



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING AGENDA  
JULY 14, 2020, 5:30 – 7:00 P.M.  
FAIRBANKS CITY COUNCIL CHAMBERS  
800 CUSHMAN STREET, FAIRBANKS, ALASKA



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*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 February 11, 2020
9. HUMAN RESOURCES REPORT
10. DIVERSITY TOPIC OF THE MONTH
  - a) Local Government Response to the Murder of George Floyd
11. UNFINISHED BUSINESS
  - a) Notes from March 10 Work Session (Informational Only)
  - b) Date for Next Review of Diversity Action Plan (DAP)
12. NEW BUSINESS
13. FDC MEMBERS' COMMENTS
14. MEETING DATES
  - a) Next Regular Meeting Date, August 11, 2020
15. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL  
 REGULAR MEETING MINUTES  
 FEBRUARY 11, 2020, 5:30 – 7:00 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: Kennita Williams, Seat A  
 Robert Dorton, Seat B (left at 6:45 p.m.)  
 Shelissa Thomas, Seat E  
 Rita Davis, Seat F  
 Jeff Walters, Seat H  
 Kelvin Lee, Seat I (telephonic)  
 Doug Toelle, Seat J (arrived at 5:38 p.m.)  
 Sara Harriger, Seat K  
 Angela Foster-Snow, HR Director  
 June Rogers, Councilmember

Members Absent: Montean Jackson, Seat C  
 Juanita Webb, Seat D  
 Vacant, Seat G

Also Present: Mike Meeks, Chief of Staff  
 D. Danyielle Snider, City Clerk

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

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

**PLEDGE OF ALLEGIANCE**

**Chair Matherly** asked everyone to join him in the Pledge of Allegiance.

**APPROVAL OF AGENDA**

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

**Chair Matherly** called for objection and, hearing none, declared the Agenda APPROVED.

**MAYOR’S COMMENTS & REPORT**

**Chair Matherly** stated that many folks have been ill recently, and he hopes everyone is getting better. He shared that he is ready to appoint someone to fill the FDC vacancy, Mr. Andrew Aquino. He spoke briefly about Mr. Aquino’s background and stated he is excited to bring him aboard.

**CALENDAR OF EVENTS**

**Chair Matherly** reminded everyone that there will be a remembrance in April for the victims of unsolved homicides.

## APPROVAL OF PREVIOUS MINUTES

- a) Regular Meeting Minutes of December 10, 2019

**Ms. Thomas**, seconded by **Ms. Davis**, moved to APPROVE the Regular Meeting Minutes of December 10, 2019.

## HUMAN RESOURCES REPORT

**Ms. Foster-Snow** shared that there are quite a few vacant positions at the City. She stated there are six lateral police officers in background currently. She stated the City is doing its annual recruitment for firefighters; she explained that they create a pool and pull from it throughout the year when there are vacancies. **Ms. Foster-Snow** stated that recruitment closes April 1, and folks can apply with no experience – just a high school diploma. She stated the Controller position in the Finance Department is open through the end of the month. She shared that the City interviewed four applicants earlier that day for the Plumbing/Mechanical Inspector in the Building Department, and there were a couple strong candidates. **Ms. Foster-Snow** announced that the Mayor has authorized high school interns from West Valley to join departments at the City for the semester; she stated it is fun to have young people around. Finally, she shared that the City Attorney’s Office has hired a new Deputy Attorney.

**Chair Matherly** and **Ms. Rogers** spoke briefly about the City’s budget and the decline in State Community Assistance (formerly known as Revenue Sharing).

## 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

*Items (a) and (b) were discussed together.*

**Ms. Harriger** stated that her recollection of the last discussion is that the work session would be a time to brainstorm ideas, and there would be a follow-up session to draft the action plan.

