



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING AGENDA  
JULY 9, 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
7. FIVE-MINUTE PRESENTATIONS (Representatives from: City Council, Fairbanks North Star Borough, Military, Indigenous People, and FNSB School District)
8. CALENDAR OF EVENTS
9. APPROVAL OF PREVIOUS MINUTES
  - a) Regular Meeting Minutes of April 9, 2019
  - b) Regular Meeting Minutes of June 11, 2019
10. HUMAN RESOURCES REPORT
11. DIVERSITY TOPIC OF THE MONTH
12. UNFINISHED BUSINESS
13. NEW BUSINESS
  - a) Appointment of Second Vice Chairperson
14. FDC COMMITTEE REPORTS
15. FDC MEMBERS' COMMENTS
16. MEETING DATES – Next Meeting Date, August 13, 2019
17. ADJOURNMENT

**Upcoming Committee Meetings:**

Education & Outreach Committee – Friday, July 12, 12:00 p.m., City Hall  
Accessibility Committee – Thursday, July 18, 4:00 p.m., City Hall



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:

- |                  |  |   |
|------------------|--|---|
| 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 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.

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Jim Matherly, Mayor/Chair

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D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS



FAIRBANKS DIVERSITY COUNCIL  
 REGULAR MEETING MINUTES  
 JUNE 11, 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:

Members Present: Lisa Slayton, Seat B Rita Davis, Seat L  
 Montean Jackson, Seat C Kelvin Lee, Seat O (arrived at 5:36 p.m.)  
 Juanita Webb, Seat D June Rogers, Councilmember  
 David Rucker, Seat G Angela Foster-Snow, HR Director  
 Sara Harriger, Seat K

Members Absent: Zee Nace, Seat A Stephen Greenlaw, Seat I  
 Shelissa Thomas, Seat E (excused) Douglas Toelle, Seat J (excused)  
 Svetlana Nuss, Seat F (excused) Jeff Walters, Seat M (excused)  
 Rosalind Kan, Seat H

Also Present: D. Danyielle Snider, City Clerk Nancy Reeder, Chief of Police  
 Mike Meeks, Chief of Staff Christine Evans, Victims Advocate

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

**Chair Matherly** called the meeting to order and asked Clerk Snider to read the Mission Statement.

**PLEDGE OF ALLEGIANCE**

**Chair Matherly** led the Pledge of Allegiance.

**APPROVAL OF AGENDA**

*The agenda was not approved as there was no quorum.*

**CITIZENS’ COMMENTS** (Limited to 3 Minutes)

Helenmarie Matesi, P.O. Box 82818, Fairbanks – Ms. Matesi thanked the FDC for the opportunity to speak. She reminded everyone that the Juneteenth celebration would be held Saturday, June 15 at the Bernice Allridge Park from noon to 5 p.m. Ms. Matesi stated that there was a recent situation at Tanana Middle School involving the bullying of Black students. She stated that the situation escalated, and a White student announced on social media that he would bring a gun to school and kill all the “Ns”. She stated that a Black mother pulled her child out of the school and appealed to the NAACP as a result. Ms. Matesi explained that she and four others went before the Fairbanks North Star Borough (FNSB) School Board and asked to be assured that there would be staffing changes and transparency in their dealings with the issue to ensure that no children have to deal with that type of harassment. She stated that at the end of that evening, there was no comment forthcoming on the issue. She requested that the FDC issue a letter or a position statement

directed to the School Board asking for transparency so the public can be assured that there is an intervention plan in place. She spoke in support of a vocal no-tolerance policy. She stated that a teacher testified on behalf of the students and begged the Board to support the children and legislation that would help that type of situation. She stated that there was silence and no empathy or apologies from the Board.

**Ms. Slayton** asked Ms. Matesi to provide the FDC with a breakdown of what happened. Ms. Matesi stated that she does not know much. She stated that children had been being harassed from November to March. She stated that when the situation culminated into the internet threat, Black children were put into a classroom. She explained that the principle was removed, and Charlie Scott was dispatched there. She shared that a letter came to the NAACP Facebook page from the mother asking for help. Ms. Matesi stated that is when she became involved. She stated that she would like to know how she can help in the situation. She stated that she was the only Black student at a school in 1964, and she was not called the “N” word.

