



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
JULY 10, 2018 – 5:30 P.M.
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The City of Fairbanks recognizes that our community is a diverse one, with a wide variety of ethnic backgrounds, cultures, beliefs and orientations and recognizes this diversity as an asset and resource for our community. The establishment of a Fairbanks Diversity Council can provide the City Council and Fairbanks North Star Borough Assembly with advice and recommendations to promote equal opportunity for all members of the public.

1. CALL TO ORDER & READING OF THE FDC MISSION STATEMENT
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. APPROVAL OF AGENDA
5. CITIZENS' COMMENTS (Limited to 3 Minutes)
6. CALENDAR OF EVENTS
 - a) Golden Days Parade?
7. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of April 10, 2018
 - b) Work Session Minutes of June 12, 2018
8. HUMAN RESOURCES REPORT
9. DIVERSITY TOPIC OF THE MONTH
10. UNFINISHED BUSINESS
 - a) June 12 Work Session Wrap-up
11. NEW BUSINESS
 - a) Appointment of Second Vice Chairperson
12. FDC COMMITTEE REPORTS
 - a) Committee Assignments for Members Nuss and Nace
13. FDC MEMBERS' COMMENTS
14. MEETING DATES
 - a) Next Meeting Date, August 14, 2018
15. ADJOURNMENT

Upcoming Committee Meetings:

Education & Outreach Committee – Friday, July 13, 12:00 p.m., City Hall
Accessibility Committee – Thursday, July 19, 4:00 p.m., City Hall

Diversity Action Plan (DAP). **Mr. Walters** stated that the Education & Outreach Committee plans to look at the draft plan at its next meeting.

Chair Matherly shared that former Council Member Jerry Norum's funeral service would be held on April 11. He excused himself from the meeting at 5:45 p.m. and left Vice Chair Walters to preside over the remainder of the meeting.

CITIZENS COMMENTS (Limited to 3 Minutes)

Tonya Coty, Director of Employment & Educational Opportunity at Fairbanks North Star Borough School District (FNSBSD) – Ms. Coty shared that the last FNSBSD Diversity Committee meeting of the school year will be Thursday, April 12 at 5:30 p.m. She stated that the school district is collaborating with a group called the National Coalition Building Institute to train school district leaders on how to be more diversity-minded. She stated that those trained may come back to train other staff.

Helen Marie Matesi – Ms. Matesi commented on issues raised at the last FDC meeting. She stated that women, minorities, disenfranchised individuals, and groups come to the FDC to be included, heard, to hear the actions of the FDC, and to learn of other diverse groups. She stated that at the last meeting, statistics were mentioned regarding women and minority hires and the number of cold cases involving minority individuals. She wondered whether the public could have access to real numbers showing proportions and ratios; she added that transparency builds confidence and trust. She stated that during the Fairbanks Police Department (FPD) report, it was mentioned that a change in the type of music at Kodiak Jack's would make for a less problematic establishment. Ms. Matesi questioned how a change to country western music would make a bar less troublesome. She stated that the film presentation at the last meeting was timely given that the National Museum for Peace and Justice is opening a commemoration of lynching monstrosities this week in Alabama. She stated that the survivors of those who were hung must own that their ancestors were victimized, and the survivors of the perpetrators and onlookers must own the roles that their ancestors played. She recommended a PBS series titled, "As I Rise" and spoke about a racial equity workshop at UAF facilitated by Fran Partridge and Kyana Wheeler. She asked if the FDC could invite the facilitators to speak or host a workshop.

Mr. Butler asked Ms. Matesi to clarify her request for statistics. Ms. Matesi stated that she would like to see the ratio of minorities in cold cases and the statistics on hiring women and minorities at the City since the FDC became involved in the hiring process.

Ms. Davis said her niece is one of the victims of a cold case. She stated that for the size of the community, there are many cold cases. She stated that there was an effort to create two cold case detective positions at FPD, but the City Council only approved one. She expressed disappointment that Peyton Merideth is no longer the cold case detective. She shared that there will be a remembrance ceremony on April 26 at noon at the Golden Heart Plaza to remember victims of cold cases. **Ms. Sanford** informed Ms. Matesi that cold case information is available online at the at the FPD's website.

Sara Harriger, 5445 Cascade Road, Fairbanks – Ms. Harriger stated that she recently moved back to Fairbanks after being away for 11 years. She stated that she is the new Executive Director at the Morris Thompson Center. She shared the mission of the Center and asked how the Center can partner with the FDC.

