



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
JUNE 11, 2019 – 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. MAYOR'S COMMENTS & REPORT
 - a) FDC Member Appointment Process
7. FIVE-MINUTE PRESENTATIONS (Representatives from: City Council, Fairbanks North Star Borough, Military, Indigenous People, and FNSB School District)
8. CALENDAR OF EVENTS
 - a) FDC Representation at Juneteenth (June 15), Midnight Sun Festival (June 23), and Golden Days Parade (July 20)
9. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of April 9, 2019
10. HUMAN RESOURCES REPORT
11. DIVERSITY TOPIC OF THE MONTH
 - a) Introduction of Police Chief Reeder and FPD Victim's Advocate
12. UNFINISHED BUSINESS
13. NEW BUSINESS
 - a) Set Work Session Date for Review of Diversity Action Plan
14. FDC COMMITTEE REPORTS
15. FDC MEMBERS' COMMENTS
16. MEETING DATES – Next Meeting Date, July 9, 2019
17. ADJOURNMENT

Upcoming Committee Meetings:

Education & Outreach Committee – Friday, June 14, 12:00 p.m., City Hall
Accessibility Committee – Thursday, June 20, 4:00 p.m., City Hall

Fairbanks Diversity Council Member Appointment Process

Fairbanks General Code (FGC) Sec. 2-62 cites the authority of the City Mayor to nominate all City board and commission members. Additionally, this appointing authority is stated in FGC Sec. 2-232 addressing the Fairbanks Diversity Council (FDC) specifically.

FGC Sec. 2-62 – Powers and duties.

In addition to the powers and duties prescribed by the Charter, the mayor shall execute deeds and other documents on behalf of the city when so authorized by the city council and shall nominate all members to all boards and commissions of the city, subject to city council confirmation. The mayor shall serve as ex officio member without vote on all city boards and commissions.

Sec. 2-232. - FDC—Composition; term of office.

(a) The FDC shall include 15 public voting members broadly selected to represent the diverse people of Fairbanks. Twelve community members shall be appointed by the city mayor subject to the approval of the city council.

The current process for application, selection, and appointment to the FDC is as follows:

- The Clerk’s Office collects applications and keeps the Mayor and his staff informed of current/upcoming vacancies and new applicants.
- Current and upcoming vacancies are advertised in the Fairbanks Daily News Miner once a week and are also accessible online through the City of Fairbanks website, <https://www.fairbanksalaska.us/bc>.
- The Mayor and/or his staff interview applicants; this process has been recently changed to include the participation of the FDC Chair or Vice Chair.
- Applicants are invited to attend an FDC meeting to meet members and to learn more about the body.
- All applicants remain in the applicant pool for future consideration.
- The FDC may (and sometimes does) make recommendations to the Mayor as to groups in the community that may be lacking representation on the FDC, or the body may bring to the Mayor’s attention that certain groups are overrepresented on the FDC.
- The Mayor makes a selection for appointment and directs the City Clerk to place the appointment on the City Council agenda for confirmation.
- The Council either approves or disapproves the appointment.
- The City Clerk follows up with the applicant to inform them of the Council action and, if appointed, to provide them with a packet of information pertinent to the FDC.

At this time, there are no City-appointed vacancies on the FDC. However, a Borough-appointed seat has been vacant for some time; the Borough is aware of this vacancy. On June 30, 2019, two seated members’ terms will expire; these two members have not yet applied for re-appointment, so the potential vacancies are being advertised. Another member recently announced that they will resign this summer, so the City is anticipating another upcoming vacancy.



FAIRBANKS DIVERSITY COUNCIL
 REGULAR MEETING MINUTES
 APRIL 9, 2019 – 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 Regular Meeting 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: | Zee Nace, Seat A | Stephen Greenlaw, Seat I |
| | Lisa Slayton, Seat B | Douglas Toelle, Seat J |
| | Juanita Webb, Seat D (telephonic) | Sara Harriger, Seat K |
| | Svetlana Nuss, Seat F | Jeff Walters, Seat M |
| | David Rucker, Seat G (arrived at 5:37) | Kelvin Lee, Seat O (telephonic) |
| Members Absent: | Montean Jackson, Seat C (excused) | Vacant, Seat N |
| | Shelissa Thomas, Seat E (excused) | June Rogers, Councilmember (excused) |
| | Rosalind Kan, Seat H (excused) | Angela Foster-Snow, HR Director (excused) |
| | Rita Davis, Seat L (excused) | |
| Also Present: | D. Danyielle Snider, City Clerk | Paul Ewers, City Attorney |
| | Mike Meeks, Chief of Staff | Dan Welborn, Deputy Chief of Police |

CALL TO ORDER & READING OF THE FDC MISSION STATEMENT

Chair Matherly called the meeting to order and read the FDC mission statement.

