



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING MINUTES  
MARCH 14, 2017 – 5:30 PM  
FAIRBANKS CITY COUNCIL CHAMBERS  
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The **Fairbanks Diversity Council (FDC)** convened at 5:30 p.m. on the above date to conduct a Regular Meeting at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Mayor Jim Matherly presiding and with the following members in attendance:

**Members Present:**

Ana Maria Richards, Seat A	Rita Davis, Seat L
Montean Jackson, Seat C	Jeff Walters, Seat M
Travis Cole, Seat E (arrived at 5:51)	Amber Taylor, Seat N
Rosalind Kan, Seat H (arrived at 5:39)	Kelvin Lee, Seat O (telephonic)
Marna Sanford, Seat I	Angela Foster-Snow, HR Director
Douglas Toelle, Seat J	June Rogers, City Council Member
Jo Ann Borges, Seat K	

**Members Absent:**

Shirley Lee, Seat B (unexcused)	Trina Bailey, Seat F (unexcused)
Vacant, Seat D	Vacant, Seat G

**Also Present:**

D. Danyielle Snider, City Clerk	Eric Jewkes, Police Chief
Mike Meeks, Chief of Staff	Christina Rowlett, HR Admin

### **CALL TO ORDER & READING OF THE FDC MISSION STATEMENT**

**Chair Matherly** welcomed everyone and read aloud the FDC mission statement.

### **APPROVAL OF AGENDA**

**Mr. Toelle**, seconded by **Ms. Davis**, moved to APPROVE the Agenda.

**Chair Matherly** called for objection to APPROVING the Agenda and, hearing none, so ORDERED.

### **CITIZEN'S COMMENTS** (Limited to 3 Minutes)

Herbert Butler, 4487 Stanford Drive, Fairbanks – Mr. Butler stated that he has applied to serve on the FDC. He stated that he is from Alaska and was born in Fairbanks 73 years ago. He provided information about his background working in the oil industry. He stated that he served on the Diversity Council for the Williams oil refinery. He stated that he is finishing his third year as a member of the Shareholder Participation Committee, Cook Inlet Region and that he served on their Board of Directors Nominating Committee. Mr. Butler stated that he is also a road Commissioner with the Fairbanks North Star Borough (FNSB) for the College Service Area.

Juanita Webb, 1580 Pennyweight Drive, Fairbanks – Ms. Webb expressed her interest in serving on the FDC and stated that she applied some time ago. She provided information about her professional background, and she stated that she helped create the first Diversity Committee for Safeway. She stated that she has worked closely with disability issues and that she is involved

with Wallbusters, a local advocacy group. Ms. Webb shared that she has been trying to get on the FDC since its inception, and she stressed importance of diversity.

Marilyn Russell, 221 Well Street, Fairbanks – Ms. Russell stated that she has been considering applying to serve on the FDC. She provided some background information about herself, including that she served in the Peace Corps for two years. She stated that she cares a lot about diversity. She read aloud an article from Anchorage Mayor Ethan Berkowitz relating to student diversity and safe schools, and she requested that the article be distributed to FDC members. Ms. Russell spoke to immigrant and refugee populations and stated that schools will not track residency/citizenship status.

**Mr. Walters** asked whether the article had been shared with the FNSB School District. **Ms. Richards** replied that she had shared with the school district and the UAF Chancellor.

Ron Arnold, Mile 8 Chena Hot Springs Road, Fairbanks – Mr. Arnold stated that he knows and has worked with many of the FDC members. He stated that he did not want to be a part of the original FDC because he wanted to let others have the opportunity to serve first. He stated that he is a former educator and that he still works in the local schools. Mr. Arnold stated that folks are bumping heads and are not creating solutions; he stated that he backs up the words he speaks. He stated that he has lived in Alaska since 1978 and in Fairbanks since 2011.

Police Chief Eric Jewkes – Chief Jewkes stated that Mr. Walters sat on last hiring panel, and he invited other FDC members to participate in FPD's hiring process. He provided an update on hiring and training; he stated that hiring has been put on hold (with the exception of lateral hires) because new recruits cannot attend the academy until August. Chief Jewkes and FDC members discussed gender and ethnicity of those in training. The group also discussed immigration and sanctuary city issues.

