



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING AGENDA  
FEBRUARY 11, 2020, 5:30 – 7:00 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. CALENDAR OF EVENTS
8. APPROVAL OF PREVIOUS MINUTES
  - a) Regular Meeting Minutes of December 10, 2019
9. HUMAN RESOURCES REPORT
10. DIVERSITY TOPIC OF THE MONTH
  - a) None – Time defaulted to Preparation for the Work Session
11. UNFINISHED BUSINESS
12. NEW BUSINESS
  - a) Diversity Action Plan (DAP) Overview
  - b) March 10 FDC Work Session Agenda
    - i) Talking Circle Format
    - ii) Brainstorming Session with Ms. Thomas as Facilitator
    - iii) Public Involvement
    - iv) Potluck
13. FDC MEMBERS' COMMENTS
14. MEETING DATES
  - a) Next Meeting Date, March 10, 2020 (Work Session & Potluck, 5:30 – 8:30 p.m.)
15. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL  
 REGULAR MEETING MINUTES  
 DECEMBER 10, 2019 – 5:30 P.M.  
 FAIRBANKS CITY COUNCIL CHAMBERS  
 800 CUSHMAN STREET, FAIRBANKS, ALASKA



The **Fairbanks Diversity Council** (FDC) convened at 5:32 p.m. on the above date to conduct a Regular Meeting at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Vice Chair Sara Harriger (Seat K) presiding and with the following members in attendance:

- |                  |                                   |                                  |
|------------------|-----------------------------------|----------------------------------|
| Members Present: | Robert Dorton, Seat B             | Jeff Walters, Seat H             |
|                  | Juanita Webb, Seat D (telephonic) | Kelvin Lee, Seat I               |
|                  | Shelissa Thomas, Seat E           | Doug Toelle, Seat J              |
|                  | Rita Davis, Seat F                | June Rogers, City Council Member |
|                  | David Rucker, Seat G              | Angela Foster-Snow, HR Director  |
| Members Absent:  | Kennita Williams, Seat A          | Montean Jackson, Seat C          |
|                  | Jim Matherly, Mayor (excused)     |                                  |
| Also Present:    | D. Danyielle Snider, City Clerk   | Mike Meeks, Chief of Staff       |

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

**Vice Chair Harriger** read the FDC Mission Statement.

**PLEDGE OF ALLEGIANCE**

**Vice Chair Harriger** led everyone in the Pledge of Allegiance.

**APPROVAL OF AGENDA**

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

Hearing no objection, **Vice Chair Harriger** declared the Agenda APPROVED.

**CITIZENS' COMMENTS** (Limited to 3 Minutes) – None

**MAYOR'S COMMENTS & REPORT**

**Vice Chair Harriger** invited Chief of Staff Mike Meeks to give a report on the Mayor's behalf.

Mr. Meeks stated that the Mayor is attending an event for his children. Mr. Meeks stated that the Mayor has been discussing some potential tasks for the FDC which are as follows: 1) Help repair the breakdown of communication between the City administration and the Alaska Native community; 2) Recommend a diversity training program to be used for City employees; and 3)

Develop a list of mobility-challenged areas in the City, prioritized in order of importance. He clarified that the list need not be limited to City properties.

**Ms. Thomas** shared that there will be a diversity training the following day in Fairbanks by a national organization. **Mr. Rucker** stated that the training can be in block format and can accommodate groups of up to 30. He stated that the School District will be rolling it out to the community, businesses, and organizations. **Mr. Walters** asked who the target audience is for the training Ms. Thomas mentioned. **Ms. Thomas** stated that City employees may attend the training; **Mr. Rucker** stated that the training is geared toward non-profits, but it can be tailored depending on the audience. He stated the district wants to put on six trainings per quarter in the area. He stated that the training focuses on how to build bridges cross-culturally and help people relate to one another. **Mr. Walters** requested that the training item placed on the January agenda for feedback and to see whether the FDC wants to pursue it. **Ms. Davis** asked where and what time the training would take place. **Ms. Thomas** stated it would start at 10 a.m. in Council Chambers.

