



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
MARCH 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 February 8, 2022
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 3 & 4 (submitted by C. Kuplack and A. Aquino)
10. NEW BUSINESS
 - a) Diversity Action Plan (DAP) Review
 - i) Proposed changes to Goals 5 & 6 (K. Lee and T. Ledna)
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, April 12, 2022
13. ADJOURNMENT



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.

Andrew Aquino, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: RR

DRAFT



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.

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

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
3. Internal City Policies and Procedures. 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 a workgroup or committee to review internal City policies and procedures and identify barriers to achieving greater diversity and consistency with the DAP.	Ensure City of Fairbanks internal policies and procedures are equitable.	Policy & Procedure Committee Mayor's Office/FDC	Annually Committee formed and reviewing hiring procedures
	Work with the Chief of Staff to review the current policies.	Chief of Staff is currently updating and accounting for all City Policies. These documents will be collected in a City Policy Manual.		
	Review City of Fairbanks Affirmative Action Plan. Offer recommended changes as needed.	Assess diversity progress at the City of Fairbanks.	Diversity Council	Annually Fall 2022- HR to present the approved plan to the FD
	Integrate FDC's proposed changes to AAP into internal City of Fairbanks operations related to recruitment, promotion and retention of staff.		Mayor's Office	Review annually for any updates/changes
	Address characteristics/needs of underrepresented groups when establishing culturally relevant and inclusive programs, services, policies and procedures.	To increase city support of city departments and groups that serve underrepresented populations.		Ongoing

Cheyenna Kuplack 8:38 AM Today

I assume this is old info also - form a new committee to review hiring procedures.

Cheyenna Kuplack 8:38 AM Today

Is this info current?

Cheyenna Kuplack 8:41 AM Today

Indicator:
That this has been done for 2022.

	Encourage and highlight collective/independent commitment to diversity, equity and inclusion in internal and external facing communications.	To examine and revise policies across all departments to be culturally safe and inclusive of all perspectives.		Ongoing
	Consider diverse representation when appointing seats on all City councils and committees.	To establish culturally competent, high-level decision making		Ongoing
	Include land acknowledgement on all City materials. Provide guidance to all departments on developing localized land acknowledgements.	To recruit and retain a staff reflective of Alaska Native/American Indian peoples.		Immediate
	Include diversity, equity and inclusion learning objectives and outcomes in performance reviews.	To strive to create a safe and inclusive environment for those who experience marginalization.		6 months - 1 year
	Establish official city support and funding for recognizing holidays, such as Indigenous Peoples' Day, Juneteenth, MLK Day, etc).	To increase support and visibility for events/holidays/programs that reflect our diverse community.		Ongoing

Updated after 03/21/17 following Council approval on 03/20/17 Page 3 of 7

 Andrew Aquino
Jun 8, 2021 ✓

Indicator:
Recruitment, persistence and promotion of minoritized employees.


 Andrew Aquino
Jun 8, 2021 ✓

Indicator:
Number of minoritized peoples on committees/councils.

 Andrew Aquino
Jun 8, 2021 ✓

Indicators:
Number of city departments with land acknowledgement on website.

Number of events with land acknowledgement (verbal and printed)

 Andrew Aquino
Jun 8, 2021 ✓

Indicator:
Number of employees identified as trained and participating in city-wide DEI campaign.

 Andrew Aquino
Jun 8, 2021 ✓

Indicator:
Increased number of events recognizing/celebrating culture(s)

[Show more](#)


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

Goal	Tasks	Desired Results	Responsibility	By When?
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.	Required – Review State, Local, National Diversity Council Work as directed by City Ordinance 5939.	<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 	Mayor's Office FDC	Complete Ongoing
	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.	Ensure FDC can effectively and efficiently communicate observations and recommendations to the City Council for consideration of Adoption.	<p>FDC will request of City to provide focused measures to monitor and</p>	Edu/Outreach/Media /Communications Committee Mayor's Office

		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 FDC	Ongoing

	Provide periodic updates to the Fairbanks City Council and Borough Assembly	Strengthen communications and provide and receive direction Create standardized report requirements (template); ask City Council and Borough Assembly what is important for them to have monitored Create focused, quantifiable set of 5-year goals/targets for community and City Council groups to be accountable to	FDC City Council Borough Assembly	Ongoing, Annual
	Grow partnership with University of Alaska Fairbanks to share resources and complement existing efforts	Communicate with multiple audiences, practice community building through inclusivity	FDC City Council	Ongoing
	Grow partnerships with local Alaska Native Corporations and tribal entities to engage in Indigenous cultural safety training/education	Through intentional action, communicate the importance and relevance of local diversity and responsiveness	FDC City Council	Ongoing

<p>5. Community Outreach. 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.</p> <p>The Diversity Action Plan Goals 5 & 6 seem to overlap quite a bit. I, Timothy Ledna, think they could be combined and simplified. I would need a little more time to do that (if the whole FDC agreed it should be done).</p>	<p>Required – Plan, develop & implement Public Awareness Plans as directed by City Ordinance 5939. Create a procedure on how the committee will handle public input.</p>	<p>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</p>	<p>Policy & Procedure Committee</p> <p>City Clerk</p> <p>All FDC Members</p>	<p>Procedure Complete</p> <p>Process Ongoing</p>
	<p>Required - Provide citizen forum as directed by City Ordinance 5939. The FDC will provide two public comment periods at FDC meetings. Increase public awareness of meetings and FDC.</p>	<p>A safe and trusted voice and venue for the community.</p>	<p>FDC Members</p> <p>City Clerk</p>	<p>Ongoing</p>
	<p>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.</p>	<p>Raise community awareness of the importance of acceptance and inclusion of diverse groups in our community</p>	<p>Edu/Outreach/Media /Communications Committee & City PIO</p>	<p>Ongoing</p>
	<p><u>Survey public to find most effective outreach communication methods.</u></p>	<p>Raise community awareness of diversity issues.</p>	<p>Edu/Outreach/Media /Communications Committee & City PIO</p>	<p>Not started</p>
	<p>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.</p>	<p>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.</p>	<p>Edu/Outreach/Media /Communications Committee</p> <p>Mayor's Office</p>	<p>Ongoing</p>
	<p>FDC representation at local events and activities</p>	<p>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</p>	<p>FDC Members</p>	<p>Ongoing</p>

 **Timothy Ledna**
11:03 AM Today ✓ ✕

Add: "The Diversity Action Plan Goals 5 & 6 seem to overlap quite a bit. I, Timothy Ledna, think they coul..."

	Identify and utilize FDC member liaisons with diverse community groups	Increase communication and awareness between FDC and native Arts 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 En apply for appointment to the FDC	Maintain full, active membership on the FDC	FDC and Mayor	Ongoing

Updated after 03/21/17 following Council approval on 03/20/17 Page 5 of 7

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
6. Diversity Promotion. 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 a 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 <u>Share Holder Meetings</u> .	FDC issues and priorities are shared in <u>deliberate</u> manner with community stakeholders. Promote diversity messages and current initiatives to wider, cross-cultural <u>audience</u> .	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	Mayor's Office Human Resources	Ongoing

		updates		
	Implement a Fairbanks-wide diversity day celebration to include and / or create a city-wide Day of Service on MLK Day 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 workplaces that promote diversity. Recognition will be based on objective criteria. Recognition will come from nominations by other organizations and workplaces 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

Updated after 03/21/17 following Council approval on 03/20/17 Page 6 of 7



Timothy Ledna
11:01 AM Today



Replace: "Implement or promote a Fairbanks-wide diversity day celebration." with "Implement a Fairbanks-wide diversity day celebration to include and / or create a city-wide Day of S..."



Timothy Ledna
11:02 AM Today



Format: normal text