**Ms. Jackson** brought up House Bill (HB) 16 relating to police officer training specific to individuals with disabilities. **Mr. Toelle** spoke to the details of HB 16. Chief Jewkes stated that if the training becomes a part of police standards, it will be added to FPD's training. Members discussed how an individual's disability may not always be obvious. Chief Jewkes stated that FPD's goal is to treat individuals with unconditional respect.

**Mr. Cole** thanked Chief Jewkes for releasing video of the shooting of James Richards, and he encouraged that type of transparency by FPD in the future stating that it helps the public better understand situations.

**Ms. Borges** stated that she has noticed an increase in murder/suicides in the community, and she asked Chief Jewkes what can be done to help. Chief Jewkes encouraged citizens to promote and get involved in the Green Dot Program.

Wendy Tisland, 5145 Klondike Drive, Fairbanks – Ms. Tisland stated that she is the Executive Director of Human Resources at the FNSB School District. She stated that the Board of Education adopts a series of resolutions throughout the year pertaining to diversity in schools. She stated that the adopted resolutions are sent to the schools where teachers are expected to integrate the diversity topics into the curriculum. She stated that she recently presented hiring statistics to the Board of Education relating to gender, age, and ethnicity; she stated that this year they compared the District's statistics to population census data for reference. Ms. Tisland



announced that the District will sponsor a job readiness workshop with mock interviews and resume help on March 30.

**Ms. Richards** added that the District will be recognizing America's Cultures Week in April.

*Chair Matherly excused himself from the meeting at 7:00 p.m. due to a prior commitment.*

Hearing no more requests for testimony, **Vice Chair Richards** declared Citizen's Comments closed.

### **APPROVAL OF PREVIOUS MINUTES**

a) Regular Meeting Minutes of January 10, 2017

**Mr. Toelle**, seconded by **Ms. Sanford**, moved to APPROVE the Regular Meeting Minutes of January 10, 2017.

Hearing no objection, **Vice Chair Richards** declared the minutes APPROVED.

### **UNFINISHED BUSINESS**

a) Diversity Action Plan (DAP) Proposed Amendments

**Mr. Toelle**, seconded by **Ms. Jackson**, moved to APPROVE the proposed, amended version of the DAP.

**Vice Chair Richards** called for objection to APPROVING the DAP and, hearing none, so ORDERED.

**Ms. Davis** and **Ms. Richards** stated they could attend the next City Council meeting to support the approval of the Plan by the City Council.

### **NEW BUSINESS**

a) Reaffirmation of Committee Assignments

Members discussed the fact that Committees were not meeting regularly. **Ms. Jackson** stated that she would like to have a calendar available to FDC members containing the date, time and location of Committee meetings.

**Ms. Sanford**, seconded by **Ms. Davis**, moved to POSTPONE the item to New Business of the April 11, 2017 meeting agenda and to REQUEST that Committee Chairs bring a proposed meeting schedule to that meeting.

**Vice Chair Richards** called for objection and, hearing none, so ORDERED.

**Ms. Rogers** emphasized that Committee meetings are subject to the Open Meetings Act (OMA) and should be held at City Hall.

*Ms. Rogers excused herself from the meeting at 7:22 p.m. due to a prior commitment.*

b) FDC Rules of Procedure

Members briefly discussed member absences.

**Ms. Sanford**, seconded by **Mr. Walters**, moved to SET the effective date for the rules regarding absences to follow the meeting of January 10, 2017.

**Vice Chair Richards** called for objection, and one member OBJECTED.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO SET THE EFFECTIVE DATE FOR THE RULES REGARDING ABSENCES TO FOLLOW THE MEETING OF JANUARY 10, 2017, AS FOLLOWS:

YEAS: Cole, Davis, Jackson, Kan, Sanford, Toelle, Walters  
NAYS: Borges, K. Lee, Richards, Taylor  
ABSENT: Bailey, S. Lee  
**Vice Chair Richards** declared the MOTION CARRIED.