**Mr. Walters** stated that he feels comfortable with tasks 2 and 3, but he would like to know what overtures the Mayor has made directly pertaining to task 1. Mr. Meeks explained that the administration used to have regular meetings with the Native community, but the meetings have dropped off. He stated the administration has reached out unsuccessfully. He stated that when a third party gets involved, it may generate more honest discussion. **Vice Chair Harriger** asked whether it would be worth forming a committee to discuss. **Mr. Walters** wondered whether the item should be a part of the FDC's strategic plan discussion. **Mr. Toelle** asked whether the Mayor attends potlaches and other events in the Native community. Mr. Meeks stated that the Mayor attends some events, but he would like more interaction. **Ms. Rogers** stated that having participated in the FDC since beginning and with her own Native heritage, she does not believe the relationship will be healed quickly. She stated that if the parties are not open with each other, it will make the gap larger. She stated, however, that she is glad to see acknowledgement of the problem. **Ms. Rogers** indicated that there is a great deal of history with the issue, and she spoke about community, understanding, communication, and forgiveness. She stressed the importance of being genuine in these types of concerns and stated she is glad the item is at the top of the list. **Mr. Dorton** stated that, in his experience, Native organizations are very quick to close up if they feel insulted, and he shared a story about a personal experience. He stated he is willing to help the Mayor build rapport with the Native community, but there are no promises of success. He stated that the Mayor came and danced with everyone at a potlatch, and it made a difference to people there. **Ms. Webb** expressed concern that having the FDC step in on the issue may just add another layer and possibly push people further away. She indicated that whoever is having a problem with communication should be present for the discussion. **Ms. Thomas** stated she does not believe the Mayor is asking the FDC to be a spokesperson for him; rather he is asking the FDC for ideas to help bridge a gap. She stated she believes it is part of the role of the FDC to do so. She stated the FDC should be able to work together to bridge diversity issues.

**Vice Chair Harriger** noted the recent passing of a regular attendee, Frank Turney. She requested a moment of silence.

**Ms. Rogers** commented that Mr. Turney was very consistent about certain things when she first met him, and they gradually worked those things out. She stated that she spoke with him regularly,

and she still has his last two messages on her voicemail. She stated it is good to know that in the last week of his life he was in very good spirits.

**Vice Chair Harriger** stated she learned a lot about the community from Mr. Turney, and she had admiration for him.

**Mr. Dorton** stated that Mr. Turney somehow got his phone number also. He stated that when they spoke, Mr. Turney asked him to help him with the jury issue. He shared that he saw Mr. Turney a lot at Mary Siah pool, and he was a good person to know.

**Mr. Walters** stated that Mr. Turney could be vexing at times, but he admired him in many ways. He stated that he will miss Mr. Turney's presence at meetings and that he admired his tenacity and willingness to work for justice.

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

**Ms. Rogers** stated the Council meeting the evening prior was lengthy, and she is not having a good recollection. Clerk Snider gave a brief report of the previous evening's City Council meeting.

**Mr. Rucker** shared that the District would soon be putting together its hiring presentation report for the School Board. He announced that he would soon be leaving the state, and his seat on the FDC will become vacant. He strongly recommended that someone from the School District be selected to replace him on the FDC. He stated the District's Diversity Committee will not meet in December but will probably meet in January.

**Mr. Dorton** shared that the Ralph Perdue Center has added ten more beds.

**CALENDAR OF EVENTS** – None

**APPROVAL OF PREVIOUS MINUTES**

- a) Regular Meeting Minutes of November 12, 2019

**Mr. Toelle**, seconded by **Mr. Walters**, moved to APPROVE the Regular Meeting Minutes of November 12, 2019.

Hearing no objection, **Vice Chair Harriger** declared the Minutes APPROVED.

**HUMAN RESOURCES REPORT**

**Ms. Foster-Snow** reported that the Plumbing Inspector position is vacant, and there are a couple of applicants. She stated the Structural Inspector position in the Building Department is still vacant. She stated that the Fairbanks Police Department (FPD) still has two Clerk positions open, which are entry-level positions. She stated the City is still recruiting for Dispatch and Police

Officer positions. She was happy to report that there will be 17 police officer candidates testing the following week, the largest group since she began working for the City.