**Mr. Walters** asked whether feedback was solicited from the public, and, if so, whether there has been any feedback. Clerk Snider stated that she placed a solicitation for feedback on the City website and social media accounts and in the newspaper for three or four consecutive weeks. She stated that no feedback has been received yet. **Ms. Foster-Snow** suggested reaching out to other local diversity groups to see what types of issues they are dealing with or would like the FDC to look at. **Ms. Harriger** suggested reaching out to the City Council to ask for input. Other members

mentioned various community groups that may have feedback to provide. **Chair Matherly** requested that FDC members forward contact information for local groups and organizations to the Clerk so that she could reach out for feedback on behalf of the body. He stated that if members already have a summary of input from other groups, they could provide the Clerk with that instead. **Ms. Foster-Snow** suggested reaching out to not only the City Council but also the Borough Assembly. **Ms. Harriger** requested that the solicitation to the local governing bodies be on FDC letterhead instead of just an email.

Members discussed whether there would be public involvement at the work session. It was decided that, while the work session would be open to the public, the FDC would not take public comment. **Chair Matherly** stated that it may take more than one or two meetings to complete the DAP project.

**Mr. Dorton** spoke to recovery, reentry, and recidivism. He stated that the theme in the state legislature relating to reentry and recidivism this year seems to be “therapeutic”; he stated that the year prior the theme was “lock ‘em up”, and the year before that was “set ‘em free”. He stated he would like the topic to be a part of the discussion. **Ms. Harriger** stated that related organizations should be solicited for input prior to the work session.

**Mr. Toelle** asked about the wording that was posted. Clerk Snider stated that the post to the City website reads, “The Diversity Council Wants to Hear from You! The Fairbanks Diversity Council (FDC) will meet in February to review the City’s Diversity Action Plan, and they would like some feedback from the community! What issues do you, as a member of the community, think are important for the FDC to consider? Please submit your responses to City Clerk Danyielle Snider at dsnider@fairbanks.us with the subject line “FDC feedback”. The FDC will review feedback at its January 14, 2020 meeting, but the input period will extend through Wednesday, February 5.” She stated that the post will be updated with new dates. **Ms. Rogers** expressed disappointment that folks have not responded to the invitation for input.

**Ms. Harriger** suggested creating a community survey. **Ms. Rogers** suggested that Mayor Matherly speak with the media to help get the word out. **Ms. Thomas** stated the reason for a lack of responses could be because it is the beginning of the year. **Ms. Harriger** asked whether there would be any issue if an organization wanted to help create a survey on behalf of the FDC free of charge. **Chair Matherly** and Clerk Snider replied that they did not see a problem with that. **Chair Matherly** stated he could work on doing a media interview. **Mr. Walters** stated it would be nice to get a major PR article out to the community before the March meeting. **Chair Matherly** stated he would like FDC members to come and speak to the City Council at the February 24 meeting; he stated members could speak under “Special Reports” on the agenda. **Mr. Toelle** suggested submitting a *Community Perspective* article to the News Miner; he also suggested that Mayor Matherly, in his regular communications with citizens, forward issues that may be appropriate to the FDC. **Mr. Walters** spoke in support of getting a TV news story out and, if possible, a front-page news article. He added that it would be helpful to reach out specifically to the local Native organizations; **Chair Matherly** agreed to reach out.

**Mr. Walters** asked what the process would be following the March 10 meeting; he asked whether the City Council would have to approve of changes made to the DAP. **Ms. Harriger** suggested

that the work session be held in a roundtable format, that some general time guidelines be set, and that there be a heavy brainstorming session following the potluck and general familiarization with the DAP. **Ms. Harriger** stated at the end of the session, the group could assign tasks to members or committees and decide when to reconvene to draft the DAP. She stated she understands from the group that no public input would be taken at the work session. She stated she would like to have themes to focus the brainstorming session on. **Mr. Toelle** asked whether the existing DAP would be used as an outline or whether they will be starting from scratch. He requested that Clerk Snider share the language that was posted online with FDC members so they could each share it; Clerk Snider agreed to email it out to members. Members agreed to hold the potluck and work session from 5:30 – 8:30 p.m.