### **FDC COMMITTEE REPORTS**

a) HR Vacancy and Hiring Status Report

**Ms. Foster-Snow** provided members with a brief vacancy and hiring status report for the City.

### **FDC MEMBERS COMMENTS**

**Ms. Borges** reminded everyone to enjoy the sunshine and to always be respectful to others.

**Mr. Walters** thanked Mayor Matherly for inviting FDC applicants to the meeting, and he thanked everyone for coming. He thanked the Clerk for putting together the Rules of Procedure. He spoke in support of inviting representatives of the Green Dot program to speak at a future FDC meeting; he also suggested that the FDC invite someone from Catholic Charities of Alaska to speak to the FDC about immigration and refugee issues in Fairbanks.

**Ms. Taylor** requested to be moved to the Education/Outreach Committee; she stated that she feels it would be a more fitting focus for her. She spoke to how caring and positive the Fairbanks community is.

**Ms. Foster-Snow** stated that it may be a good idea to hold FDC Committee meetings right before regular FDC meetings. She stated that it would be easier for people to remember, and it would provide consistency.

**Ms. Jackson** stated that she had no comments.

**Mr. Cole** apologized for missing a meeting and for arriving late; he stated that he works for TCC and is an FNA Board member. He stated that the victim of a recent murder/suicide was his friend and coworker and that there will be a potlatch for her on Sunday, March 19 at the Tribal Hall. **Mr. Cole** stated that the Native community always comes together when these types of things happen. He added that Tina touched a lot of lives.

**Mr. Toelle**, in response to Mr. Walters' earlier inquiry about refugees and the Catholic Charities of Alaska, stated that the refugees are political refugees and that they only go to Anchorage. He commented that there are thousands of tourists in Fairbanks right now. He shared that he will be in Washington D. C. for two weeks, and that it always makes him appreciate Fairbanks more.

**Ms. Davis** stated that she enjoys the Diversity Council, but commented that members were rude to one another during the meeting. She stated that the group should only ask questions and should not hold discussions during Citizen's Comments.

**Ms. Sanford** expressed her opinion that it is important for the FDC to endorse/oppose legislation; she suggested that the FDC have a time for a regular legislative update on bills that could affect a diverse community. She stated that she would be happy to draft a resolution template for the body. **Ms. Sanford** shared that TCC will hold their annual convention this week; she stated that the fundraiser for the Elder's group will be held on March 15 at 6:00 p.m. She stated that the annual Potlatch will take place on Thursday at 5:30 p.m. **Ms. Sanford** stated that it is critical that parliamentary procedure be followed during meetings; she stated that she serves as the Parliamentarian at TCC and would be happy to give a brief training session.

**Ms. Kan** stated that it seems that there is always a lot to discuss with FPD. She suggested that an FPD report be put on the agenda following Citizen's Comments.

**Mr. Lee** apologized for not being physically present at the meeting. He spoke in support of having more organization at FDC meetings.

**Ms. Richards** stated that she did not expect to have to run the meeting, and she stated that she did her best. She commented that parliamentary rules are not always very welcoming, and she asked that some members to be more flexible. She stated that she has been a part of the FDC since its inception and that she would like the FDC to consider term limits for the Vice Chair position. She stated that others should have opportunity to serve in that capacity. **Ms. Richards** announced that she is stepping down as Vice Chair. She nominated Mr. Walters as the new Vice Chair.

**Mr. Walters** stated that he would be willing to serve as the Vice Chair, but he asked if anyone wanted to nominate other members. There were no other nominations. For the sake of information, **Mr. Walters** shared that his term on the FDC would expire in June of 2017.

Clerk Snider stated that the Vice Chair is appointed by the Mayor with the approval of the FDC. She stated that she would add the item to the next agenda.

## **MEETING DATES**

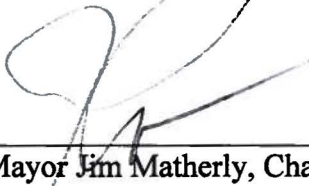
The next Regular Meeting of the FDC is scheduled for April 11, 2017.



**ADJOURNMENT**

**Mr. Walters**, seconded by **Ms. Sanford**, moved to ADJOURN the meeting.

Hearing no objection, **Vice Chair Richards** declared the meeting  
ADJOURNED at 7:45 p.m.



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Mayor Jim Matherly, Chair



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D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS