



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

October 25, 2022 at 5:00 PM

Zoom Webinar

<https://juneau.zoom.us/j/88090093337> or: 1-253-215-8782 Webinar ID: 880 9009 3337

A. CALL TO ORDER

B. ROLL CALL

Present:

Absent:

Support:

C. APPROVAL OF AGENDA

D. APPROVAL OF MINUTES

1. September 13, 2022 JHRC Minutes

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

F. AGENDA TOPICS

2. Juneau Human Rights Commission Annual Report 2022 - Draft

3. Juneau Human Rights Commission Strategic Plan 2021-2022

4. Celebrating Black History Month 2023

5. JHRC Action Plan 2022-2023

G. NEXT MEETING DATE

November 1, 2022 at 5pm

November 15, 2022 at 5pm

H. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.org.

DRAFT MINUTES
 JUNEAU HUMAN RIGHTS COMMISSION
 THE CITY AND BOROUGH OF JUNEAU, ALASKA
 SEPTEMBER 13, 2022

- I. CALL TO ORDER/ROLL CALL: Meeting was called to order at 5:13 pm.
 - a. Present: Emily Mesch, Haifa Foroughi, Lance Mitchell, and Mary Wegner
 - b. Absent: Mallory Nash
 - c. Support: Di Cathcart (prior to the official start of the meeting)
- II. APPROVAL OF MINUTES: The Minutes were approved by consensus.
 - a. Minutes of the April 19, 2022 Meeting
 - b. Minutes of the May 17, 2022 Meeting
- III. APPROVAL OF AGENDA: The Agenda was approved as adjusted.
 - a. Change in September and October Meeting Dates: Di had made comments on our draft Agenda regarding conflicts and considerations related to our next three planned meetings. We decided to not hold our planned September 20th, October 4th, or October 18th meetings due to the conflicts. Our next meeting will be held on Tuesday, October 11th at 5:00 pm if Mallory is available, as Emily will be traveling. If Mallory is not available, then we will meet on Wednesday, October 12th at 5:00 pm. Meetings will continued to be virtual. Haifa will communicate with Di to see if either or both of the options work with the City Clerk's Office.
 - b. Elect a Treasurer: Mallory was nominated and unanimously elected to be our Treasurer. Haifa will let Di know about our action.
 - c. Annual Report: We reviewed the draft Annual Report and made adjustments. We will finalize the Annual Report at our next meeting.
 - d. Community Engagement Plan: At various times over the summer, Haifa, Mallory, and/or Mary met with representatives from CatapultEd and the International Institute for Restorative Practices (IIRP) to develop a cohesive plan for the Community Engagement project. The goal is to develop a plan and presentation for Assembly consideration prior to the start of the next budget planning process.
 - e. Celebrating Black History Month 2023: Lance requested that we develop a timeline and scope for the play sooner rather than later.
 - f. Items not addressed at this meeting:
 - i. Action Plan 2022-23
 - ii. Town Hall Planning
- IV. PUBLIC COMMENT: No public was present at our meeting.
- V. UPCOMING MEETING DATES
 - a. October 11, 2022 at 5:00 pm or October 12, 2022 at 5:00 pm
 - b. November 1, 2022 at 5:00 pm
 - c. November 15, 2022 at 5:00 pm
- VI. ADJOURNMENT: We adjourned the meeting at 6:04 pm.

Juneau Human Rights Commission (JHRC)
July 2021 – June 2022
Annual Report

I. Overall

A. Commission Membership:

1. JHRC increased the Commission's membership by two for a total of seven members.
2. JHRC welcomed Aidan Key, Emily Mesch, Lance Mitchell, Mallory Nash, and Summer Christiansen to the Commission.
3. At various points throughout the year Aidan Key, Angel Collins, Ibn Bailey, and Summer Christiansen resigned their position.
4. The Commission currently has two vacant positions.

B. Commission Meetings: To accommodate member schedules, our meeting schedule shifted from meeting twice a month for an hour to once a month for two hours; however, we are back to meeting twice a month for an hour.