PLEDGE OF ALLEGIANCE

Chair Matherly led the group in the Pledge of Allegiance.

APPROVAL OF AGENDA

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

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

CITIZENS' COMMENTS (Limited to 3 Minutes)

Marilyn Russell – Ms. Russell stated that her comments are not necessarily related to diversity, but she would like to spread the word. She stated that she cares a lot about Pre-K education having been a teacher for many years. She stated that kids should be able to enter school on their fifth birthday and should remain at that level until they test out. She stated that children should also be participate in rigorous exercise each morning at school. She stated that if there are not funds to accomplish that, the schools could enlist volunteers.

Hearing no more requests for comment, **Chair Matherly** declared Citizens' Comments closed.

MAYOR'S COMMENTS & REPORT

Chair Matherly explained how the appointment process for Boards and Commissions works. He stated that currently there are no vacant City-appointed seats on the FDC – that there is only one Borough-appointed vacancy. He stated that he has talked to Mayor Ward about the vacancy several times. **Chair Matherly** spoke to the recent verdict issued to the shooter of Sgt. Allen Brandt. He talked about when Sgt. Brandt addressed the City Council following the shooting and stated that he passed away three days later. He commented that he was happy to see the court case come to a conclusion and that he is happy with the verdict. **Chair Matherly** shared that there have been three finalists selected to move forward in the Chief of Police hiring process, and there are eleven panelists on the hiring committee. He announced that there would be a public forum held on Monday, April 15 at 5:00 p.m. where the candidates will be asked additional questions, some questions submitted by the FDC. He stated he hopes to fill the position within the next week or two. He stated that he hopes everyone is having a good spring and that Public Works is about to begin filling potholes.

FIVE-MINUTE PRESENTATIONS (Representatives from: City Council, Fairbanks North Star Borough, Military, Indigenous People, and FNSB School District)

Mr. Walters stated that he is one of the Borough-appointed FDC members. He shared that before last FDC meeting he was able to speak with some Borough Assembly members about the importance of filling the vacant position.

Mr. Rucker stated that he was asked at the last meeting to present some school district information on discrimination complaints, but he has not had a chance to prepare the information. He stated he hopes to bring something back to the FDC in May. He announced that the school district is moving into its hiring season and encouraged people to apply.

Chair Matherly reported on the status of the onsite consumption ordinance that was recently introduced at the City Council meeting.

CALENDAR OF EVENTS

Chair Matherly shared that May 10 is the Walk for Charity and the Military Appreciation Banquet. He asked if anyone knows the date for the upcoming annual clean-up day.

Mr. Walters stated that the Suicide Prevention and Awareness and Prevention Walk is coming up near the end of April.

Mr. Toelle shared that clean-up day is scheduled for May 11.

Ms. Harriger shared that there will be inter-generational learning activities in Denaak'e language at the Morris Thompson Cultural and Visitors Center over the next couple of months. She stated that the first event was earlier in the day. She stated that the next introduction will be to the Gwich'in language on May 31.

Chair Matherly stated that he and Ms. Harriger were just in a meeting regarding planning for the Alaska Federation of Natives (AFN) convention. He shared that Explore Fairbanks' Helen

Renfrew talked about cross-cultural training sessions, and he is interested in having some training sessions at City Hall.

Ms. Nace shared that the Suicide Prevention Walk will be on April 27 from 9 a.m. to noon and starts at the Morris Thompson Center. She shared that she would be graduating on May 15.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of March 12, 2019

Mr. Toelle, seconded by **Ms. Nace**, moved to APPROVE the Minutes of March 12, 2019.

Mr. Walters stated that a correction should be made in the second paragraph on page 13; he stated that the term “disrespect” should be changed to “respect”. The Clerk noted the correction, and no members objected to the change.

Chair Matherly called for objection to APPROVING the Regular Meeting Minutes of March 12, 2019, as Amended and, hearing none, so ORDERED.

HUMAN RESOURCES REPORT

a) Discussion and Finalization of Three Proposed Questions for the Second Round of Police Chief Interviews

Ms. Harriger referenced the handouts given to members containing various suggested questions for the FDC to consider forwarding to the City Administration for use in the upcoming forum. She stated that if the FDC agrees on questions to be forward, the City will share them with all three finalists in advance of the forum. No members objected to reviewing the questions submitted and forwarding a recommendation, thus making the questions public.