**DIVERSITY TOPIC OF THE MONTH** – None

**UNFINISHED BUSINESS** – None

**NEW BUSINESS**

a) Format, Date, and Agenda for 2020 FDC Work Session

Members briefly discussed a date to hold the Work Session and agreed to meet on February 11 from 5:30 – 8:30 p.m. **Vice Chair Harriger** stated that the existing Diversity Action Plan (DAP) can be used as the basis for the Work Session. **Mr. Walters** requested that copies of the DAP be provided to members at the January meeting for a quick overview. He stated he does not believe a new strategic plan has to be in the same format. **Ms. Foster-Snow** suggested that the session be held in a different room, and **Vice Chair Harriger** suggested that members bring dinner. **Ms. Rogers** stated the meeting space in Council Chambers could be rearranged into a more relaxed format, like a circle. Clerk Snider stated that if the group agreed to that format, there would be no recording of the session. She stated it would still be a public meeting. She suggested that the FDC decide whether it will allow the public to participate in the Work Session. She stated that the meeting minutes can simply include the date, time, and location of the meeting, who was present, and the time of adjournment. She stated that there are generally no actions taken during a Work Session.

Members discussed concerns relating to the continuity between brainstorming and planning. **Vice Chair Harriger** stated that so far, she is hearing that the FDC wants to meet on February 11, hold discussions in a circle format, bring food, make the meeting open to the public, and focus on brainstorming. Members discussed at length whether the public should be invited to participate in the Work Session, and, if so, how and to what degree. **Mr. Toelle** spoke in favor of the circle idea and suggested selecting a facilitator. Members agreed to put out a question in advance inviting the community to offer suggestions on what issues they believe are important for the FDC to address. There was a consensus that the Clerk could gather responses and report all feedback to the FDC at the January 14 meeting; the group agreed to leave the comment period open until the February Work Session.

**Vice Chair Harriger** summarized the plan for the Work Session, which would include limited public comment. She stated that the FDC can finalize the Work Session agenda in January. She asked whether the FDC is interested in having a facilitator. **Mr. Dorton** nominated Ms. Thomas to serve as the Work Session facilitator. No members objected to the plan.

**FDC COMMITTEE REPORTS** – None

## **FDC MEMBERS' COMMENTS**

**Mr. Dorton** stated that the mobile crisis unit was recently discussed at a Homeless and Housing Coalition meeting. He stated that he has been speaking with a lot of local leaders about the program, and many of them believe that getting involved with the program is like jumping off a cliff. He stated that with the large state budget cuts, some leaders are not willing to take the risk for fear that it will not be a sustainable program. He wondered what Fairbanks could do to help make the mobile crisis unit program happen and stated it is very needed in the community.

**Ms. Thomas** stated that the crisis unit deals not only with inebriated people, but also people experiencing mental health issues; she agreed that it is needed in the community. She stated that the Alaska Mental Health Trust is willing to help with startup funds, and they are currently in negotiations. She spoke to the significance of mental health problems in Fairbanks and stated she has never seen so many soldiers struggling with substance abuse as she has seen recently. She stated Fairbanks is a safe place that she calls home, and she would like the community to tackle mental health issues. She spoke briefly to various mental health services that have gone away.

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

**Ms. Foster Snow** wished everyone safe and happy holidays. She stated she will miss Mr. Rucker, and she wished him the best.

**Mr. Toelle** stated there does not seem to be an offseason in the tourism industry nowadays, which is good for the local economy. He stated he will miss Mr. Rucker. He expressed pride in announcing that his daughter will graduate from college on Sunday.

**Mr. Lee** stated he had no comments.

**Mr. Rucker** stated that he came to Fairbanks a year and a half ago, somewhat on a whim, and found a job. He stated that the Fairbanks community has embraced him, and he feels like it is his second home. He thanked Mayor Matherly for having him serve on the FDC and stated that it has been an interesting experience. He shared about how embracing the Fairbanks community is and that that when he first came to Fairbanks, he remembers people smiling and being friendly in the supermarket; he stated he will never forget that. He stated he will miss everyone when he leaves.

**Ms. Rogers** stated everyone will miss Mr. Rucker. She asked Mr. Rucker to come share his experiences with everyone when he comes back to visit. She stated she has learned a lot from Mr. Rucker and appreciates all he has done in the short time he has been in Fairbanks. In regard to Mr. Dorton's earlier comments about taking risks amid state budget cuts, Ms. Rogers stated that things are done either for money or for people. She stated that when we do things for money, we fail people, and it shows a lack of determination. She stated that everyone must work help decision-makers understand the community's needs, passion, and commitment. She wished everyone happy holidays.

**Mr. Walters** thanked Mr. Rucker for his service to the community. He stated that he read the November meeting minutes, and he thought the jury issue was going to be a part of the FDC work

session. He expressed hope that the Mayor will continue to work on that issue. He expressed interest in the TV show involving FPD that would be released in January and in the diversity training that would be taking place the following day. He encouraged Mr. Rucker to see if he knows anyone who may want to apply to serve on the FDC.

**Ms. Webb** wished everyone happy holidays and stated that Mr. Rucker will be missed.

**Vice Chair Harriger** stated she would like to hear about how the diversity training goes. She highlighted a project happening at the Morris Thompson Cultural and Visitors Center put on by the Alaska Veterans Foundation with initiatives aimed at curbing homelessness and suicide among veterans. She stated that currently they are doing a reading group using Homer's the *Odyssey* as a jumping off point for discussion focused on suicide prevention. She stated she would be more than happy to provide additional information to anyone interested. She thanked Mr. Rucker for his service and stated that will be missed. She wished everyone happy holidays.

**Ms. Rogers** shared that there is a group on suicide prevention that meets regularly at the local IBEW. She stated the next meeting will be January 28 at 5:45 p.m., and people may bring food. She stated that there is a pretty diverse group of attendees, including professionals in the field.

### **MEETING DATES**

The next Regular Meeting of the FDC is scheduled for Tuesday, January 14, 2020.

### **ADJOURNMENT**

**Vice Chair Harriger** declared the meeting ADJOURNED at 7:03 p.m.

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Jim Matherly, Mayor/Chair

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D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>1. Internal City Processes.</b> Review internal City processes such as hiring, promotions and recruiting. Provide guidance and training to senior staff on how to improve workforce diversity and ultimately, hire and promote a qualified and diverse workforce that benefits all City stakeholders.	<b>Required – Develop 5-year Diversity Action Plan (DAP)</b> as directed by City Ordinance 5939.	DAP will: 1. Increase the capacity of the City to perform key primary mission, and 2. Provide EEO and diversity related guidance to the Fairbanks City Council and Fairbanks North Star Borough Assembly, and 3. Create a workforce reflective of the community we serve.	Mayor’s Office	Complete
	Conduct and review City of Fairbanks employee EEO survey and demographics data. Suggest benchmark EEO and diversity goals. Continue increased efforts to encourage diversity in the applicant pool. Annually results will be reflected in the data collected, specifically in the areas of recruitment and retention.	Thorough analysis of the City's current EEO and diversity composition and recommendations of EEO and diversity performance goals that reflect the Fairbanks community.	Diversity Council  Mayor’s Office	End of the Year Data  Ongoing
	FDC members will be invited to participate in key (public safety and supervisory) City of Fairbanks employment interviews.	Community stakeholders to ensure hiring managers are aware of and engaged in diversity related issues before hiring decision is made.	Diversity Council  Human Resources	Ongoing
	Review City of Fairbanks recruitment and promotion practices, to include application forms, recruiting sites, interview practices, applicant screening and all internal processes related to recruitment and promotion of City Staff. Prepare report and suggested changes.	Tangible suggestions to improve and overcome barriers to the City's recruiting, hiring and promotion practices as they relate to a more diverse workforce.	Diversity Council  Human Resources	A presentation will be scheduled for a complete overview
	Work with Human Resources to develop a City-wide diversity employment plan and a training curriculum for awareness of the importance and inclusion of diverse groups in our community. Periodically review training given to all employees.	Improve workforce diversity through hiring and promotion of qualified and diverse employees	Diversity Council  Human Resources	Ongoing

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>2. Financial Resources.</b> Ensure sufficient resources are available to implement DAP	Seek out and engage community partners who can provide expertise and resources	Ensure facilities and staff resources are available to implement DAP	Mayor's Office  FDC Members	In progress
	Create a proposed budget for expenses related to promotions and outreach activities; funds to be identified through grants and community fund raising.	FDC activities are supported as funding is made available.	Mayor's Office	Ongoing  2015 funds were approved in the annual City Budget

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>3. Internal City Policies and Procedures.</b> City of Fairbanks Internal Policies and Procedures will work to create greater diversity among the workforce. Monitor changes to City Policies and Procedures that are relevant to achieving greater diversity and consistent with the DAP.	Establish workgroup or committee to review internal City policies and procedures and identify barriers to achieving greater diversity and consistent with the DAP.  Work with the Chief of Staff to review the current policies.	Ensure City of Fairbanks internal policies and procedures are equitable.  Chief of Staff is currently updating and accounting for all City Policies. These documents will be collected in a City Policy Manual.	Policy & Procedure Committee  Mayor's Office	Ongoing  Committee formed and reviewing hiring procedures
	Review City of Fairbanks Affirmative Action Plan. Offer recommended changes as needed and integrate into internal City of Fairbanks operations related to recruitment, promotion and retention of staff	Assess diversity progress at the City of Fairbanks.	Diversity Council Mayor's Office	Summer 2016 – HR will present the approved plan to the FDC

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>4. Education and Training.</b> Provide multi-tiered and on-going strategic and collaborative education and outreach to the City of Fairbanks leaders, staff and residents.	<b>Required – Review State, Local, National Diversity Council Work</b> as directed by City Ordinance 5939.	Educate FDC on ways other communities have implemented DAPs, to include efforts toward continuous and comprehensive diversity education.	Mayor’s Office	Complete
	<b>Required – Provide Reports and Recommendations to City Council</b> as directed by City Ordinance 5939. City staff will provide initial training and education to FDC members on methods of governance and communication to the Fairbanks City Council.	Ensure FDC can effectively and efficiently communicate observations and recommendations to the City Council for consideration of adoption.	Edu/Outreach/Media /Communications Committee  Mayor’s Office	Ongoing
	<b>Required – Assist with Accessibility Issues</b> as directed by City Ordinance 5939. Form committee to assess and examine common barriers to equal accessibility, examine public policy and practice issues that lead to inequities in accessibility, and provide recommendations to City leaders and staff.	Ensure continuous improvement and awareness of accessibility and access barriers.	Accessibility Committee  City Engineer’s Office  City Building Department	Ongoing  Committee Formed, ongoing meetings
	Implement current events discussions and calendar and declare a 'diversity topic of the month for FDC meetings	Continuous and comprehensive education on diversity.	Edu/Outreach/Media /Communications Committee	Ongoing
	Develop and maintain collaborative partnerships with other groups and jointly conduct recurring diversity awareness training and discussion for City Council members and City staff.	Ensure staff at all levels of the organization understands principles of diversity leadership and are considerate of EEO principles, biases and discrimination.	Human Resources  FDC Committees	Ongoing
	Provide periodic updates to the Fairbanks City Council and Borough Assembly	Strengthen communications and provide and receive direction	Diversity Council	Ongoing

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>5. Community Outreach.</b> Raise the profile and awareness of diversity in the Fairbanks Community in order to foster a safe and trusted voice and venue for the Fairbanks community.	<b>Required – Plan, develop &amp; implement Public Awareness Plans</b> as directed by City Ordinance 5939. Create a procedure on how committee will handle public input.	Procedure: Verbal concerns, feedback or written concerns shared with DC members and direct public input/concerns submitted to the city clerk will be distributed by clerk to all DC members	Policy & Procedure Committee  City Clerk  All FDC Members	Procedure Complete  Process Ongoing
	<b>Required - Provide citizen forum</b> as directed by City Ordinance 5939. The FDC will provide two public comment periods at FDC meetings. Increase public awareness of meetings and FDC.	A safe and trusted voice and venue for the community.	FDC Members  City Clerk	Ongoing
	The FDC will develop active and continuously monitored communications aimed at interconnecting different groups. Possible media tools to be used are: TV, radio, social media, web pages and email.	Raise community awareness of the importance of acceptance and inclusion of diverse groups in our community	Edu/Outreach/Media /Communications Committee & City PIO	Ongoing
	Survey public to find most effective outreach communication methods.	Raise community awareness of diversity issues.	Edu/Outreach/Media /Communications Committee & City PIO	Not started
	FDC will identify key community leaders and extend invitations to speak at FDC and Fairbanks City Council meetings and other community events on topics of interest.	Diversity issues are shared in deliberate manner with community leaders, youth and stakeholders. Encourage leaders to spread message(s) in their organizations and circle of influence.	Edu/Outreach/Media /Communications Committee  Mayor’s Office	Ongoing
	FDC representation at local events and activities	Presence at local events such as but not limited to: Juneteenth, WEIO, Intertribal PowWow, Golden Days, International Friendship Day, AFN, MLK, Festival of Native Arts	FDC Members	Ongoing
	Identify and utilize FDC member liaisons with diverse community groups	Increase communication and awareness between FDC and diverse community groups	FDC Members	Ongoing
	Periodically hold moderated Courageous Conversations and other public forums	Gauge public concerns	Diversity Council	Ongoing
	Encourage interested community members to apply for appointment to the FDC	Maintain full, active membership on the FDC	FDC and Mayor	Ongoing

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<b>6. Diversity Promotion.</b> Promote diversity related activities in the Fairbanks community in order to increase cross-cultural community involvement.	Actively support Fairbanks Police Department's community oriented policing (COP) initiative by being present at COP events and endorsing the COP initiative at every opportunity. FDC will submit Resolution of support to the Fairbanks City Council.	FDC demonstrates support and implementation of Community Oriented Policing effort.	Diversity Council  Police Chief	Ongoing support  Resolution approved 9/13/16
	Identify opportunities to promote FDC message and talking points at open venues such as City Council and Assembly meetings, School Board Meetings and Corporate Share Holder Meetings.	FDC issues and priorities are shared in deliberate manner with community stakeholders. Promote diversity messages and current initiatives to wider, cross-cultural audience.	Edu/Outreach/Media /Communications Committee & City PIO	In progress
	Develop partnerships with external agencies in order to motivate people of different and diverse backgrounds to apply for positions at the City of Fairbanks.	The City of Fairbanks will reach a more diverse pool of prospective applicants who are interested in public service. City workforce diversity will be more reflective of the community. Monthly HR updates	Mayor's Office  Human Resources	Ongoing
	Implement or promote a Fairbanks-wide diversity day celebration.	Improve public awareness of diversity and diversity related issues.	Edu/Outreach/Media /Communications Committee	Ongoing
	Plan and host a community wide diversity forum event/Courageous Conversations	Improve public awareness of diversity and diversity related issues.	Edu/Outreach/Media /Communications Committee	Ongoing
	Recognize local work places that promote diversity. Recognition will be based on objective criteria. Recognition will come from nominations by other organizations and work places and will be reviewed by a committee of the FDC.	Improve public awareness of diversity and diversity related issues.	Diversity Council	Not started  Ongoing
	FDC members will be invited to participate in key (public safety and supervisory) City of Fairbanks employment interviews.	Increased diverse pool of employees and/or employees having greater awareness of diversity issues	FDC members  Human Resources	Ongoing

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN

## **FDC Committees:**

### **Education & Outreach / Media & Communications Committee** [Angela & Mayor-Co-Chairs, Lisa, Sara]

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, Jeff (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, Juanita]

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