



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
DECEMBER 8, 2020, 5:30 – 7:00 P.M.
HELD VIA TELECONFERENCE AND AT
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 & CITY STAFF REPORTS
7. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of November 10, 2020
8. DIVERSITY TOPIC OF THE MONTH
 - a) Police Chief Hiring Panel Questions [attached questions were used in 2019 recruitment]
9. UNFINISHED BUSINESS
 - a) Appointment of FDC Nominee to Chief of Police Hiring Panel
10. NEW BUSINESS
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, January 12, 2021 [OMA Presentation & DAP Review]
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
 REGULAR MEETING MINUTES
 NOVEMBER 10, 2020, 5:30 – 7:00 P.M.
 HELD VIA TELECONFERENCE AND AT
 FAIRBANKS CITY COUNCIL CHAMBERS
 800 CUSHMAN STREET, FAIRBANKS, ALASKA



The **Fairbanks Diversity Council** (FDC) convened at 5:38 p.m. on the above date to conduct a Regular Meeting via Zoom Webinar and at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Vice Chair Shelissa Thomas presiding (remotely) and with the following members in attendance [Z = Zoom; P = In Person]:

- | | | |
|------------------|--------------------------------|-------------------------------------|
| Members Present: | (Z) Kennita Williams, Seat A | (Z) Doug Toelle, Seat J |
| | (Z) Juanita Webb, Seat D | (P) Angela Foster-Snow, HR Dir. |
| | (Z) Andrew Aquino, Seat G | (Z) June Rogers, Councilmember |
| | (Z) Kelvin Lee, Seat I | |
| Members Absent: | Robert Dorton, Seat B | Vacant, Seat H |
| | Jose Martinez II, Seat C | Sara Harriger, Seat K |
| | Rita Davis, Seat F | Mayor Jim Matherly, Chair |
| Also Present: | (P) Mike Meeks, Chief of Staff | (P) D. Danyielle Snider, City Clerk |

PLEDGE OF ALLEGIANCE

Vice Chair Thomas led everyone in the Pledge of Allegiance.

APPROVAL OF AGENDA

Mr. Aquino, seconded by **Ms. Williams**, moved to APPROVE the Agenda.

Hearing no objection, the Agenda was APPROVED.

CITIZENS' COMMENTS (Limited to 3 Minutes)

Clerk Snider stated that there are no citizens in the Council Chambers. She read one written comment into the record that was submitted in advance:

Montean Jackson, Fairbanks – Ms. Jackson stated that the Fairbanks Police Department (FPD) is responsible for providing protection and support to those in the community by enforcing the law. She stated that, additionally, police assist emergency, medical, and mental health responders and services. She commented that FPD should also provide crime prevention programs and services. Ms. Jackson expressed her interest in the Police Chief hiring process and requested details about the recruitment plan. She listed specific items she hoped would be addressed and communicated to the public:

- 1) Transparency in the selection process of committee members.

- 2) Committee is comprised of a diverse cross-representation of City residents.
- 3) A comprehensive and broad range recruitment that includes; local, state and national areas. If direct hire from within or reinstatement of a prior officer, provide clear justification.
- 4) Community involvement in the overall process (opportunity to meet final candidates). Community forum with opportunity for feedback.
- 5) City Council input and feedback of all applicants and final candidates.
- 6) Diversity Council input and feedback of all applicants and final candidates.
- 7) Support and respect by administration for their work and recommendations reached.
- 8) Commitment to an open, fair, and equitable process.
- 9) Adequate timeframe to accommodate and accomplish the hiring process.
- 10) Offer a competitive salary and compensation package to attract highly qualified candidates.

MAYOR & CITY STAFF REPORTS

Ms. Foster-Snow commended all those who participated in the selection committee during the last hiring process for a Chief of Police, including Ms. Jackson. She stated she believes that was the most transparent hiring process that has ever been done by the City of Fairbanks, and the last committee was not only diverse, but extremely professional. **Ms. Foster-Snow** stated that one thing that was incorporated was the open interview evening with the FDC. She stated that is a great foundation for this hiring process. She shared that the position will be open internally on December 14 for five working days, then the Mayor can decide whether to interview internal candidates or increase the hiring pool by recruiting externally. She stated the selection committee will meet for the first time in January. **Ms. Foster-Snow** stated that the City has seen an outstanding number of applicants for various positions recently. She expressed appreciation for the FDC and offered to answer any questions. She stated more information would be communicated as it becomes available.

APPROVAL OF PREVIOUS MINUTES

- a) Regular Meeting Minutes of October 13, 2020

Mr. Toelle, seconded by **Mr. Aquino**, moved to APPROVE the Regular Meeting Minutes of October 13, 2020.

