



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
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 **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: (Z) Robert Dorton, Seat B (P) Kelvin Lee, Seat I
(Z) Juanita Webb, Seat D (P) Angela Foster-Snow, HR Director
(Z) Dorothy Shockley, Seat F (Z) June Rogers, Council Member
(P) Wendy Tisland, Seat H

Members Absent: Timothy Ledna, Seat A Cheyenna Kuplack, Seat J
Jose Martinez II, Seat C Abigail North, Seat K (excused)
Shelissa Thomas, Seat E (excused) Jim Matherly, Mayor

Also Present: (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 something they have unlearned. He began by sharing that as a member of a minority group he has had to unlearn that he does not need to speak on behalf of all minorities, even if he is the only minority member present.

D. Shockley shared that she has had to unlearn the act of taking care of everyone else before she tends to her own needs.

J. Rogers shared that she has had to relearn how to deal with difficult individuals and how to build relationships with bullies rather than retaliating with like behavior.

K. Lee shared that he had to unlearn anger and a low self-esteem and relearn how to accept himself as he is.

J. Webb stated that she has had to unlearn the way she let the actions of others affect the way she feels by learning to take control of her emotions.

W. Tisland shared that she would be retiring soon and is quickly having to unlearn being busy all the time and how to relax.

B. Dorton shared that his new role required that he unlearns the way he shares his story of recovery to be mindful of people in delicate situations that cannot always process the personal details of what he has historically shared.

A. Foster-Snow shared that she had to unlearn parenting based on what she was taught. She spoke about how rewarding it was to see her own children's parenting skills evolve from what she has taught them.

Deputy Clerk Rochelle Rodak shared that she had to unlearn the workday while working from home and how to adjust to being back in the office.

APPROVAL OF AGENDA

B. Dorton, seconded by **K. Lee**, moved to APPROVE the Agenda.

There being no objections, the Agenda was APPROVED.

REPORT FROM THE CHAIR

Chair Aquino shared a message from the University of Alaska President in celebration of Black History Month. He added that he would provide a copy of the message to the Clerk's Office to be shared with the FDC.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of January 11, 2022

K. Lee, 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 Acknowledgment at City Council Meetings.

Chair Aquino thanked J. Rogers for helping to postpone the City Council vote on the resolution and shared that D. Shockley would be going before the Denakkanaaga Council to obtain their approval.

B. Dorton asked about the previous response from the Denakkanaaga people. **D. Shockley** stated that the Executive Director, Sharon McConnel, had given her a negative response but she was hopeful to have a meeting, either virtually or in person, with the Elders for further discussion.

J. Rogers clarified that the Elders had approved the original language but seemed to be hesitant to give their blessing on the changes made by the FDC.

D. Shockley stated that she had gained the approval of former Council Member Kun and thought that the Elders would likely approve them if she was able to get the amendments to them.

Chair Aquino suggested that the FDC prepare to approve the original version if they were unable to get the blessing of the Denakkanaaga Elders.

b) Diversity Action Plan (DAP) Review

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

K. Lee, seconded by **W. Tisland**, moved to APPROVE the proposed changes to Goals 1 & 2 of the DAP.

W. Tisland read the proposed changes into the record.

Chair Aquino asked FDC members to please bring metrics to be considered for reporting to the next meeting.

K. Lee asked for clarification on how collective bargaining agreements (CBAs) may affect the FDC's involvement in the hiring process. **A. Foster-Snow** stated that the CBAs define how available positions are posted and advertised, and they address recruitment practices. She clarified that it will not affect FDC members' participation in screening and interview processes.

J. Webb asked if there was a more convenient month for HR to provide reporting to the Council. **A. Foster-Snow** stated that no month is better or worse than another, adding that having a specific date and at least 30-days' notice would be helpful.

Chair Aquino asked how the change regarding developing and utilizing new system upgrades contributed to the FDC and the DAP. **A. Foster-Snow** stated that when the original DAP was approved, the City had been using a paper process for hiring. She stated that the City has utilized new online processes within the past five years, and the update was to demonstrate those changes within the DAP.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE THE PROPOSED CHANGES TO GOALS 1 & 2 OF THE DAP AS FOLLOWS:

YEAS: Dorton, Webb, Shockley, Aquino, Tisland, Lee

NAYS: None

ABSENT: Martinez, Thomas, Ledna, Kuplack, North

Chair Aquino declared the MOTION CARRIED.

NEW BUSINESS

- a) Diversity Action Plan (DAP) Review
 - i) Proposed changes to Goal 4 (submitted by Chair Aquino)

Chair Aquino spoke to the changes he proposed in Goal 4 of the DAP and noted that Goal 3 changes would be provided by C. Kuplack and would be addressed at the next regular meeting. He questioned the process for posting the actions of the FDC and whether that item needed to be readdressed.

J. Rogers stated that the previous goals mentioned a budget for the Council and reminded them that it was not the City Council's intention to provide the FDC with its own budget. She suggested that a conversation occur between the FDC and the Mayor if that was something members wanted to pursue. **A. Foster-Snow** clarified that the FDC can spend funds, but they need to request funds from the Mayor's Office. She added that unless the FDC desired to plan and fund a large event, the current process has been adequate.

FDC MEMBERS' COMMENTS

Chair Aquino shared that the Fairbanks Community Bingo event would take place on Friday, February 11, 2022. He stated that he had planned to attend but had conflicting arrangements.

J. Rogers thanked the Chair for his thoughtful question about unlearning, adding that she appreciated hearing the different responses and learning more about the other FDC members. She encouraged members to volunteer to participate in the City's interview process, stating that it is a great experience for all involved. She also asked that the sub-committee working on the land acknowledgment provide any changes or input from the Denakkanaaga Elders to the Clerk's Office so that it can be sent out to the other FDC members prior to the next meeting.

W. Tisland shared that she would soon be retiring from her position at the Borough as the Equal Opportunity Compliance Officer and mentioned that her position would be posted for applications. She added that she would remain on the FDC until a replacement was hired and could transition into her seat. **Chair Aquino** congratulated W. Tisland on her upcoming retirement.

A. Foster-Snow shared that both the Crisis Now Coordinator as well as an Accounting Specialist position were currently accepting applications at the City and encouraged the FDC members to pass along that information to anyone who might be interested.

D. Shockley thanked the Chair for the addition of the introduction questions to the agenda, adding that it helped her connect with the members better by getting to know everyone.

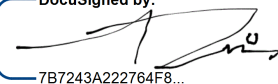
MEETING DATES

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

ADJOURNMENT

W. Tisland, seconded by **K. Lee**, moved to ADJOURN the meeting.

There being no objections, the meeting was adjourned at 6:57 p.m.

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March 15, 2022

Andrew Aquino, Chair



D. Danyielle Snider, MMC, City Clerk

Transcribed by: RR