



JUNEAU HUMAN RIGHTS COMMISSION AGENDA

September 13, 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

a. Present:

b. Absent:

c. Support:

C. APPROVAL OF AGENDA

D. APPROVAL OF MINUTES

[1.](#) 2022-04-17 JHRC Minutes

[2.](#) 2022-05-17 JHRC Minutes

E. PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

F. AGENDA TOPICS

[3.](#) Juneau Human Rights Commission Strategic Plan 2021-2022

4. Elect a Treasurer

[5.](#) Juneau Human Rights Commission Annual Report 2022 - Draft

6. JHRC Action Plan 2022-2023

7. Celebrating Black History Month 2023

8. Town Hall Planning

G. NEXT MEETING DATE

September 20, 2022 at 5pm (if zoom will need to be a meeting vs. webinar)

October 4, 2022 at 5pm (Municipal Election night, no staff support for zoom, need to find a different date perhaps 10/11)

October 18, 2022 at 5pm (Alaska Day Holiday, need to pick different date, perhaps 10/25)

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
 APRIL 19, 2022

- I. CALL TO ORDER/ROLL CALL: Meeting called to order at 5:00 pm.
 - a. Present: Aidan Key, Emily Mesch, Haifa Sadighi, Lance Mitchell, Mallory Nash, and Mary Wegner
 - b. Absent:
 - c. Support: Beth McEwen

- II. APPROVAL OF MINUTES: Minutes approved by consensus.
 - a. Minutes of the April 5, 2022 Meeting

- III. APPROVAL OF AGENDA
 - a. Welcome to New Members of the Juneau Human Rights Commission: We welcomed Mallory to the Commission and introduced ourselves.
 - b. Schedule Summer JHRC Meetings: We discussed taking the summer off after our June 7, 2022 meeting, as we historically do, and then will start up again on September 6, 2022. Aidan shared that he has a book deadline in May and will miss both of our May meetings, which we agreed would be excused absences.
 - c. Letter to Assembly re: Financial Support for Sponsor Circles to Welcome Afghan Refugees in Juneau: As we discussed at our last meeting, Haifa and Mary drafted a letter to the Mayor and Assembly, and we discussed, finalized, and approved the letter during the meeting. Beth shared the schedule of when the Assembly will discuss the budget. The Assembly will be taking testimony on the budget starting at 7:00 pm on Monday, April 25, 2022. Since our Afghan Refugee Sponsor Circle letter has a fiscal note attached to it, Haifa will provide testimony to the Assembly at the Monday meeting, and any of the Commission members can participate in support of Haifa's testimony.
 - d. Celebrating Black History Month 2023 Ideas: Tabled to May 3, 2022 meeting. Lance will invite Sherry Patterson from the Juneau Black Awareness Association to our next meeting. Ideas generated from our February 23, 2022 meeting:
 - i. Movie Showcase in partnership with the Alaska Black Caucus
 - ii. Moderated Book Study in partnership with the Alaska Black Caucus and the Juneau Education Association's Ed Excellence program
 - iii. Focus on the celebration of American history and a celebration of the human race
 - iv. City Museum display
 - v. Poetry Slam with food
 - vi. Encourage development of an original play by a local theatre group
 - e. Community Engagement Plan Development: Tabled to May 17, 2022 meeting; however, we discussed and agreed that Haifa should share an overview of this project and give the Assembly a heads-up that there will be a fiscal note attached to when she testifies to the City Assembly on Monday, April 25, 2022.

- f. Town Hall Planning: On hold
 - i. Transgender Town Hall
- IV. PUBLIC COMMENT: No public was present at tonight's meeting.
- V. UPCOMING MEETING DATES
 - a. May 3, 2022 at 5:00 pm
 - b. May 17, 2022 at 5:00 pm
 - c. June 7, 2022 at 5:00 pm
 - d. September 6, 2022 at 5:00 pm
- VI. ADJOURNMENT: Meeting was adjourned at 6:02 pm.