Ms. Harriger led the discussion on the questions submitted by FDC members. Members discussed which questions might be the best ones to forward for recommendation, and some questions were revised during discussion.

Mr. Walters, seconded by **Mr. Toelle**, moved to RECOMMEND that the following three questions be used by the Police Chief hiring panel in the upcoming forum:

1. Tell us about an incident or a situation in your law enforcement career that you had to work around you own biases. What was the outcome? What did you learn?
2. As police often face highly stressful interactions with people who may be impaired or living with mental illness, what are your expectations of your officers’ interactions with individuals through the use of CIT training and other stress management techniques?
3. What steps will you take to advocate for a diverse workforce within the Fairbanks Police Department? Please give specific examples of ways you have promoted diversity.

Chair Matherly took a voice vote on the motion to RECOMMEND the above questions. All members voted in favor of the motion.

DIVERSITY TOPIC OF THE MONTH

- a) Open Meetings Act (OMA) Presentation by City Attorney Ewers and OMA Violation Disclosure: Member Email to FDC Dated March 19, 2019

City Attorney Paul Ewers read about the purpose of the OMA and reviewed with members the OMA PowerPoint printout included in the agenda packet. He briefly addressed the recent OMA violation by an FDC member email that was also included in the agenda packet. Attorney Ewers specifically focused on how the OMA may apply to the FDC in regard to serial meetings, social gatherings, local events, and social media, and he answered questions from members along the way. He stated that the state legislature should amend the law to give clear guidance on how the OMA applies to social media.

UNFINISHED BUSINESS

- a) FDC Position Statement on Vetoed City Council Ordinance No. 6093

Mr. Toelle stated that the group felt that there was no compromises on the original FDC recommendation to the Council. He read aloud the statement prepared by the Accessibility Committee which continued to support FDC Resolution No. 2019-01, recommended the City ordinance not be brought to the consent agenda in any form for a vote by the Fairbanks City Council, and advised against putting the issue to a ballot proposition.

Mr. Walters questioned why the term “consent agenda” was used instead of “agenda”.

Mr. Toelle, seconded by **Mr. Walters**, moved to STRIKE the word “consent” from the statement.

Mr. Walters, seconded by **Mr. Rucker**, moved to APPROVE the statement prepared by the Accessibility Committee.

Chair Matherly took a voice vote on the motion to APPROVE the statement. All members voted in favor of the motion.

Ms. Harriger, seconded by **Mr. Rucker**, moved to FORWARD the statement in form of a letter to the City Council.

Chair Matherly took a voice vote on the motion to FORWARD the statement in form of a letter to the City Council. All members voted in favor of the motion.

FDC COMMITTEE REPORTS

Mr. Toelle stated that the Accessibility Committee discussed the need for an elevator sign on the north side of City Hall. **Chair Matherly** assured everyone that the City would post a sign.

FDC MEMBERS' COMMENTS

Mr. Greenlaw stated he had no comments.

Ms. Slayton stated she had no comments.

Ms. Nace stated she would soon be resigning; she stated that next meeting would be her last.

Mr. Toelle stated that his son just officially became a Ravn pilot; he stated his son is a fourth generation bush pilot.

Ms. Nuss stated she had no comments.

Mr. Walters stated he wants to make sure everyone signs the card for Ms. Jackson. He referenced the email FDC members received concerning a City Council member. He stated he wants members of the public to feel comfortable coming forward with concerns, and he does not want people to feel ignored. He stated that he is unsure how best to address the issue. **Mr. Walters** stated that he saw Ms. Kan's email through the Clerk in regard to state legislation that would add sexual orientation and gender identity to the state's non-discrimination policies. He stated that the bill may not make it through the legislature this year, but he suggested that the issue be put on a future FDC agenda for discussion. He stated that the FDC should revisit the Diversity Action Plan (DAP). He thanked Ms. Harriger, Mr. Toelle, and Ms. Webb for proposing questions tonight in regard to the hiring of the Chief of Police, and he thanked the Accessibility Committee for their work in preparing the statement regarding City Ordinance No. 6093.

Mr. Rucker stated that there are 5 1/2 more weeks until school is out.

Chair Matherly asked whether Mr. Lee had any comments; there was no response.

Ms. Webb stated that she had no comments.

Mr. Greenlaw stated that he will be calling in for the May, June, and July meetings as he will be in Kotzebue.

Ms. Harriger thanked Ms. Jackson for her contributions to the FDC even though she is facing some challenges.

MEETING DATES

- a) The next Regular Meeting of the FDC is scheduled for Tuesday, May 14, 2019

ADJOURNMENT

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

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

Jim Matherly, Mayor/Chair

D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS