



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
FEBRUARY 8, 2022, 5:30 – 7:00 P.M.
HELD VIA [ZOOM WEBINAR](#) 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. INTRODUCTION OF MEMBERS
5. APPROVAL OF AGENDA
6. CITIZENS' COMMENTS (Limited to 3 Minutes)
7. REPORT FROM THE CHAIR
8. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of January 11, 2021
9. UNFINISHED BUSINESS
 - a) Resolution No. 4981, Reading of Land Acknowledgement at City Council Meetings
 - b) Diversity Action Plan (DAP) Review
 - i) Proposed changes to Goals 1 & 2 (submitted by W. Tisland and A. Foster-Snow)
10. NEW BUSINESS
 - a) Diversity Action Plan (DAP) Review
 - i) Proposed changes to Goals 3 & 4 (submitted by A. Aquino and C. Kuplack)
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, March 8, 2022
13. ADJOURNMENT



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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 via Zoom Webinar and at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska with Chair Andrew Aquino (Seat G) presiding (P) and with the following members in attendance [Z = Zoom; P = In Person]:

Members Present: (P) Timothy Ledna, Seat A (Z) Kelvin Lee, Seat I
(Z) Robert Dorton, Seat B (Z) Cheyenna Kuplack, Seat J (5:45 p.m.)
(Z) Juanita Webb, Seat D (P) Angela Foster-Snow, HR Director
(P) Dorothy Shockley, Seat F (Z) June Rogers, Council Member
(P) Wendy Tisland, Seat H

Members Absent: Jose Martinez II, Seat C Abigail North, Seat K (excused)
Shelissa Thomas, Seat E Jim Matherly, Mayor

Also Present: (P) D. Danyielle Snider, City Clerk (P) Paul Ewers, City Attorney
(P) Rochelle Rodak, Deputy Clerk

CALL TO ORDER & READING OF THE FDC MISSION STATEMENT

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

PLEDGE OF ALLEGIANCE

Chair Aquino led the FDC in the Pledge of Allegiance.

INTRODUCTION OF MEMBERS

Chair Aquino asked that all members briefly introduce themselves and share how they celebrated the New Year. He began by sharing that he is the Project Manager for the Office of the President of the University of Alaska Fairbanks (UAF), adding that he celebrated the New Year by deciding to invest in a snowplow service.

J. Rogers shared that she is lifelong Fairbanks resident and has done volunteer work with many organizations throughout the City, including serving as the City Council representative to the FDC. She went on to talk about her family's tradition of playing board games at her downtown business and how they would light sparklers and walk downtown to watch the time change to midnight on the big clock on Second Avenue and Cushman Street to ring in the New Year.

T. Ledna stated that he is celebrating his second year in Fairbanks and that his primary, fulltime position is with the Fairbanks Reentry Coalition; he stated he has also volunteered in many

different capacities including involvement with the Mobile Crisis Team, Family Centered Services of Alaska, and Monroe High School. He added that he is also a licensed therapeutic foster parent. He shared that he celebrated the New Year with the fireworks downtown as well as obtaining his designation as a Chemical Dependency Counselor from Alaska Behavioral Health.

B. Dorton shared that he works at the Fairbanks Native Association and serves on the Peer Support Advisory Board where he was instrumental in developing peer certification. He added that they are working on developing a Cultural Competency aspect into the certification, which would be discussed at the next Alaska Behavioral Health Commission meeting, where he also serves.

K. Lee stated that he has been the Board President at No Limits for the past eight years, adding that he spent the New Year holiday in South Carolina attending a meeting. He went on to share that he also took a cruise and spent some time in Mexico, stating that it was a good refresher for him to come ready to serve. He noted some of his future projects, including working with people who are coming out of the legal system through the Fairbanks Reentry Coalition.

W. Tisland shared that she is a lifelong resident of Fairbanks and currently serves as the Equal Employment Opportunity (EEO) Compliance Officer for the Fairbanks North Star Borough (FNSB); she added that she serves as the FNSB's representative on the FDC. She stated that she did not do anything to celebrate the New Year.

D. Shockley stated that she is Upper Koyukuk Athabaskan, born in Fairbanks and raised in Alaska. She noted that her family came from the Rampart, Tanana, and Yukon River areas. She shared that holiday provided a much-needed quiet time for her, and she celebrated the next day with friends; she stated she took time later that week to visit Chena Hot Springs. She concluded by stating that she works for the Bean Ridge Corporation, which was created under the Alaska Native Claim Settlement Act. She added that the Corporation encompasses approximately 69,000 acres around Manley, Alaska and serves 57 shareholders.

J. Webb shared that she is a personal care attendant and serves as the Vendor Coordinator for the Tanana Valley State Fair. She stated that she was working during New Year holiday.

C. Kuplack stated that she is the Public Relations Specialist for Doyon, Limited. She shared that she celebrated the New Year in Los Angeles at Disney Land with her daughter, then got stuck in Seattle for nine days due to flight cancellations.

Deputy City Clerk Rodak introduced herself, adding that she had been with the Clerk's office and a resident of Alaska for just over a year. She shared that New Years was spent with her family watching the New York ball drop at 8:00 p.m. Alaska time.

A. Foster-Snow introduced herself as the City's HR Director and shared that she spends all holidays involving fireworks calming her pet bulldogs.

City Clerk Snider explained that she was attending to help Deputy Clerk Rodak become acquainted with the FDC, as Ms. Rodak would be acting as Clerk during some future meetings. She added

that she spent a quiet night with friends to celebrate the New Year, as well as removing a lot of snow. She requested that the OMA Presentation be moved to an earlier time in the agenda.

APPROVAL OF AGENDA

T. Ledna, seconded by **D. Shockley**, moved to APPROVE the Agenda.

T. Ledna requested that New Business be moved up on the agenda to be heard prior to Citizens Comments.

There being no objection to the proposed changes, the Agenda, as Amended was APPROVED.

NEW BUSINESS

a) Open Meetings Act Presentation by City Attorney and City Clerk

City Attorney Paul Ewers and City Clerk Snider provided a summary presentation of the Open Meetings Act to the FDC and answered questions from FDC members.

CITIZENS' COMMENTS (Limited to 3 Minutes)

There were no Citizens' Comments.

REPORT FROM THE CHAIR

Chair Aquino stated that the results from the poll regarding meeting times indicated that the meetings should continue to be held once per month on Tuesdays at 5:30 p.m. He added that the meetings will continue to be held both in person and virtually. He asked that the FDC make a decision on changes to Resolution No. 4981, as it would be voted on by the City Council the following week, and he did not want to miss the opportunity for the FDC to provide input.

D. Shockley asked if the majority of the FDC members had participated in the poll and indicated that she had not received the poll. **Chair Aquino** stated that he would send the poll again.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of November 9, 2021

T. Ledna, seconded by **W. Tisland**, moved to APPROVE the meeting minutes as presented.

There being no objection, the minutes were APPROVED.

UNFINISHED BUSINESS

a) Resolution No. 4981, Reading of Land Acknowledgement at City Council Meetings.

B. Dorton, seconded by **D. Shockley**, moved to APPROVE Resolution No. 4981 as presented with the FDC recommendations.

D. Shockley shared that she had met with B. Dorton and C. Kuplack to develop the most recent language and read the proposed Land Acknowledgment aloud. She shared that she had sent the proposed language to Sharon McConnell, the CEO of Denakkanaaga, Inc., who gave her informal approval but expressed her desire to have the Chief review the document. She went on to state that while that review should happen the following day, she did not feel that the FDC had officially garnered the blessing of the Denakkanaaga Elders; she asked for discussion on how to amend the resolution appropriately.

B. Dorton asked if it would be best to amend the language or postpone the item to the next meeting.

J. Rogers recommended that the resolution be postponed, stating that she could provide a report to the City Council. She added that it was important to involve the Elders and have their blessing.

B. Dorton also spoke in favor of postponement.

D. Shockley stated that while she would prefer to postpone, she did not want to miss the FDC's opportunity to provide input on the resolution prior to a vote by the City Council and asked for input from the City Clerk.

City Clerk Snider stated that the Resolution had been introduced in August 2021 and postponed multiple times, adding that there was not a guarantee that it would be postponed further. She stated that while the City Council may vote to postpone, it is not guaranteed. She stated that the FDC would run a risk of not having its recommendation heard if it did not forward a recommendation before the next regular City Council meeting.

D. Shockley asked if a special FDC meeting could be held to further discuss the resolution. Clerk Snider stated that the City Council would be meeting in six days, on Monday, January 17, 2022.

Chair Aquino asked if there was a process by which the FDC could hold an online vote, to which Clerk Snider stated that there was not.

W. Tisland suggested that the FDC could support the original language, with the hope that it is approved by the City Council; she added that the language could be amended in the future. She stated that the FDC has had the opportunity to consider the resolution for several months.

T. Ledna expressed his desire to trust J. Rogers and her suggestion to postpone.

J. Webb stated that the resolution should be postponed due to the lack of Elder approval, adding that it would be disrespectful to approve the resolution prior to receiving their input. She added that if the City Council did not postpone, at least the FDC had done the right thing by waiting for the blessing of the Elders.

D. Shockley, seconded by **B. Dorton**, moved to AMEND the proposed version of Resolution No. 4981 by striking the language "crafted and," in the first Whereas.

There being no objections, the motion CARRIED.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE RESOLUTION NO. 4981, AS AMENDED, AS THE FDC'S RECOMMENDATION TO THE CITY COUNCIL AS FOLLOWS:

YEAS: Ledna, Dorton, Lee, Kuplack, Shockley, Aquino
NAYS: Webb, Tisland
ABSENT: Martinez, Thomas, North

Chair Aquino declared the MOTION CARRIED.

b) Diversity Action Plan (DAP) Review

i) Proposed changes to Goals 1 and 2 (submitted by W. Tisland and A. Foster-Snow)

Chair Aquino shared the plan for updating the DAP, stating that the proposed changes for each set of goals would be heard in one meeting, then discussed/amended/approved at the following meeting.

W. Tisland explained that the format used to update goals 1 and 2 is the same as the DAP was written originally, adding that the proposed changes are marked with an explanation shown in the recommendation column.

Chair Aquino asked if there were any changes that the FDC should pay special attention to. **W. Tisland** stated she did not believe that there were, adding that most of the proposed changes are simply updates. She stated that there was a lot of discussion regarding the interview process and the difficulty that is presented when trying to schedule panel interviews to include FDC members.

A. Foster-Snow stated that it could be helpful to determine monthly availability at each FDC meeting of member availability to serve on interview panels to help facilitate interview scheduling.

D. Shockley asked about the addition of data regarding employee diversity. **W. Tisland** stated that the DAP already includes the reporting of data from the HR department. **A. Foster-Snow** indicated that there are many different reports that could be presented to the FDC; she recommended that the FDC determine which points of information they would like to have included in reports. **D. Shockley** stated that she would like to see a report from five years ago to compare with a current one to include a breakdown of diversity within the City.

Chair Aquino encouraged the FDC to consider which metrics they would like to see reported and bring those suggestions to the next regular meeting.

FDC MEMBERS' COMMENTS

T. Ledna shared about his involvement with Fairbanks Community Bingo and the success of the first event. He indicated that he would like to gain the FDC's approval to sponsor that event with

the intent to gather more recognition of the FDC. He noted some of the other associations who have signed on as sponsors. **Chair Aquino** noted that community involvement is included in the DAP and spoke in favor of sponsoring.

T. Ledna, seconded by **C. Kuplack**, moved to have the Fairbanks Diversity Council become a co-sponsor, in name only, of the Fairbanks Community Bingo event.

There being no objections, the motion CARRIED.

J. Webb expressed her disappointment that the FDC's recommendation on Resolution No. 4981 was not postponed as was suggested by Council Member Rogers. She asked that the FDC be more aware of timelines and processes to ensure that those who are impacted are given the proper respect in the future.

Clerk Snider asked Chair Aquino to remind the FDC which members would be responsible for working on DAP Goals 3 and 4 prior to the next meeting.

Chair Aquino stated that he and C. Kuplack would be working on the next set of goals.

MEETING DATES

Chair Aquino stated that the next regular meeting would be held on Tuesday, February 8, 2022.

ADJOURNMENT

D. Shockley, seconded by **C. Kuplack**, moved to ADJOURN the meeting.

There being no objections, the meeting was adjourned at 7:11 p.m.

Andrew Aquino, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: RR

RESOLUTION NO. 4981

**A RESOLUTION APPROVING THE READING OF A LAND
ACKNOWLEDGEMENT AT THE BEGINNING OF REGULAR CITY
COUNCIL MEETINGS**

WHEREAS, the esteemed Denakkanaaga Elders have crafted and approved of the Land Acknowledgement set out below to be used in various publications, on appropriate signage, prior to meetings and conferences, as well as other suitable uses; and

WHEREAS, a Land Acknowledgement can function as a living celebration of Indigenous communities; and

WHEREAS, a Land Acknowledgement, by itself, is a small gesture, but it becomes meaningful when coupled with authentic relationships and informed action.

NOW, THEREFORE, BE IT RESOLVED that the Fairbanks City Council directs that the following Land Acknowledgement be read at the beginning of Regular City Council meetings:

We respectfully acknowledge the Dena people upon whose traditional lands we reside. We honor the Dena who have been the stewards of Interior lands and waters for centuries, the Elders who lived here before, the Dena people of today, and future generations to come. We also recognize that Alaskan Native people would traditionally gather here and harvest Native foods.