DRAFT MINUTES
 JUNEAU HUMAN RIGHTS COMMISSION
 THE CITY AND BOROUGH OF JUNEAU, ALASKA
 MAY 17, 2022

- I. CALL TO ORDER/ROLL CALL: The meeting was called to order at 5:03 p.m.
 - a. Present: Emily Mesch, Haifa Sadighi, Lance Mitchell, Mallory Nash, and Mary Wegner
 - b. Absent: Excused - Aidan Key
 - c. Support: Beth McEwen
 - d. Guest: Sherry Patterson

- II. APPROVAL OF AGENDA
 - a. Celebrating Black History Month 2023: Sherry Patterson from the Juneau Black Awareness Association joined our meeting. We introduced ourselves and welcomed Sherry to our meeting.
 - i. February Celebrations: JHRC has been invited to partner with the Juneau Black Awareness Association in hosting a Gospel Music Festival and Soul Food Dinner that includes a fund raiser to support high school students. Our support would include being at the event to serve during the Soul Food Dinner and to be visible with this event, such as helping to advertise. We have also been invited to help with/attend the Juneteenth event, which may be a cook-off at Sandy Beach. There will also be a Martin Luther King celebration and a Motown event.
 - ii. Movie Showcase: Lance forwarded the idea of hosting a movie showcase to bring movies about Black history to the community. Mallory invited us to partner with UAS to co-host such an event at UAS. Haifa wondered if we should include a facilitated discussion as part of the movie showcase, which was supported by the other commissioners.
 - iii. Original Play: Lance shared that he would like to work with some community members to develop an original play. The performance may be included in the Movie Showcase night or may be a separate event. Haifa mentioned that one of our guests from our February 23, 2022 discussion about our Black History Month 2023 planning is a theatre teacher, who might be able to involve high school students in the production.
 - iv. Ideas generated from our February 23, 2022 meeting:
 1. Movie Showcase in partnership with the Alaska Black Caucus
 2. Moderated Book Study in partnership with the Alaska Black Caucus and the Juneau Education Assoc.'s Ed Excellence program
 3. Focus on the celebration of American history and a celebration of the human race
 4. City Museum display
 5. Poetry Slam with food
 6. Encourage development of an original play by a local theatre group

- b. Community Engagement Plan Development: Update on our request to the City for \$50,050 to support Sponsor Circles and \$25,000 to support the first phase of the Community Engagement project.
 - i. Our request for the Sponsor Circle was tabled at the 5/11/22 Finance Committee meeting, which effectively means it is not going to happen.
 - ii. We were granted \$5,000 from our \$25,000 request to sponsor a Community Engagement process designed to gather input from the community that can help to inform the work of the Assembly. CatapultEd and the International Institute for Restorative Practices (IIRP) would be involved in this effort. CatapultEd specializes in crowdsourcing to gather feedback from typically underrepresented groups, and IIRP specializes in discourse around sensitive topics that require skilled facilitation and healing. Representatives from CatapultEd and IIRP will work with Haifa to provide a detailed plan and budget that will be submitted to the Finance Committee before funds are committed. A question was raised as to whether or not we should request additional funding from the Juneau Community Foundation; however, it was noted during the meeting that CBJ funds the Juneau Community Foundation so there is no purpose to going to the Juneau Community Foundation directly. As a CBJ Commission, we do have some limitations around fund raising. In order to spend the money allocated for this project, we will need to elect a treasurer amongst our membership who will work closely with the Assembly's Finance Committee. The Assembly's Finance Committee meeting on May 18, 2022 is the final budget meeting for the fiscal year. We were encouraged to come with a full plan in September so the Assembly has specificity about the plan and how the money would be spent to move the plan forward. Haifa will follow-up with the consultants and would like to shoot for an August or September timeframe to develop the plan.
- c. Annual Report: Tabled to June 7, 2022 meeting.
- d. Town Hall Planning: On hold.
 - i. Transgender Town Hall

III. PUBLIC COMMENT: No public was present.

IV. UPCOMING MEETING DATES

- a. June 7, 2022 at 5:00 pm – will be reschedule by email.
- b. September 6, 2022 at 5:00 pm

V. ADJOURNMENT: The meeting was adjourned at 6:08 p.m.

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)				

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.