donation.
- In-kind contributions such as food for a public event, or a donation of the use of a meeting facility, are permitted with no cap on the value.
- These donations are to be used for events or materials directly related to the board's or committee's charter. In the case of cash donations, the cash would be deposited in a CBJ treasury account. The expenditure of these funds would generally occur via the Clerk's Office purchasing card. It would be the responsibility of the board to track the amount of donations and expenditures. The donations raised would need to be expended or encumbered in the year collected.



This fundraising policy for boards does not extend to any of the adjudicatory bodies or any of the empowered boards which have a budget, manager, and staff nor to grant making/awarding bodies.

Presented by: The Manager
Presented: 04/06/2026
Drafted by: Law Department

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 4043

A Resolution Encouraging Increased Engagement in CBJ Boards, Committees, and Commissions

WHEREAS, civic engagement is a fundamental tenet of democracy and contributes to the vibrancy, resilience, and well-being of the community; and

WHEREAS, as of January 6, 2025, the City and Borough of Juneau (CBJ) maintains 26 boards, committees, and commissions, collectively carrying 33 vacancies; and

WHEREAS, CBJ boards, committees, and commissions play an essential role in advising local government, shaping policy, and informing the municipal decision-making process; and

WHEREAS, employers who allow or encourage employees to serve on CBJ boards, committees, and commissions during work hours help foster civic responsibility, community involvement, and professional growth; and

WHEREAS, employers who support such participation benefit from strengthened community ties, improved employee engagement, and a positive reputation for social responsibility; and

WHEREAS, participation in public service enhances employees' leadership, communication, and problem-solving skills, which in turn benefits their organizations and the broader community;

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

Section 1. The City and Borough of Juneau encourages local employers to develop and implement policies that allow employees to participate in CBJ boards, committees, and commissions during work hours.

Section 2. Participation in CBJ boards, committees, and commissions during work hours should be coordinated transparently between employees and supervisors to ensure workplace responsibilities are met while supporting civic engagement.

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Section 3. The City and Borough of Juneau will provide training, guidance, and resources to prepare community members for effective and meaningful service on CBJ boards, committees, and commissions.

Section 4. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this _____ day of _____, 2026.

Beth A. Weldon, Mayor

Attest:

Breckan L. Hendricks, Municipal Clerk

December 2, 2025

Juneau Assembly Members

City and Borough of Juneau
155 Heritage Way
Juneau, Alaska 99801

Dear Mayor Weldon and Assembly Members:

On behalf of the Juneau Human Rights Commission (JHRC), we are pleased to submit the accompanying resolution, “**A Resolution Encouraging Increased Engagement in CBJ Boards, Committees, and Commissions.**” This resolution proposes practical measures to increase and strengthen participation, representation, and civic involvement within our community.

As of January 2025, CBJ maintains 26 boards, committees, and commissions, with 33 open seats. These groups provide essential public input, and ensure municipal decisions reflect the diverse needs of Juneau residents. Increased engagement means effective, inclusive local governance.

A core element of the resolution focuses on encouraging **employer-supported civic participation**. A well-established civic precedent: **jury duty**, employers across Alaska and the nation routinely provide employees the necessary time to participate in the judicial process. This practice is widely understood as a civic responsibility essential to the functioning of democracy.

This precedent offers a compelling model for broader forms of public service. When employers support employee involvement in these roles, the entire community benefits. Encouraging similar accommodations for service on CBJ boards, committees, and commissions is a logical and practical extension of a civic norm we already uphold.

The JHRC respectfully requests that the Assembly review and consider the adoption of this resolution.

Thank you for your attention and for your commitment to strengthening civic participation in the City and Borough of Juneau.

Sincerely,

Haifa Foroughi

Chair, Juneau Human Rights Commission

Addendum to JHRC Letter

The below was presented as part of the original Resolution request from JHRC. However, at the March 9, 2026, Assembly HRC meeting, the body removed this section and asked that it be included as an addendum to the JHRC letter for consideration by the entire Assembly.

The City and Borough of Juneau shall explore and consider implementing practices that encourage broad and diverse participation on CBJ boards, committees, and commissions, including but not limited to:

1. Establishing clear and consistent funding to support the effective operation of CBJ boards, committees, and commissions;
2. Identifying, articulating, and communicating both tangible and intangible benefits of service to prospective members;
3. Establishing processes to actively invite and recruit individuals from underrepresented groups;
4. Improving and maintaining an accessible online presence with current and comprehensive information for all CBJ boards, committees, and commissions;
5. Developing and executing a public-facing media and outreach campaign highlighting the opportunities and benefits associated with civic participation.