**Ms. Jackson** asked Mr. Rucker to address the issue that Ms. Matesi raised in his 5-minute presentation.

Frank Turney, 1434 Lacey Street, B, Fairbanks – Mr. Turney stated that he has been bringing up the issue of racial discrimination in jury selection in Alaska for years. He spoke about the Baston Supreme Court case which ruled that the dismissal of jurors without cause based solely on race is prohibited; he stated that later, the court added gender. He stated that it is a big issue, and he has not seen it on the FDC agenda. He indicated that he would like to see the FDC pass a resolution regarding jury discrimination, and he would also like to see a resolution go before the Borough Assembly. Mr. Turney spoke briefly to police shootings and in support of the use of non-lethal weapons by police. He discussed the shooting of Cody Eyre, a young Native man, and stated that police shot the man 40 times.

Lisa McEnulty, 172A University Avenue, Fairbanks – Ms. McEnulty stated that she attended the Council meeting the previous night. She stated she is a UAF student and a substance abuse counselor. She indicated that the media does not give enough attention to the shootings of Native men by police. She stated that 70% of Caucasian women do not know that racism exists, and she stated that what the FDC does really affects the Native community. She stated her husband died March 31 on Geist Road after police shot him 13 times. She stated that her husband had a gun to his head and was saying “sorry”, and when he shot the gun in the air, police shot him. She questioned whether police have enough training and field experience and stated that Alaska Natives and Native Americans are killed at a higher rate than any other race in the U.S. She stated that she attended a rally recently for missing and murdered indigenous women and stated that Alaska Native women and Native American women are more likely to be sexually assaulted or killed than women of any other race in the U.S. She stated that the Native community is suffering in many ways, and she stated that people do not understand unless they have the same color as her. She spoke in support of mandatory mental health training for police officers, and she stated that racism and discrimination still exist, even in the justice system. She stated that Native people will no longer be quiet.

Angel Stickman, 172A University Avenue, Fairbanks – Ms. Stickman stated that police need better training to deal with people who are mentally ill or are in crisis. She stated that police shot at her brother-in-law then dragged him on the cement while he was taking his last breaths. She stated that Native Americans and Alaska Natives are being killed in police encounters more than any other racial group, yet the killings are going almost entirely unreported by the media. She stated that the police who investigate shootings afterwards are the same police who shoot people. Ms. Stickman stated the shootings are not justifiable. She stated that police are supposed to keep people safe and questioned why they do not make her and others feel safe. She stated that it needs to stop because it is wrong, and many people are dying. Ms. Stickman stated that her son is Native, and she fears for his safety in the future. She stated that she is a year away



from a degree in social work, and she spoke to the need to educate students in the schools about real Alaska Native history.

**Ms. Rogers** asked Ms. Stickman for her contact information. **Ms. Rogers** stated that she will contact the News Miner and request that they contact Ms. Stickman.

**Ms. Webb** stated that she is part of a group called Wallbusters which passed legislation addressing police training. She asked both Ms. Stickman and Ms. McEnulty for their contact information.

Julie Smith, 717 9th Avenue, Fairbanks – Ms. Smith introduced her son who is 1/4 Native American. She stated that her son looks very Native, and he is tall for his age of 12. She stated that there are boys younger than him who are being stopped, questioned, and harassed by police officers. She expressed concern for her son and others, no matter who they are.

Hearing no more requests for Citizens' Comments, **Mayor Matherly** declared public testimony closed.

**Ms. Slayton** asked if she could ask a question to the body. **Mayor Matherly** replied that the order of business needs to be followed. **Ms. Slayton** continued anyway and read aloud Fairbanks General Code (FGC) Section 2-234. She requested that Ms. Jackson or Ms. Harriger, in their capacities as Chair and Vice Chair, respectively, take over chairing the meeting instead of the Mayor. Clerk Snider clarified that, according to the FGC, the Mayor is the Chair of the FDC. **Ms. Rogers** stated she has served on the FDC since its inception and that the Mayor is the Chair of the FDC and presides over meetings; she stated that the Vice Chairs preside over meetings when the Mayor is absent. **Ms. Jackson** and **Mr. Lee** concurred with Ms. Rogers.

**Ms. Slayton** stated that she has served on the FDC for two years, and it has not always been that way. She stated that the Mayor has missed a lot of meetings and indicated that the Mayor has only recently taken interest in the FDC. She stated that she would like to see less interest in the FDC on the Mayor's part; she stated she has lost confidence in him and anything he says. **Ms. Slayton** stated she was proud to join the FDC in the beginning, but she has been disturbed by words and actions of the Mayor. She spoke specifically to her disappointment over the Mayor's veto of Ordinance No. 6093. She expressed her belief that Mayor Matherly knew throughout the process that he would veto the ordinance if it was adopted, yet he dragged the FDC through meeting after meeting. She stated that he has yet to address the FDC about the issue. **Chair Matherly** interjected and stated that the FDC needs to stick to the agenda. **Ms. Slayton**, speaking directly to Chair Matherly, stated that his agenda will only be around for a few more months. **Mr. Rucker** stated that is taking it a little too far; **Ms. Slayton** apologized.

## **MAYOR'S COMMENTS & REPORT**

### a) FDC Member Appointment Process

*Due to the Clerk's oversight, this item was addressed after Calendar of Events.*

**Chair Matherly** stated that the Mayor is the Chair of the FDC, and he has attended 18 of the 25 FDC meetings that have occurred since he has been Mayor. He stated that there are times his schedule does not allow him to attend FDC meetings. He stated that in his absence, the Vice Chair or Second Vice Chair presides over meetings. He stated that he would be happy to meet with Ms. Slayton if she would like; **Ms. Slayton** declined. **Chair Matherly** stated that he has recently received some inquiries about the FDC appointment process, and he asked Ms. Foster-Snow to speak to the process.

**Ms. Foster-Snow**, referencing the handout in the agenda packet, reviewed the appointment process, step-by-step. She stated that the Mayor's Office works closely with the City Clerk who collects applications and forwards them to her and the Mayor. She stated that folks can apply to serve on the FDC through the City website. She stated that she and the Mayor interview applicants, and recently a change was made to include the Vice Chair or Second Vice Chair in that interview process. She stated that applicants are invited to attend FDC meetings to meet members and see what the FDC is about. **Ms. Foster-Snow** stated that the FDC may help the Mayor identify communities or groups that are not well-represented on the FDC or communities that may be over-represented on the body. She mentioned that currently, the military and the Alaska Native communities are under-represented on the FDC. She clarified that applicants remain the applicant pool if there are not any vacancies at the time they apply or if they are not appointed right away. She stated that there are no current, City-appointed vacancies on the FDC, but there may be soon. **Ms. Foster-Snow** stated that once the Mayor selects a candidate, the appointment must be confirmed by the City Council.

**Ms. Harriger** asked about the FNSB's appointment process for FDC members. **Ms. Foster-Snow** stated that there is one current Borough-appointed vacancy, and the Borough Mayor appoints with confirmation by the Assembly. Clerk Snider stated that to her knowledge the Borough has had difficulty getting FDC applicants. She stated that the Borough appointment process is similar to the City's, and the City has shared its applicant pool with the Borough Mayor's Office in the past. **Ms. Rogers** encouraged members to bring up the issue when reporting at FNSB Assembly meetings. **Ms. Jackson** thanked City staff for responding to complaints and questions from the public.

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

**Ms. Jackson** requested that Mr. Lee, as an FDC Borough appointee, provide FNSB updates in the future to help bridge the gap between the FDC and the Borough. **Mr. Lee** agreed and stated that he will also let Mr. Walters, the other Borough appointee, know.

**Mr. Rucker** stated that school is out, but the School District administration is still working on many issues. He stated that his office, the EEO office, has been looking into the events that were brought up earlier in the meeting.

**Ms. Jackson** asked Mr. Rucker to talk a little bit about the district's Diversity Committee. She also requested that Mr. Rucker speak about the Tanana Middle School issue brought up earlier.

**Mr. Rucker** stated that there are a number of projects just beginning, and the district is moving toward putting diversity and inclusion into everything it does. He stated that the district's Diversity Committee is made up of about 15 members, and there are currently a couple of vacancies; he invited anyone interested to apply. He stated that the group talks through issues and makes recommendations to Superintendent Dr. Karen Gaborik. **Mr. Rucker** stated that he deals with not only EEO-related issues, but also civil rights issues as they relate to students. He stated that he began interviewing students a day after the incident at Tanana Middle School to find out what had been happening. He stated that there were other events that culminated that day, including an incident where a knife was found. He stated that a number of African-American students spoke with the school principle that day and on days following the incident; he stated the students reported they had been subjected to a lot of racial taunts and slurs. **Mr. Rucker** stated that as a result of his investigation, the students responsible were given consequences. He stated a new school principle will start in the fall, and the District is still reaching out to people, including the NAACP, to ensure

that school is a safe place for all students to learn and interact. He spoke to future goals and trainings, such as education on cultural awareness, and he stated that he is very optimistic.

**Ms. Jackson** asked Mr. Rucker whether the District has a no tolerance policy in regard to the type of rhetoric used by students that was mentioned earlier. **Mr. Rucker** replied that the District has had a no-tolerance policy for some time; he stated that the problem in this particular situation is that the students did not tell their parents or staff about what they were going through at school.

**Ms. Rogers** stated that the young women who testified earlier also testified before the City Council the previous evening. She stated that it hurts her heart to hear those things. She stated that she grew up in Fairbanks in an Inupiaq heritage and, sadly, this is not a new problem. She stated that it is not just the School District that needs to work on these problems, the entire community does. She stated that she would be happy to contact the News Miner on behalf of the two young women.

### **CALENDAR OF EVENTS**

- a) FDC Representation at Juneteenth (June 15), Midnight Sun Festival (June 23), and Golden Days Parade (July 20)

**Mayor Matherly** stated that he will be attending the Juneteenth event on Saturday.

**Ms. Jackson** stated that someone left Juneteenth flyers on the table. She stated that Friday night there is a senior and veterans dinner at UAF to kick off the Juneteenth event. She stated that the picnic will be held on Saturday from noon to 5 p.m. at Allridge Park between 25th and 26th Street in South Fairbanks. She stated there will be booths, free food, music, and fun; she invited everyone to attend. **Ms. Davis** clarified that the park is located on Wilson Street.

**Ms. Jackson** stated that FDC members will wear badges at the event that say, “Ask me about the Fairbanks Diversity Council” and instead of sitting at a table at the Juneteenth event, members can walk around and socialize with folks.

**Mayor Matherly** talked about the FDC’s presence at previous Golden Days events. He stated that he will not be able to join the FDC at a table this year because he will be in the parade. **Ms. Rogers** stated that the spot the FDC used last year near the Westmark Hotel was a good location.

From the audience, Ms. Matesi announced that there would be a Candidate Open House and “How to Run for Public Office” workshop at 9 a.m., Saturday, June 29 at the FNSB Assembly Chambers.

**Ms. Slayton** shared that June is Pride Month, and there are a lot of related events happening in the community.

From the audience, Ms. Smith shared that the Pride Fest would take place June 15 and 16 at the Ester Community Park. She stated more information can be found at [fairbanks.com](http://fairbanks.com).

### **APPROVAL OF PREVIOUS MINUTES**

- a) Regular Meeting Minutes of April 9, 2019

*The minutes could not be approved due to lack of a quorum.*

## HUMAN RESOURCES REPORT

**Ms. Foster-Snow** stated she is excited to announce that the HR Department will soon roll out an electronic application process for City employment. She stated that the system will allow users to create a login and an account with multiple capabilities. She stated that the recruitment bonuses approved by the City Council for the Police and Dispatch Departments are working, and there are a number of recent applicants to the Dispatch Department. She stated that Dispatch has been understaffed and needs relief from overtime. She shared that one accounts payable position has opened up and will be advertised internally for 5 days starting the following day.

## DIVERSITY TOPIC OF THE MONTH

- a) Introduction of Police Chief Reeder and FPD Victim's Advocate

*This item was addressed at the end of the meeting, just prior to adjournment.*

Chief of Police Nancy Reeder introduced herself and stated that she came to Alaska in 1980 when she was stationed in Anchorage with the Air Force. She stated that she served as a police officer at the Anchorage Police Department (APD) for 35 years and was a Lieutenant when she recently left the department. She stated she has vast experience and knowledge in police work, and she wants to share that with Fairbanks. She stated she looks forward to meeting people, learning about the community, and working together.

Victim's Advocate Christina Evans introduced herself and stated that she is a part of pilot program through Victims of Justice, a program that has been in Anchorage for 25 years. She stated that she is a longtime Fairbanksan. She stated that her position is housed at FPD, but she is an employee of Victims for Justice and not a City employee. She stated that her program advocates for victims of violent crimes other than crimes that involve an intimate partner.

**Ms. Jackson** asked Chief Reeder for her ideas on how to recruit individuals for the police department from marginalized or unrepresented groups. She also asked about her ideas on how to build healthy relationships in the community so that people feel safe and supported by the police.

Chief Reeder stated she believes the answers to both of those questions are intertwined. She stated that FPD personnel are not representative of the community, and that is at the top of her recruitment agenda. She indicated that she has many ideas about that, such as going into schools to talk to students about law enforcement. She stated that she does not want anyone to fear the police, and she appreciates what the two young ladies had to say. Chief Reeder spoke to the need for transparency; she stated that there are going to be things that FPD may not be able to talk about during an investigation, but she wants to be as transparent as possible. She encouraged people to participate in FPD's ride-along program.

**Ms. Jackson** spoke to the "Coffee with a Cop" event. She stated that not everyone drinks coffee and spoke to the need to reach and communicate with underserved or marginalized individuals in the community. Chief Reeder expressed agreement with Ms. Jackson. She mentioned other possible events to include the community such as an idea for "Pizza with a Po-Po". Chief Reeder spoke more about perception and building bridges between police and citizens. She stated she believes Fairbanks is a great City, and FPD is a great department. She stated that everyone is in this together, and everyone can help recruit for FPD.

**Ms. Rogers** referenced the “Run from the Cops” event. She indicated that the name does not send a good message to the community, especially since some people fear the cops. Chief Reeder stated that it may be a good event, but she is sensitive to the concern and may consider renaming the event.

**Mr. Rucker** invited Chief Reeder and FPD officers to participate when the School District rolls out its National Coalition Building Institute (NCBI) initiative in September. He stated that the District would reach out to FPD at a later date.

**Mr. Lee** stated that he recently witnessed Victim’s Advocate Christine Evans help a woman in the community and walk her through the process, and he thanked Ms. Evans for that. He stated that he came from Anchorage and has been in Fairbanks for 5 years. He stated that he had a hard time not saying to people, “Well that’s not how we do it in Anchorage.” He asked Chief Reeder if she thought that would be an issue for her. Chief Reeder stated that she might say “we” sometimes when referring to her experiences in Anchorage. She stated that she believes the lessons she learned there would be a help, not a hindrance. She stated that she will have to be conscious of the issue when speaking to her staff at FPD.

**Mr. Lee** commended the selection of Ms. Reeder as the new Chief of Police. He stated Fairbanks needed some fresh blood, and he spoke in favor of transparency. Chief Reeder thanked Mr. Lee; she stated that nothing may be wrong at FPD, but she will take a look at everything to see if changes should be made. She stated that a lack of transparency leads to a belief of secrecy and a break in communication.

**Ms. Jackson** expressed hope that Chief Reeder would be a regular presence at FDC meetings. She stated it is a wonderful way for community members to hear reports and updates. She gave an open invitation to Ms. Evans also. Chief Reeder promised to attend as many meetings as she can.

**Ms. Webb** stated that an audience member has asked to make comments to Chief Reeder. **Chair Matherly** stated that there would be a brief social hour following the meeting. He stated that he would rather not put Chief Reeder on the spot. The audience member spoke out; **Mr. Lee** and **Mr. Rucker** agreed with Chair Matherly that it would not be appropriate to open the floor for audience members at that time. **Chair Matherly** stated that the meeting will soon adjourn, and the FDC will continue with its agenda.

