



## SYSTEMATIC RACISM REVIEW COMMITTEE 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.