Vice Chair Walters asked about the difference between the Morris Thompson Center and Explore Fairbanks. Ms. Harriger explained that the Center is a non-profit organization whose purpose is to be a community gathering place, support cultural bridging, and support the activities of the three partners in the building: Explore Fairbanks, Tanana Chiefs Conference, and the Alaska Public Lands Information Center. She stated that Explore Fairbanks is one of the founding partners and is represented on the board for the Center. **Vice Chair Walters** asked if the Center could help the FDC with outreach; Ms. Harriger stated that she could not speak for Explore Fairbanks, but she listed various ways the Center could work with the FDC.

Mr. Butler asked whether there is any availability at the facility for picnic-style gatherings. Ms. Harriger stated that it is possible to have food-based events in the building; she stated that there are rules for renting space.

Hearing no more requests to speak, **Vice Chair Walters** declared Citizens' Comments closed.

CALENDAR OF EVENTS

Ms. Taylor stated that the Fairbanks Native Association (FNA) will hold a Sexual Assault Awareness month walk on Wednesday, April 25 from 5:30 – 7:30 p.m.

Ms. Davis reminded everyone of the remembrance ceremony at noon on April 26.

Ms. Nace stated that the National Day of Silence for the LGBTQ community is April 27. She stated that those participating in the event stay silent to raise awareness for those in the community who may not have a voice or are not able to use their voice.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of March 13, 2018

Mr. Toelle, seconded by **Ms. Slayton**, moved to APPROVE the minutes of March 13, 2018.

Vice Chair Walters took a voice vote on the motion to APPROVE the Minutes. The motion PASSED unanimously.

FAIRBANKS POLICE DEPARTMENT & HUMAN RESOURCES REPORTS

a) HR Director Foster-Snow Report on Hiring Process as it Relates to the Collection of Demographic Information from Applicants

Ms. Foster-Snow provided a handout on Equal Opportunity Employment (EOE) information to members. She stated that she would like to know what the FDC wants to see. She pointed out that the EOE form provided to applicants is optional. She addressed applicant and hiring demographics at the FPD for the past three years and asked whether the FDC would like to see similar information for all departments at the City.

Ms. Slayton commented that the statistics are a great first step. She asked whether there is anything specific being done to recruit women and minorities. **Ms. Foster-Snow** stated that she used to be more involved in FPD hiring and recruitment; she stated that the City tries hard to be inclusive without

targeting any specific group. She spoke about recent efforts to recruit, and she stated that there was a robust recruitment effort in the Lower 48 in 2016. **Ms. Slayton** commented that recruitment efforts in 2016 appear to have been better than other years.

Ms. Ottersten stated that it appears the ratio of men and women applicants to those who were hired is skewed. **Ms. Foster-Snow** explained how few applicants make it through the entire hiring process, and she indicated that the City could do a better job tracking where applicants are dropping off in the hiring process. She stated that there are currently two female officers at FPD. Deputy Chief Johnson added that the number of female officers at FPD has varied greatly throughout the years.

Ms. Ottersten stated that women are still expected to do more at home, and she wondered whether it should be considered that society makes it easier for men to be police officers than women. Deputy Chief Johnson stated that he has been at FPD many years, and it has been an area of struggle for a long time. He stated that having a demographic in a police department that does not represent the community is a problem nationwide. He stated that the last three police chiefs have tried a whole range of things and have created partnerships to try to broaden the applicant pool. He stated that it is a struggle to get non-white, non-males to apply. Deputy Chief Johnson stated that he has been working on professional accreditation for the department, and they strongly stress in the standards that demographics should represent the community. He stated that currently, FPD is doing its best just to fill positions because it has been short-staffed for so long with no end in sight. He stated the department continues to lose people to retirements and other agencies, and they are currently down five positions. He stated that FPD will continue to do its best to recruit and hire a diverse workforce and to provide adequate public safety.

Mr. Butler asked whether the statistics she handed out are being publicized. **Ms. Foster-Snow** stated that they are available to the public, but the City is not advertising them. **Ms. Butler** asked about police academy success rates. Deputy Chief Johnson stated that there has been only one recruit in the last number of years who was dropped from the academy; he stated that there is a near 100% success rate for the academy unless a recruit leaves willingly. **Mr. Butler** asked whether the police union plays a role in applicant selection; Deputy Chief Johnson replied that it does not. **Mr. Butler** asked where the City sits nationwide and statewide in regard to wages and benefits. Deputy Chief Johnson stated he feels that the FPD is not competitive, and he believes it is affecting recruitment and retention. **Mr. Butler** asked how many complaint cases there are by City employees that have gone into policy and procedure to resolve. **Ms. Foster-Snow** stated that she has not had any since she started at the City in 2015. She explained that many employees are hired internally, and the hiring process is very regulated. She referenced the final page of the handout she provided, and she stated that every union group has a different hiring process. She stated that there have been complaints from people who have been let go.

Vice Chair Walters thanked **Ms. Foster-Snow** for compiling the numbers, and he stated that he would like to see more statistics in the future. He expressed hope that the FDC could help broaden the City's applicant pool. He reminded FDC members that they have a place at the FPD hiring table.

Ms. Foster-Snow asked what tools members need to help the City recruit diverse applicants.

Mr. Toelle pointed out that there is only one question that might indicate a disability on the EOE form; he suggested that something else be added. **Ms. Foster-Snow** stated that a question about reasonable accommodations is asked at the beginning of each job interview.

Mr. Butler stated that it is difficult for the FPD to attract Alaska Natives because the Alaska State Troopers (AST) and the Village Public Safety Officers (VPSO) would likely hire them first. He stated that he has invited VPSO Director Sgt. Jody Potts to come to FDC meetings. **Ms. Foster-Snow** stated that Sgt. Potts is always welcome in the City's HR Department.

Ms. Slayton thanked Ms. Foster-Snow for the handout. She asked what the City needs to get back to the recruitment numbers shown in 2016. Ms. Foster-Snow replied that the City needs a bigger budget to do out-of-state recruitment. Deputy Chief Johnson mentioned that the AST and the Anchorage Police Department (APD) have fulltime recruitment teams that do nothing but travel and recruit. **Ms. Sanford** stated that both the AST and VPSOs are grossly understaffed.

Vice Chair Walters thanked FPD for being represented at FDC meetings. **Ms. Foster-Snow** briefly summarized current vacancies at the City. She stated that the City is offering a \$20,000 sign-on bonus for lateral police officers.

DIVERSITY TOPIC OF THE MONTH

- a) Presentation by Jessica Stossel, Client Services Director, and Helen Bradley, Prevention Coordinator – Interior Alaska Center for Non-Violent Living (IACNVL)

Ms. Stossel and Ms. Bradley introduced themselves. Ms. Stossel provided statistics from a 2015 statewide victimization survey of adult women in regard to intimate partner violence and sexual violence. She provided similar statistics from a Fairbanks survey that was done in 2011. She stated that the IACNVL provided 20,640 shelter nights for a total of 322 victims served at the emergency shelter in FY2017. She spoke to statistics of other services provided by the Center. She stated that the organization focuses on prevention in two different ways: community and individual. She stated that the emergency shelter is open 365 days a year and has 56 beds, clothing, food, laundry facilities, and more. She stated that the shelter also serves 42 villages in the Interior. Ms. Stossel listed some of the types of advocacy the Center provides: public assistance, jobs, housing, mental health assistance, substance abuse assistance, civil and legal advocacy, criminal case assistance, and more. She stated that the Center also helps victims file police reports and works closely with local law enforcement. She stated that she has been doing her job for nearly 19 years, and sometimes she sees the same people as when she first started at the Center. Ms. Stossel spoke to the challenges victims face in getting out of abusive relationships. She spoke to the success of the permanent, supportive housing program; she stated that an individual must qualify for the housing program, and there are two rules: do not disturb your neighbor, and pay rent. She stated that if people are given a safe place to live, they can be successful in getting out of a bad situation. She stated that there is a lack of sustainable, affordable housing in Fairbanks, but the goal is to get people into independent housing.

Ms. Taylor asked whether the Center is considering getting its own social worker/counselor. Ms. Stossel stated that the Center had a counselor on staff before, but they found that people wanted to go elsewhere; she stated that the Center works closely with other local counselors.

Vice Chair Walters asked how the Center interacts with law enforcement. Ms. Stossel gave an example of the interaction between agencies in a sexual assault case; she stated the sexual assault response team consists of a law enforcement officer, a forensic nurse, and an advocate. She stated that the Center is also a contact when the police is searching for someone; she stated that the AST and FPD contact the shelter on a regular basis.

Ms. Bradley stated that the prevention program's goal is to prevent the first instance of domestic violence or sexual assault. She stated that the Center wants to create an involved community that does not tolerate unsafe relationships. She spoke to current strategies to promote healthy relationships, and she discussed the Center's work with the FNSBSD and UAF. She stated that the Center works with education for adults and youth. She spoke briefly to the Green Dot Program, but stated that it is volunteer-based and has been difficult to get off the ground. Ms. Bradley provided some details about two youth programs, Girls on the Run and the Boys Companion program. She stated that the programs help young people to set boundaries early. She briefly spoke to some statewide programs, and she mentioned the Fairbanks Prevention Alliance made up of community representatives from public health, FNA, the Office of Children's Services (OCS), Fort Wainwright, and law enforcement. She stated that they are working on a readiness assessment to see where the community is at in terms of addressing violence. She stated that if we are going to end violence, it needs to be everyone's problem.

Ms. Nace asked about the Center's online presence. Ms. Bradley stated that they are working on a statewide online outreach plan; Ms. Stossel added that the Center has a Facebook page. **Ms. Nace** stated that from her experience, it seems there is a gap in domestic violence and sexual assault education at West Valley High School. Ms. Bradley stated that according to the recently-passed Alaska Safe Children's Act, schools are required to provide child abuse prevention to K-6 grade students and teen dating violence prevention to 7-12 grade students. She stated that she visits schools when invited by teachers or counselors. **Ms. Nace** asked how the community readiness assessment is being administered. Ms. Bradley replied that they are using the Tri-Ethnic Model which starts with interviews from 7-12 community leaders/key people. She stated that they will also perform a community perception survey by which they will poll as many people as possible to see if people think there is a problem. She stated that it may also help to identify the most at-risk population.

Ms. Ottersten stated that the LGBT community has an enormous domestic violence issue, and she spoke to her experience with sexual assault and domestic violence. She asked about the Center's involvement with the LGBT community. Ms. Stossel stated that the Center has helped individuals from the LGBT community, but she is sure there are more who need help that have not reached out. She stated it is a common misconception that the Center only provides services to women; she clarified that the Center's services are limited to intimate partner violence. She added, however, that staff can provide resources for other types of issues. Ms. Bradley spoke to the importance of representing everyone in the community; she stated that she reached out to the Gender Pioneers when she first took the job, and she asked them for some help with materials. She stated that she wants to do no harm in her work with the community.

Mr. Toelle stated that there was a woman turned away from the Rescue Mission in middle of the night a few years ago, but the IACNVL took her in even though she did not meet the criteria. He expressed appreciation to the Center for that.

Vice Chair Walters stated that the FDC will hold a work session in May to look at the enacting ordinance and DAP. He asked Ms. Stossel and Ms. Bradley if there is anything they would like to see the FDC work on. Ms. Stossel replied that she would like to give the issue more thought.

NEW BUSINESS

- a) Mayor's Vision for the Future of the FDC

This item was addressed by Mayor Matherly prior to Citizens' Comments.

Vice Chair Walters asked whether anyone had any thoughts on the issue before moving on. **Ms. Slayton** stated that the FDC is a Council, not a Committee, and does not want the “teeth” to be taken out of the Diversity Council. **Mr. Toelle** commented that it almost sounded as though the group was going to become party planners; he stated that he will wait to see what is presented at the next meeting. **Ms. Sanford** stated that there is no way that she is going to just attend events and not weigh in on every diversity issue in the community that she wishes to weigh in on. She stated that she is excited for the next meeting. **Ms. Slayton** stated that she does not want to become “cover” for someone.

FDC COMMITTEE REPORTS

a) FDC Accessibility Committee Minutes – March 15, 2018 (informational only)

Mr. Toelle stated that Mr. Walters wrote down thoughts from last Accessibility Committee meeting; he stated that three members attended. He stated that the minutes list the seven top things the group has discussed. He stated that he has yet to complete his task.

Ms. Sanford stated that the Policy & Procedure Committee did not meet, and they would probably not meet until some direction is given.

Vice Chair Walters stated that the Education & Outreach Committee will meet on Friday at noon.

Mr. Toelle stated he thought there was going to be a section added to the FDC agenda for legislative updates. **Mr. Butler** stated that he invited Representative Scott Kawasaki to attend a Diversity Council meeting. **Ms. Sanford** stated that the smoke-free workplace bill passed out of the Senate; she stated that the bill has large bi-partisan support, and she is excited about it.

FDC MEMBERS COMMENTS

a) Committee Assignment for Newest Member

Vice Chair Walters suggested that the committee assignments be addressed at the next meeting.

Ms. Ottersten stated that she had no comments.

Ms. Slayton stated that there are some handouts available on the table.

Mr. Toelle thanked the speakers for attending. He stated that his term on the FDC will expire in June, and he may not reapply.

Ms. Davis apologized for being tardy. She commented that FDC members should get to know each other better; she stated that she believes the group could be more effective if members knew more about each other. She spoke in support of community involvement with the FDC.

Ms. Rogers thanked everyone for their comments. She stated that the one comment she would like to remember the most is the significance of the FDC and to not water down the FDC’s importance in local government. She stated that the FDC is a Council, not a Committee.

Ms. Webb expressed agreement with Ms. Sanford and Ms. Rogers. She stated that she is curious about the work session in May, and she welcomed new members.

Ms. Foster-Snow stated that the draft plan is an attempt to get an FDC calendar started; she indicated that it is based off the enacting ordinance and the DAP. She stated that there is a list of organizations that the FDC is supposed to be partnering and collaborating with, and she used the hospital as an example. She spoke to the plan as being an “inspired charge.” She suggested that since the next meeting is a work session, members could bring food and make it a potluck.

Mr. Butler stated that a Borough representative regularly attended Policy & Procedure Committee meetings. He stated that he wants to remember that the Borough is involved in the work of the FDC, and he suggested inviting someone from the Borough to the next meeting. He welcomed Ms. Nace.

Ms. Taylor stated that she had no comments.

Ms. Sanford welcomed Ms. Nace. She commented on the recent Zuckerberg hearing. She stated that she does not think she is going to reapply for service on the FDC when her term ends in June, but she added that she will withhold her decision until after the May meeting. She stated that she has been frustrated with the administration’s way of dealing with issues that have been raised. She stated she feels the FDC could do more, and she would like to address hard issues.

Ms. Nace stated that she is thankful for the opportunity to represent youth on the FDC; she expressed hope that she could help the FDC take action and have difficult conversations.

Vice Chair Walters welcomed Ms. Nace. He reported that he was in touch with someone from a Deferred Action for Childhood Arrivals (DACA) group, and there is a social justice group in Anchorage that looks at immigration issues. He stated he is trying to get more information on a statewide basis.

MEETING DATES

- a) Next Meeting Date, May 8, 2018

ADJOURNMENT

Mr. Toelle, seconded by **Ms. Davis**, moved to ADJOURN the meeting.

Hearing no objection, **Vice Chair Walters** declared the meeting
ADJOURNED at 7:36 p.m.

Mayor Jim Matherly, Chair

D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS



FAIRBANKS DIVERSITY COUNCIL
 WORK SESSION MINUTES
 JUNE 12, 2018 – 5:30 P.M.
 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 Work Session at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Mayor Jim Matherly presiding and with the following members in attendance:

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| Members Present: | Montean Jackson, Seat C
Juanita Webb, Seat D
Kathryn Ottersten, Seat E
Herbert Butler, Seat G
Marna Sanford, Seat I
Douglas Toelle, Seat J | Jeff Walters, Seat M
Amber Taylor, Seat N
Kelvin Lee, Seat O
June Rogers, Councilmember
Angela Foster-Snow, HR Director |
| Members Absent: | Zee Nace, Seat A (excused)
Lisa Slayton, Seat B (excused)
Svetlana Nuss, Seat F (excused) | Rosalind Kan, Seat H (excused)
Vacant, Seat K
Rita Davis, Seat L |
| Also Present: | D. Danyielle Snider, City Clerk
Christina Rowlett, Risk/Purchasing | Patricia Manuel, HR Admin |

The group came together at 5:30 p.m. to enjoy a potluck; each member reintroduced themselves to the group by telling a little about their background, why they joined the FDC, and what they would like to see the FDC accomplish.

BREAKOUT SESSIONS

Members divided into three groups, and the groups rotated through three separate breakout sessions led by City staff. The breakout groups discussed the prioritization of the Diversity Action Plan (DAP), an inclusion statement for City job descriptions, and thoughts and ideas for the future of the FDC. Everyone reconvened at 7:35 p.m. in the Council Chambers to wrap-up the work session.

MEETING DATES

The next Regular Meeting of the FDC is scheduled for Tuesday, July 10, 2018.

ADJOURNMENT

The work session ended at 7:50 p.m.

Mayor Jim Matherly, Chair

D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

FDC Committees:

Education & Outreach / Media & Communications Committee [Angela & Mayor-Co-Chairs, Jeff, Rosalind, Lisa, Kathryn]

Objectives: Build awareness of Diversity Council activities and concerns with community, employees and City Council; Develop communications plan and work with FDC committees to communicate key messages to all City stakeholders

Policy & Procedure Committee [No Current Chair, Rita, Doug, June, Kelvin, Juanita, Herb (Mike & Angela to assist)]

Objectives: Review City-wide policies and procedures and pending legislation to ensure welcoming and inclusive language. Review City of Fairbanks Ordinances and Resolutions while in legislative process and provide comment and guidance regarding diversity related issues to the City Council and City staff.

Accessibility Committee [Doug-Chair, Rita, Montean, Amber, Juanita]

Objectives: Develop continuous improvement and awareness of accessibility and access barriers in the City.