II. Charge: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.

A. Trainings from the United Nations: We have been working with a trainer from the United Nations who is willing to provide trainings on the following topics: unity, racism, classism, and diversity. Our goal in offering these trainings is to increase the Commission member's knowledge around issues of human rights, as we have a number of new members in recent years, and also to engage the community in learning more about these topics. Specific training dates have not yet been identified.

B. Glossary: We identified and received permission to post a glossary of social justice and human rights terminology that would be added to our website; however, issues surfaced related to posting non-CBJ material on our JHRC website.

C. Crowdsourcing: The Commission participated in training in how crowdsourcing can assist us in gathering input from underrepresented voices in the community. Specifically, Kristen Daniels, founder and CEO of CatapultEd, shared how crowdsourcing fosters innovative actions based on broad stakeholder involvement that allows everyone to share and see ideas, socialize around the ideas, and then vote to set high priority actions to solve a problem. Through crowdsourcing, you end up with ideas that are desirable, feasible, and viable. The Commission was very intrigued with the role that crowdsourcing can play in our work, and incorporated crowdsourcing into our Community Engagement project.

III. Charge: 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. Virtual Town Halls: We have been developing Town Halls to engage the community in issue-focused dialog. The two topics we have explored to date are Antisemitism and Transgender and Gender Diverse Individuals. Our work got delayed due to issues involved with publicizing beyond the normal CBJ channels of communication when we have no

staff or a dedicated budget for this item, as well as concern about how to manage the virtual events themselves from a technical point of view. We still intend to move forward with Virtual Town Halls and plan to hold at least one in the coming year.

- B. Black History Month 2023 Planning: In February, JHRC began a process to plan for Black History Month in 2023, as we learned this year that in order to have meaningful engagement with the African American community, which was identified as an area where JHRC needed to grow, we need to allow for iterative conversations sustained over time. To date we have held two separate conversations with individuals from the Juneau Black Awareness Association, the Alaska Black Caucus, as well as individuals interested in supporting community engagement during Black History Month celebrations. Specific projects have been identified, and collaboration with local and statewide organizations are progressing. Our plan is to support the efforts happening both locally and statewide, and also contribute at least one new community event that will advance the community's awareness and understanding regarding the contributions and realities of African Americans.
- C. Sponsor Circles: Members of a local Sponsor Circle group shared with the Commission how Sponsor Circles work and encouraged us to engage with the Assembly in supporting the creation of Sponsor Circles in Juneau. Sponsor Circle was a project from the US Department of State that evolved to support the resettlement of Afghan refugees where every day Americans were invited to take the lead in welcoming Afghan newcomers to their community by pairing them with Sponsor Circle community groups who provide support during the transition process. The Commission was inspired by the program and wrote a letter to the Assembly regarding support for the Sponsor Circles program.

IV. Charge: Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.

- A. Community Engagement Project: Initially we explored the idea of developing a survey launched at a community event to gather information about what is needed in regards to training, as well as how best to engage members of the community who have not felt welcome to share their contributions on CBJ boards and commissions. As we explored the topic further, our Community Engagement initiative morphed into a two-part project. The first part is designed to solicit community input through crowdsourcing, a social experience that allows participants to share their ideas and perspectives through a transparent and open process, and the second part involves restorative practices, an emerging social science that studies how to strengthen relationships between individuals as well as social connection within communities. Together, these aspects compliment and extend the impact that either would offer as a stand-alone project, and both are focused on outcomes and actionable solutions. We will use CatapultEd for the crowdsourcing aspect, and the International Institute of Restorative Practices aspect will be used to facilitate public discussions to address issues experienced by under-represented community members when it comes to living in Juneau and contributing to civic engagement opportunities.

V. Charge: Advise the Assembly concerning solutions to specific problems of prejudice and discrimination, including hate crimes.

- A. Afghan Refugee Support: The Commission was inspired by the Sponsor Circles program and wrote a letter to the Assembly in October asking for financial support that would assist in providing all citizens an opportunity to engage in welcoming Afghan refugees to resettle in Juneau, regardless of their ability to fundraise \$2,275 per sponsored Afghan newcomer

that is required to be part of the Sponsor Circles program.

- B. Antisemitism: The Commission was concerned about an increase in antisemitism on the part of the public at City and Borough of Juneau Assembly meetings and elsewhere, and in November we wrote a letter to the Assembly regarding an opportunity to partner with the Congregation Sukkat Shalom on a Town Hall that was planned to be held in December. The purpose of the Town Hall was to not only honor the members of the Jewish community who call Juneau their home, but also to demonstrate to the whole community that we strive to build conditions which are inviting, safe, and inclusive for all Juneau's collectives, both during flashpoint events, as well as during intervening times when antisemitism sentiments are certainly present but not always seen. Due to scheduling challenges, we were unable to secure a compatible time with the identified speakers, Holocaust survivor Gidon Lev and author Julie Gray; however, we are still interested in hosting a similar event in the future.
- C. Community Engagement Project: During the budget development process, the Commission made a financial request of the Assembly to support the Community Engagement project, and we were granted \$5,000 to fully develop a plan to realize our project.

VI. Charge: Recommend to the Assembly action, policies and legislation to be considered by state and local governments.

- A. Rosalee Walker Recognition: In a prior year, JHRC made a request of the Assembly to honor the contributions of Roselee Walker, a long-time activist and public servant, who passed away in 2004. Although the request was received favorably, no action was taken by the Assembly at the time. This spring we re-surfaced the conversation hoping to spur Assembly action that would honor Rosalee's significant impact on our community.

Juneau Human Rights Commission Action Plan 2021-2022

Section F, Item 3.

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

JHRC Strategic Plan	Education & Public Discourse: Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination.	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.	Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the city and borough of Juneau.	Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.	Recommend to the Assembly action, policies and legislation to be considered by state and local governments
JHRC ACTION STEPS	• Every fall, participate in training to increase our collective knowledge/ understanding of JHRC on human rights & social justice, effective advocacy & political process/channels to prevent and eliminate discrimination (Angel) • Drafting/proposing policy • Create a Glossary of Social Justice and Human Rights terminology: (Haifa and Michael Hanrahan) ○ Include info-graphics for visual impact ○ Display Glossary on JHRC website • Monthly theme of relevant celebrations (Angel) • Get feedback from CBJ volunteers on infrastructure and maintaining JHRC website limitation • Video and facilitated discussion	• Develop understanding of our role and the relationship between the Commission and the Assembly • Update JHRC on SRRC work to avoid duplication & competition ○ Support the SRRC's work ○ Respond and initiate collaboration opportunities with SRRC • Cooperate in developing a common discourse • Develop a broad perspective on issues by Commissioners identifying expert resources to hold facilitated, issue focused dialogue/townhall discussions (Aidan – October 27th) • Increase Juneau's agencies/ organizations introduction/ presentation of services during Commission's meetings including faith-based communities, education, health etc. • Identify areas for JHRC's potential support and advocate for these collectives' mission	• JHRC work-teams (2 members only) for research/preliminary work • Increase JHRC visibility/presence in the media • Structure JHRC presence at Assembly meetings' "public participation" (member rotation?) to increase awareness of community "sources of tension" • ID "source of tension/issue", proceed with "who wants to? - team of 2" research on issue • Develop relevant potential actions, draft proposal for action, submit to CBJ Assembly	• Develop a clear understanding of our role and the relationship between the Commission and the Assembly • Support the city in engaging in their transformative process in our community as a whole • Strengthen relations with AK HRC -State issues potentially trickle t-o locals-	• Study/develop a clear understanding of our role and the relationship between the Commission and the Assembly • Galvanize proactive role of JHRC's by supporting and advocating for Juneau's diverse collectives' mission by drafting/writing/ recommending policy/ regulation • Review existing policies regarding human rights and social justice to ID unintended gaps in equity and inclusion language (i.e., housing)
Other/ Logistics:	Carryover action/ needs: • Create a Directory of Agencies/Organizations/Faith-based Communities/Collectives in Juneau -Madam Mayor's request- (Aidan and Haifa/Ibn) • Template: Template with logo to write recommendations/potential actions to CBJ Assembly (Emily and Mary)				