PASSED and **APPROVED** this 17th day of January 2022.

Jim Matherly, Mayor

AYES:
NAYS:
ABSENT:
APPROVED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, MMC, City Clerk

Paul Ewers, City Attorney

Sec. 2-235. - Diversity action plan—Guiding principles.

- (a) The purpose of the diversity action plan is to increase the capacity of the city to succeed in its mission of serving all of the people of Fairbanks. The diversity action plan will provide guidance to the city council and employees of the city to become culturally competent and inclusive. The following guiding principles shall apply to the diversity action plan:
- (1) The diversity action plan is a business necessity, crucial to the continuing success of the city. The focus of the city's diversity development strategy is the creation of an organizational culture that values diversity and supports cultural competency in its workforce. Diversity is one of the foundations upon which the city's goals for organizational development, workforce development, service design and service delivery will be built.
 - (2) Everyone associated with the city is a stakeholder in diversity development. The city will provide its employees with methods to recognize, support and reward diversity development efforts and accomplishments. The city will include community partners in planning for diversity development.
 - (3) All City employees are professionally and personally accountable to assess how their beliefs, attitudes and knowledge affect the city's capacity to serve our multicultural community. This includes seeking self-understanding, gaining knowledge of other cultures, developing cross-cultural communication skills, providing leadership and supporting appropriate cultural change within the city.
 - (4) Equal Employment Opportunity, the Americans with Disabilities Act, along with other civil rights legislation, rules and policies are viewed as a set of tools that provides the foundation for diversity development. Compliance with these laws, rules and policies establishes direction and provides guidelines for organizational change within the city. They support the increase of diversity and cultural competency, and the reduction of bias in our workforce. They provide a framework for creating an environment of inclusion in the city.
- (b) After adoption by the city council, the diversity action plan shall be amended as necessary and with a full review performed at least every five years after initial adoption.

Diversity Action Plan - Section 1+2

| Goal | Tasks | Desired Results | Responsibility | By When? | Recommendation |
|--|--|--|--|---|---|
| 1. Internal City Processes. 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 | Required – Develop 5 year Diversity Action Plan (DAP) as directed by City Ordinance 5939. | DAB 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 | DAP is done, so recommending we remove creating it from our tasks |
| | Recruitment - Work with HR to help to identify organizations, websites and other methods of recruiting minority applicants. | Ensure the broadest advertising of positions to help develop more diverse applicant pools. | Human Resources Diversity Council | Ongoing - HR's efforts reported annually to FDC; FDC to annually review identified organizations, websites, and methods of advertising to minority applicants. | This was previously included in the section below "Recruitment and Promotion Practices." Its just singled out here. Hoping the group could create a list of additional places to advertise jobs to reach minority populations |
| | Data Review: 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. | Human Resources Diversity Council Mayor's Office | Ongoing - End of the Year Data reported annually to FDC Ongoing | Increasing diversity in the applicant pool is addressed above in "Recruitment" |
| | Interviews: FDC members will be invited to participate in key (public safety and supervisory) City of Fairbanks employment interviews. FDC will provide HR with 2-3 volunteers each month to assist in 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 - End of Year Data reported annually to FDC | HR has difficulty arranging interviews around so many schedules - asks for volunteers who can make themselves available as needed |

Diversity Action Plan - Section 1+2

| | <p>Recruitment and Promotion Practices: Review of 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.</p> | <p>Tangible suggestions to improve and overcome barriers to the City's recruiting, hiring and promotion practices as they relate to a more diverse workforce. Share with FDC recruitment and promotion processes outlined in the City's union agreements.</p> | <p>Diversity Council Human Resources</p> | <p>A presentation will be scheduled for a complete overview</p> | <p>HR can help FDC understand which aspects of the recruitment and promotion practices they can impact and which are dictated by the union agreements.</p> |
|--|---|--|--|---|---|
| | <p>Selection and Hiring: Develop and utilize new systems to streamline and speed up the screening, interview and background check processes.</p> | <p>Reduced turnaround time in filling vacancies.</p> | <p>Human Resources</p> | <p>Ongoing - HR's efforts reported annually to FDC</p> | <p>New idea from Angela, HR</p> |
| | <p>Employee Training: Work with Human Resources to develop a City-wide diversity employment plan and a training curriculum for to ensure awareness of the importance and of inclusion and understanding of diverse groups in our community. Periodically review training given to all employees.</p> | <p>Improve workforce awareness and understanding of diversity issues in the community. through hiring and promotion of qualified and diverse employees</p> | <p>Diversity Council Human Resources</p> | <p>Ongoing</p> | |
| Goal | Tasks | Desired Results | Responsibility | By When? | Recommendation |
| <p>2. Financial Resources. Ensure sufficient resources are available to implement DAP</p> | <p>Seek out and engage community partners who can provide expertise and resources. Identify outreach activities for the year and corresponding funding requirements.</p> | <p>Ensure facilities and staff resources are available to implement DAP. A Calendar of events FDC plans to participate in annually and an estimate of required funding for budgeting purposes.</p> | <p>Mayor's Office FDC Members</p> | <p>In progress Annually in January</p> | <p>Outline activities for the year (Parade-Ice Cream Social, Juneteenth, Friendship Day, etc...) and any funding needed to support those activities. Funding would be included in Mayor's budget. This schedule would give input to that process.</p> |
| | <p>Create a proposed budget for expenses related to promotions and outreach activities; funds to be identified through grants and community fund-raising.</p> | <p>FDC activities are supported as funding is made available</p> | <p>Mayor's Office</p> | <p>Ongoing 2015 funds were approved in the annual City Budget</p> | <p>Not necessary - see above idea.</p> |

CITY OF FAIRBANKS DIVERSITY ACTION PLAN - Revisions (Feb. 2022)

| Goal | Tasks | Desired Results | Responsibility | By When? |
|--|--|---|---|--------------------------------|
| <p>4. Education and Training. Provide multi-tiered and on going strategic and collaborative education and outreach to the City of Fairbanks leaders, staff and residents.</p> | <p>Required – Review State, Local, National Diversity Council Work as directed by City Ordinance 5939.</p> | <p>Educate FDC on ways other communities have implemented DAPs, to include efforts toward continuous and comprehensive diversity education.</p> <p>FDC and City to gain competencies in:</p> <ul style="list-style-type: none"> ● Seeing opportunities to be proactive in advancing diversity work ● Identifying instances of internal/external inequity ● Confidence to engage in tough conversations ● Having and/or knowing where to find resources ● Deepening understanding of how to be an advocate and ally | <p>Mayor’s Office</p> <p>FDC</p> | <p>Complete</p> <p>Ongoing</p> |
| | <p>Required – Provide Reports and Recommendations to City Council 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.</p> | <p>Ensure FDC can effectively and efficiently communicate observations and recommendations to the City Council for consideration of Adoption.</p> <p>FDC will request of City to provide focused measures to monitor and</p> | <p>Edu/Outreach/Media /Communications Committee</p> <p>Mayor’s Office</p> | <p>Ongoing</p> |

| | | | | |
|--|--|--|--|--|
| | | publish annually; report baselines, measures and progress to Fairbanks City Council | | |
| | Required – Assist with Accessibility Issues 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. FDC to develop accessibility comment/concerns form; form will be published on FDC website; FDC to provide report to City | Accessibility Committee City Engineer’s Office City Building Department | Ongoing Committee Formed, ongoing meetings Revive committee? |
| | 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-Assigned to a different FDC member each month | 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. Gain awareness of Fairbanks’ history and current day context of racial/social equity, as related to City and departments Empower City staff to develop increased sense of agency when addressing racial/social equity with internal and external audiences | Human Resources FDC Committees | Ongoing |

| | | | | |
|--|--|---|--|------------------------|
| | <p>Provide periodic updates to the Fairbanks City Council and Borough Assembly</p> | <p>Strengthen communications and provide and receive direction</p> <p>Create standardized report requirements (template); ask City Council and Borough Assembly what is important for them to have monitored</p> <p>Create focused, quantifiable set of 5-year goals/targets for community and governance groups to be accountable to</p> | <p>FDC</p> <p>City Council</p> <p>Borough Assembly</p> | <p>Ongoing, Annual</p> |
| | <p>Grow partnership with University of Alaska Fairbanks to share resources and complement existing efforts</p> | <p>Communicate with multiple audiences, practice community building through inclusivity</p> | <p>FDC</p> <p>City Council</p> | <p>Ongoing</p> |
| | <p>Grow partnerships with local Alaska Native Corporations and tribal entities to engage in Indigenous cultural safety training/education</p> | <p>Through intentional action, communicate the importance and relevance of local diversity and responsiveness</p> | <p>FDC</p> <p>City Council</p> | <p>Ongoing</p> |
| | <p>Publish all actions taken by FDC, City Council and Borough assembly, as they related to diversity/social justice initiatives, topics and current events</p> | <p>Build community, highlight shared goal of prosperity for everyone</p> | <p>FDC</p> <p>City Council</p> <p>Borough Assembly</p> | <p>Ongoing</p> |