Clerk Snider stated the ordinance that created the FDC states that the DAP will be reviewed every five years. She reported that it has been nearly three years since the DAP was approved by the City Council. She suggested that the FDC use the DAP as an outline for the work session and allow the Chairs and City staff to incorporate the feedback received into that outline prior to the work session. **Ms. Harriger** suggested that each member go through the DAP and identify which goals they believe are achievable for the FDC, similar to setting “SMART goals”. She stated that some of the items in the DAP may fall outside the powers of the body. **Mr. Walters** stated that members should also identify what they believe may be missing from the DAP. He stated he would like to hear City Council input before the FDC begins the DAP project.

Members discussed how best to organize the work session agenda. **Mr. Walters** suggested that each member score each of the DAP tasks according to priority. **Ms. Thomas** reminded everyone that the DAP is a five-year plan that is not meant to be achieved in a short period of time. Clerk Snider stated that she could email priority-ranking instructions for DAP tasks out to members. **Ms. Rogers** raised the FDC’s relationship with the Borough as an issue of importance to be discussed.

In summary, **Ms. Harriger** stated that perhaps three significant topics of discussion for the brainstorming session could be: 1) the FDC’s role/relationship with the Borough, 2) how to turn DAP tasks into “SMART goals”, and 3) revising goals to incorporate community/Council input. No members objected to moving forward in that direction.

### **FDC MEMBERS’ COMMENTS**

**Ms. Williams** stated it was a good meeting, and she looks forward to March.

**Ms. Thomas** stated she looks forward to March and to celebrating her 50th birthday soon.

**Ms. Davis** had no comments.

**Ms. Foster-Snow** had no comments.

**Mr. Toelle** stated he will be out of town between now and March 10, but he will attend the work session.

**Ms. Rogers** had no comments.

**Mr. Walters** stated that the current Borough Chief of Staff, Jim Williams, was very involved in the initial development of the DAP. He stated that he will reach out to Mr. Williams to ensure the Borough Mayor's Office is aware of what is happening. He stated he will try to attend the February 24 City Council meeting. He asked for follow-up on the diversity training that some of the FDC members attended a few months ago.

**Chair Matherly** stated that he attended a portion of that training. He stated it was good training, but he does not believe it is the right training for City staff.

**Ms. Harriger** stated she was excited about the appointment of Andrew Aquino to the FDC, and she looks forward to March.

**Mr. Lee** had no comments.

### **MEETING DATES**

The next meeting of the FDC will be a Work Session and potluck on March 10, 2020 at 5:30 p.m.

### **ADJOURNMENT**

**Chair Matherly** declared the meeting ADJOURNED at 7:07 p.m.

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Jim Matherly, Mayor/Chair

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D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS

**RESOLUTION NO. 4921**

**A RESOLUTION IN RESPONSE TO THE MURDER OF GEORGE FLOYD  
CALLING FOR JUSTICE, UNITY, CONSTRUCTIVE DIALOGUE, AND  
ACTION NEEDED TO CONFRONT RACISM WHEREVER IT MAY EXIST**

**WHEREAS**, the senseless death of George Floyd while in the custody of the Minneapolis Police Department shocks the conscience of this Council and this City; and

**WHEREAS**, the City recognizes the deep anguish this tragedy has caused in our community and around the country, particularly among people of color; and

**WHEREAS**, George Floyd's death is just the latest example of the racism that exists in our society, and the slogan "Black Lives Matter" is a resounding call to action in our community and the rest of the country; and

**WHEREAS**, the City fully supports the right of people to peaceably protest tragedies such as this and to call for needed change; and

**WHEREAS**, the Council is committed to increased efforts by the Fairbanks Police Department to hire more minority officers and committed to the best practices related to de-escalation and other initiatives intended to eliminate racial bias in policing; and

**WHEREAS**, the Council is committed to reaching out to all members of the community, to listen and learn from each other, so we can identify the changes that are needed and how those changes can be made.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council:

**Section 1.** Joins with America in sharing its sorrow, shame, and anger over the senseless death of George Floyd;

**Section 2.** Fully supports the right of the people to peaceably assemble to protest this tragedy and to call for needed change;

**Section 3.** Commits itself and the City to intentional and deliberate efforts to engage the community in dialogue to better understand where racism exists and to adopt policies to abolish it; and

**Section 4.** Commits that the Fairbanks Police Department will renew its efforts to hire more minority officers and to employ the best practices related to de-escalation and other initiatives intended to eliminate racial bias in policing.