Hearing no objection, the minutes were APPROVED.

NEW BUSINESS

- a) Hiring Process for Chief of Police and Nominations for Selection Committee

Mr. Toelle asked whether the FDC should make a nomination. **Vice Chair Thomas** replied that FDC members should email their nominations so that everyone has a fair chance.

Ms. Rogers asked whether the FDC is limited to one representative on the selection committee. **Ms. Foster-Snow** replied that the selection committee is limited to nine members at this time, one of which is a representative from the FDC. She stated that other positions will be represented by

other organizations and groups within the community. **Ms. Rogers** asked about the other positions on the committee. **Ms. Foster-Snow** stated that other members will include: Native community representative, NAACP President, Alaska State Troopers representative, District Attorney, Alaska Center for Non-Violent Living representative, behavioral health community representative, Housing and Homeless Coordinator, and a Chamber of Commerce or City Council representative. **Ms. Rogers** asked whether the FDC could discuss the choice between the two suggestions of a City Council or a Chamber of Commerce representative; **Ms. Foster-Snow** replied that the FDC could offer a suggestion. **Ms. Rogers** stated it would be nice to hear thoughts from other members. **Ms. Foster-Snow** stated that, historically, a City Council member has not been selected to serve on the committee as the Council ultimately has to confirm the Mayor's appointment. She explained that some Council members expressed that they felt they did not get to know the candidates very well during the last hiring process, but some attended the community interview. **Ms. Rogers** asked whether there have been other suggestions for additional categories for selection committee members. She stated the Council is receiving letters from folks requesting that more groups be represented, such as the LGBTQ community. **Mr. Aquino** supported that idea and commented that diversity comes in many different forms. **Ms. Foster-Snow** stated she can pass that recommendation onto the Mayor, and the FDC has an opportunity to nominate someone from the LGBTQ community to the committee. **Mr. Toelle** agreed with Mr. Aquino but added that every member of the FDC represents multiple groups in the community. **Vice Chair Thomas** instructed members to email nominations to her and Mayor Matherly.

FDC MEMBERS' COMMENTS

Mr. Toelle stated that it looks like the Mayor is seeking a diverse group of people for the hiring process, and he hopes that will continue. He thanked all those who attended the meeting.

Ms. Rogers stated she is taken with the clarity presented by Montean Jackson, and she stated that Ms. Jackson would be a great panelist.

Mr. Aquino shared that the Black, Indigenous, and People of Color (BIPOC) collective meets on Sundays at 6:30 p.m. via Zoom. He stated there are weekly themes, and he has found the meetings very helpful. He stated that if anyone has any questions, they can send him a note.

Ms. Rogers thanked Mr. Aquino for his comments. She stated that she heard about BIPOC for the first time at the previous evening's Council meeting. She stated she would appreciate hearing more about the group.

MEETING DATES

- a) Next Regular Meeting Date, December 8, 2020

ADJOURNMENT

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

Hearing no objection, **Ms. Foster-Snow** declared the meeting
ADJOURNED at 6:06 p.m.

Jim Matherly, Mayor/Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

DRAFT

Police Chief Community Interview Forum
Monday, April 15th

5:00 – 5:30 PM ~ Meet and Greet
5:30 - 7:30 PM ~ Community Interview Forum

Please plan to arrive no later than 4:45 to be ready for the community Meet and Greet starting at 5:00 PM. You will have a table assigned in the hallway outside of the Council Chambers.

Six of the following questions will be selected by Mayor Matherly to be asked by the Facilitator, City Attorney Paul Ewers. A 5-minute max time will be allowed for each response.

1. What are some policing strategies that you would employ to help reduce/prevent crime?
2. In your current position, can you give leadership success stories relating to implementing programs for your agency?
3. Workplaces with personal infighting and drama can become toxic and nonproductive. How would you prevent this from happening or what steps would you take to reestablish a successful culture within the workplace?
4. Tell us about an incident or a situation in your law enforcement career where you had to work around your own biases. What was the outcome? What did you learn?
5. 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 such individuals through the use of CIT training and other stress management techniques?
6. What steps will you take to advocate for a diverse workforce? Please give specific examples of ways you have promoted diversity.
7. If you disagree with a leadership directive, how would you address the issue with your department?
8. As Robert Service once noted, the lure of Alaska is not just about finding gold, "there's a land – oh, it beckons and beckons." Assuming that the solution to the current staffing shortage is not simply offering more gold, what steps would you take to recruit officers to fill open officer position and to retain current qualified personnel?