**Ms. Rogers** stated that Ms. Reeder provided genuine responses throughout the interview process for the Police Chief position and sought out her truth before she spoke. **Ms. Rogers** spoke highly of the new Chief. She stated it is good that the two young women have come to meetings, and she encouraged them to keep coming.

## **NEW BUSINESS**

- a) Set Work Session Date for Review of Diversity Action Plan

*This item was addressed following the Human Resources Report.*

**Chair Matherly** stated that some members of the FDC have expressed an interest in and a need for the FDC to review the Diversity Action Plan (DAP). He stated that the Clerk could send out some potential dates for a Work Session to members to help determine the best time to meet. **Ms. Jackson** stated that she and Ms. Harriger discussed steps forward and agreed that the DAP should be reviewed annually to make sure that it remains current. She stated that she would like to hold a DAP Work Session on a Saturday, possibly in the morning. **Ms. Rogers** requested that the proposed meeting dates occur after the fair in

August. Clerk Snider stated that she would send out a Doodle Poll to help identify the best date to hold a Work Session.

### **FDC COMMITTEE REPORTS**

There were no Committee reports.

### **FDC MEMBERS' COMMENTS**

**Mr. Rucker** stated he appreciates that the Mayor and City Council reappointed him to the FDC.

**Ms. Rogers** thanked Mr. Rucker for serving and stated that he has a great deal of expertise.

**Ms. Harriger** thanked members of the public for their testimony.

**Ms. Jackson** echoed Ms. Harriger's comment.

**Mr. Lee** thanked the two young ladies for testifying. He stated that he appreciates the position the Mayor holds and encouraged that the FDC always shows respect for the Mayor, even when members may not agree with him. He spoke to the importance of showing the public that the FDC respects its leader, and he thanked Chair Matherly for leading the group.

**Ms. Slayton** thanked the two young women who spoke; she stated that it must have been difficult to share. She stated that she shares their concerns.

**Ms. Davis** stated she had no comments.

**Ms. Webb** thanked all those who testified. She spoke to the importance of community support of the FDC. She thanked Ms. Foster-Snow and Clerk Snider for the work they do.

*Chair Matherly moved back on the agenda to the Diversity Topic of the Month, the Introduction of Police Chief Reeder and the FPD Victim's Advocate.*

### **MEETING DATES**

a) The next Regular Meeting of the FDC is scheduled for Tuesday, July 9, 2019

### **ADJOURNMENT**

**Chair Matherly** called for adjournment and declared the meeting ADJOURNED at 7:16 p.m.

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Jim Matherly, Mayor/Chair

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D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS

**Sec. 2-233. - Chairperson; committees; quorum; meetings.**

- (a) The city mayor shall serve as non-voting chairperson. A first vice-chairperson and a second vice-chairperson shall initially be appointed by the city mayor from the membership, subject to the approval of the FDC. Following initial appointments, vice-chairpersons will serve one year in each position progressively: second vice-chairperson, first vice-chairperson, then past vice-chairperson. A new second vice-chairperson will be appointed by the city mayor every July, with approval of the membership. Upon approval of the appointment, the progression of vice-chairpersons will take place. If a vice-chairperson vacates their position before the progression is complete, the city mayor will appoint a replacement, subject to the approval of the membership.
- (b) The FDC may organize committees and adopt administrative rules and procedures to accomplish its purposes.
- (c) A quorum shall be necessary to conduct a meeting. A quorum shall consist of eight public voting members of the FDC. The business of the FDC shall be transacted by a majority vote of voting members present after a quorum is established.
- (d) All meetings shall be held, and notices and agendas shall be posted, in compliance with the Alaska Open Meetings Act. Minutes of FDC proceedings shall be kept and filed in accordance with applicable laws dealing with public records. In all matters of parliamentary procedure not covered by rules and procedures adopted under subsection (b) above, the current version of Robert's Rules of Order will govern.
- (e) The FDC shall keep permanent records or minutes of all meetings. The minutes shall promptly be filed in the office of the city clerk and shall be open to public inspection. The city clerk shall supply the FDC with administrative support.

( [Ord. No. 5939, § 1, 3-15-2014](#); Ord. No. [6064](#), § 1, 11-11-2017)