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Jim Matherly, Mayor

AYES: Cleworth, Pruhs, Rogers, Kun, Gibson, Therrien  
NAYS: None  
ABSENT: None  
APPROVED: June 15, 2020

ATTEST:

APPROVED AS TO FORM:



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D. Danyielle Snider, MMC, City Clerk



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Paul Ewers, City Attorney



## **June 2020 Letter from Mayor Matherly Regarding Police Training and Policies**

The tragic death of George Floyd has shined a national spotlight on law enforcement as a whole and has raised questions about how our local police department operates.

Over the past several years, Fairbanks Police staffing and budgetary challenges have left room for improvement in our department. We have had an unprecedented amount of retirements and transfers of highly trained and experienced officers which has left us with challenges as it pertains to training. That said, Fairbanks has every reason to be proud of its police department.

FPD stands out in contrast to many police departments in our nation. For years I have seen that FPD has a record of holding their officers accountable; they take great pride in being part of our city and do not want the badge tarnished by bad behavior. While the general public may not always know the results of internal investigations, I am kept involved. Multiple policy reviews have taken place over the years; in fact, the operating procedures are currently under review for improvement by a third-party law firm. This review was initiated 6 months ago and is about 25% complete. It includes the revision of policies that will bring them up to best-practice standards and in line with current case law.

For years officers have been required to report all use-of-force used during an incident. The use-of-force oversight expanded further with the hiring of Chief Reeder, who came with extensive internal affairs experience. The use-of-force reports now have 3 levels of supervisory review. Issues have been identified internally or when they are brought to our attention by members of the public. When an officer's actions fall outside of policy, then training, corrective action, and discipline (up to termination and criminal action) takes place.

Unlike many departments across the nation, FPD has been using body cameras since the beginning of 2016. They used vehicle cameras prior to that. The use of these cameras improves accountability, assists in prosecution of criminal actions, and provides a tool in improving police policy and procedures.

Over the years, FPD has strived to maintain a good training record, but we need to do better when it comes to training. While the staffing issues have impacted recent training goals, it remains a top priority for the department and we are actively working on how we can improve in this area. CIT (Crisis Intervention Team) training has been an important tool for training our officers in methods of de-escalation and positive interaction with individuals dealing with mental illness. As we have many new officers on our force, CIT training sessions took place in November and about half of our officers were covered for the training. More CIT training will be taking place so that every officer possesses these skills. At the beginning of 2020, additional de-escalation training, called Verbal Judo, was arranged for May. Unfortunately, that had to be delayed due to COVID19, but it has been rescheduled for August.

FPD has used many less-lethal options for years. In October of 2019, our less-lethal officer at the time gave a presentation to the community regarding these options. Less-lethal options range from hands-on tactics to bean bag rounds, and, as was explained during the presentation, force is only used in a fraction of the thousands of calls for service that FPD deals with each year. There is room for improvement regarding less lethal training at FPD, especially since we no longer have an in-house less lethal trainer and

since not all officers are equipped with all less-lethal options. We are actively looking at how we can provide more training and further outfit our officers with these options. It is important to note that the defensive tactics (hands-on) training that FPD officers use has not included the use of chokeholds for over a decade.

We continue to face challenges with retention and recruitment. Officers are facing high call volume and high hours of overtime to cover the streets. Patrol staffing is currently down 30%. Additional training, community policing, and the development of special programs are areas that we need to improve. We have appreciated when organizations have reached out to provide training to us, such as the Cultural Awareness training provided to our officers before the AFN convention last summer.

We should always strive to do better. Our nation can do better, our state can do better, I can do better. The more we know and understand each other, the better we will all be able to make this community.

## **Chief Reeder Responses to Questions Asked in Follow-up from Meeting with Interior Delegation**

1. **Does the Department track any statistics on public complaints against the FPD officers? Has there been improvement of those rates and how are those complaints investigated?** Yes, we track all citizen complaints. There has been a vast improvement in the last year on how we handle all complaints lodged with the PD; a new data base was purchased in August 2019 (IAPro) and standards put in place. I have no way to gauge it against prior years to know if there has been an increase or decrease in complaints. All complaints, no matter how minor, are now logged and investigated.
2. **Does FPD serve “no-knock warrants?”** We do, but it is so rare that the last time was 2009, a drug case where the suspect began shooting at officers. We also participated in a federal no-knock warrant in 2011 during the 241-militia case. No knock warrants are a critical tool for law enforcement and only used in special circumstances, i.e., kidnappings, hostage rescue, drug cases or other crimes where the situation is so critical that announcing may jeopardize the safety of officers or the case. There are restrictions put in place by the judge who reviews the applications for a no-knock warrant, based on PC and other factors. A no-knock warrant is not commonly used and is difficult to obtain from the court.
3. **I've read that many police union contracts require the use of arbitration in disciplinary cases and then allow the unions to select the arbitrator. Is that the case in Fairbanks?** The employees at FPD (with the exception of the Chief) are members of the PSEA, they have their own chapter – the FPDEA. Their contract allows for arbitration in disciplinary cases when a member grieves the proposed discipline. An arbitrator is selected by mutual agreement between the Union and the City. If an arbitrator cannot be agreed upon, the parties go to the Federal Mediation and Conciliation Service for a list of arbitrators in the Pacific Northwest. From that list, the Union and City will strike names until one is chosen.
4. **What are the ethnic/racial demographics of FPD officers?** Alaskan Native/American Indian 0%; Asian 6%; Hispanic/Latino 3%; Native Hawaiian/Pacific Islander 0%; Two or More Races 0%; White 83%
5. **What outreach efforts are made to attempt to bring diversity to the FPD ranks, particularly with Alaska Native populations?** Prior to COVID, FPD recruiters attended local events. Chief Reeder has recently talked about this issue with local groups (NAACP and the Native Movement) and requested their suggestions and help in the Department becoming more reflective of the community.
6. **How much a year does FPD spend to bring up those special trainers such as for verbal Judo? Are there any state training programs that FPD has access to or are all of the trainings driven at the department level?** I can only speak to the year that I've been here. Training is expensive, but bringing instructors to us, instead of sending two or three officers out, is more cost effective and allows to get more officers trained at once. There is also a large cost associated with paying overtime to staff the street while other officers attend the courses. For example, when the Verbal Judo instructors are here, half of the officers will attend a two-day session and the other half will have to fill in the shifts vacated to attend training; then that repeats for the

second two day session. There are some classes that are offered by different agencies, either ones they are putting on or when they pay to bring someone to the State; all of those cost us tuition for the course, and depending on where in the state, travel/lodging.

7. **Does the department receive any federal or state financial support for data retention of body cam footage, particularly if it is involved in a criminal complaint?** No. The back end of any video system – whether it is the in-car cameras or BWC’s – is the expensive portion that drains budgets. Depending upon the type of crime, some video evidence may have to be retained for 50 years. Other evidence is held for at different lengths of time – something we are constantly grappling with.

By: Christopher Quist  
Introduced: 06/25/2020  
Amended: 06/30/2020  
Adopted: 06/30/2020

FAIRBANKS NORTH STAR BOROUGH

RESOLUTION NO. 2020 – 29

A RESOLUTION IN SUPPORT OF THE BLACK LIVES MATTER MOVEMENT, AND CIVIL RIGHTS FOR ALL PEOPLE, NOTABLY THOSE INDIVIDUALS FROM HISTORICALLY MARGINALIZED GROUPS

WHEREAS, Black lives matter; and

WHEREAS, Indigenous lives matter; and

WHEREAS, The lives of all marginalized, and oppressed people matter; and

WHEREAS, The preceding statements in no way diminish the fact that the lives of all people matter; and

WHEREAS, All lives will not truly matter until the lives of Black people, Indigenous people, and all people of color matter; and

WHEREAS, On May 25, 2020, George Floyd was callously and casually murdered while being detained by officers of the Minneapolis Police Department; and

WHEREAS, The murder of Mr. Floyd sparked nationwide public protest, demonstration, and riot; and

WHEREAS, Alaska has among the highest per capita rate of killing of Black and Indigenous people by public safety officers in the nation; and

WHEREAS, Systemic racism in our society, economy, government, and policing is endemic; and

WHEREAS, The aforementioned systemic racism has caused, and continues to cause incalculable human suffering; and

WHEREAS, The Fairbanks North Star Borough is a community that values civil rights, peace, and equality under the law for all people, regardless of their group identity or identities.

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NOW THEREFORE BE IT RESOLVED that the Fairbanks North Star Borough Assembly stands in solidarity with those fighting for equality, and justice in the Black Lives Matter movement which is neither an endorsement for or against the Black Lives Matter political organization; and

BE IT FURTHER RESOLVED that The Fairbanks North Star Borough Assembly stands in solidarity with those calling for reform of policing, and those calling for increased social support for the most vulnerable members of our society; and

BE IT FURTHER RESOLVED that The Fairbanks North Star Borough Assembly unequivocally condemns the excessive use of force and the unjustified killings by public safety officers in our community and beyond, disproportionately harming individuals who are member of minority groups, tragically typified by the murder of George Floyd.

BE IT FURTHER RESOLVED that a copy of this resolution will be transmitted to City of Fairbanks Mayor and City Council, City of North Pole Mayor and City Council, the Interior Delegation, and to Governor Michael Dunleavy.

ADOPTED THE 30<sup>TH</sup> DAY OF JUNE 2020.



Christopher Quist  
Presiding Officer

ATTEST:

  
April Trickey, CMC  
Borough Clerk

Yeses: Sanford, Cash, Lojewski, Lyke, Tomaszewski, Cooper, O’Neill, Quist, Williams  
Noes: None

March 10, 2020

1730

Meeting took place in City chambers with full attendance (Dani?) of the FDC plus Mike, Angela, Dani. Bobby Dornton left at 1930. NOTE: At this work session, our group took about two hours to “warm up” to the point of beginning to actually work through the DAP document. In my opinion this shows that the group needs to spend more time getting to know the city and having free-form discussions about our issues. A strong value emerged in the conversation about having the entire group present at meetings and work sessions. This included concerns about the effectiveness of committees, but also seemed to reflect a desire for all voices to be heard and for consensus/agreement/transparency. We might want to explore this more as a value to outline in the DAP. – SH/END NOTE

### **Take-aways from survey**

- High interest in participating in discussions/ learning about discussions taking place at FDC
- Much less interest in taking action at this point
  - o This presents an opportunity to use outreach, communication, and action to convert people to be more active/ to become partners.
- High interest in creating a diverse workforce
- Facebook and eMail are the preferred method of getting information, in that order (*note that because the survey was delivered by Facebook there is an obvious bias that could use some testing. In this case, however, FaceBook delivery using video and landing page was measurably more effective than newspaper, website, and text-only FB posts*)

### **From FDC member and city staff discussion**

- City directly manages EEO policy/ hiring for only 9 employees
- Departments are union (various unions); city only has direct role in hiring for Fire/ EMS and Police
- Per city staff: at present, securing any applicants/workers at all through unions can be a challenge. Overall labor shortage distracts from diversity goal. Little leverage over unions in terms of who is sent to work at city: only criteria city enforces are qualification for job and conduct.
- Current Police Chief not using interviews as part of hiring process. NOTE: we have an extremely large pool of applicants for police now, probably due to the TV show. Nation-wide. Many drop out of process as soon as it requires actual travel.
- City conducts an annual EEO survey
- Ordinance creating FDC/DAP outlines “community partners” FDC should work with (very comprehensive list, does outline some “key” partners
- FDC members would like to support equity in employment at a Fairbanks-wide level, not only at the city. Given we have no regulatory powers, focus would be on creating a forum and providing education
- City staff would like FDC recommendations on diversity training/ education opportunities. These could be classes, or could be speaker events with a guest list to include a broader audience and even the public (consult Angela/Dani – who did they list?)

- City Council (Council Member Cleworth in particular) would like to join our discussion of the DAP prior to its formal presentation to the FCC
- FDC members enthusiastic about creating mailing list using survey
- FDC members concerned about distribution of survey/ representation of key groups eg homelessness/recovery
- Interest in continuing survey methodology, perhaps bringing iPad to events to encourage face-to-face contacts to provide input

### Decisions

- The FDC members agreed to **combine goals 1 and 3** in the current DAP, and to reframe the goal statement as follows: **Goal 1: “Promote greater workforce diversity within the city and borough:** provide information to the community about workforce diversity”. NOTE: Do we want to add equity into the mix? Also, could “provide information...” be a task rather than part of the goal? -SH/END NOTE
- FDC members agreed that one “task” for this goal is to **annually review the city’s EEO survey, compare it to prior year.** A result of output for this task is to **issue an evaluation statement.** NOTE: need to define this task better. See scope of EEO survey – is it 9 city staff or union too; set criteria to compare year over year; establish how the statement will be delivered and to whom. SH/END NOTE
- FDC members agree that one “task” for this goal is to **annually meet with Union reps to learn about the union’s EEO/ Affirmative Action plans.** Members began and needs to continue discussion of how this meeting would produce a result or output in the form of an info resource for the community (public may attend the meeting; FDC members become more knowledgeable and responsive to questions; will FDC also issue a statement, as for EEO survey review?)

### Action items before next meeting

- Staff share editable version of DAP to FDC members
- Staff provide to FDC co-chairs info on scope of city’s EEO survey
- Staff provide to FDC co-chairs list of union contracts
- Staff share list of community partners extracted from Duties and Rules in FDC ordinance
- Staff to investigate city hosting a special landing page for the FDC. This should be a webpage NOT on the city website (need mor flexible format). Purpose is to post shareable content and point links to surveys, documents, city website etc
- Staff and Harriger arrange a projector/laptop set up for next work session to facilitate group work on the text of the DAP
- Members leverage personal networks to get more survey input, as each of us has access to different communities. Special attention to opportunities to engage partners listed in Duties and Rules
- Members encourage survey respondents to include contact information (to build mailing list)
- Members add comments and suggestions to DAP and bring them to next meeting NOTE: would be great to have an editable doc online so all input could be shared there in real time. But I think this violates open meetings act. Please advise, Dani? SH/END NOTE)



- Harriger to provide info on survey methods and applications, to include fees, delivery methods, suggestions for improvement
- Mayor to obtain iPad for FDC use

#### **Next meetings and agenda bullets**

- **Cancel April regular meeting (no quorum)**
- **Work Session April 28, 1730, with food.** NOTE: We should have a laptop and projector for this meeting so that we can draft on the spot with all members present. SH/END NOTE)
  - o Evaluate and new survey input; hear successes from FDC members on their opportunities to act as ambassadors for the FDC since March 10 meeting (did they get people to fill out the survey, for example?)
  - o Finish revising goals one and three into a single goal (agree on goal statement)
  - o Evaluate other goals in existing DAP to identify any to be combined or eliminated. Re-state those goals as needed.
  - o As time allows, begin to define for each goal specific, measurable, achievable, relevant, time-bound tasks and their results/outputs (see examples above from March 10 meeting). These should include annual goals that will define the typical work cycle of the FDC as well as one or two “Big Hairy Goals” for the life of the DAP
    - Decide what the time frame on this plan is/ set cycle for evaluating and revising it (annual?)
  - o Decide if next meeting is a third work session, or the right time to meet with city council to present a draft
- May 12, 1730 (regular meeting time)
  - o Agenda TBD (either continued work session as above, or meeting with City Council members)