



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
MAY 10, 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. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of March 8, 2022
7. CITIZENS' COMMENTS (Limited to 3 Minutes)
8. REPORT FROM THE CHAIR
 - a) Update from HR Director A. Foster Snow
 - b) Special Presentation by the NAACP
 - c) Special Presentation by the FPD
9. UNFINISHED BUSINESS
 - a) Diversity Action Plan (DAP) Review
 - i) Combined Goals 5 and 6 (K. Lee and T. Ledna)
 - b) Identify One Measure for Each DAP Goal (for purposes of HR reporting)
10. NEW BUSINESS
 - a) FDC Resolution No. 2022-01 Approving the Reading of a Land Acknowledgement
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, June 14, 2022
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
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 **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 (Z) and with the following members in attendance [Z = Zoom; P = In Person]:

Members Present: (P) Timothy Ledna, Seat A (P) Wendy Tisland, Seat H
(Z) Juanita Webb, Seat D (Z) Cheyenna Kuplack, Seat J
(Z) Shelissa Thomas, Seat E (P) Angela Foster-Snow, HR Director
(Z) Dorothy Shockley, Seat F (Z) June Rogers, Council Member

Members Absent: Robert Dorton, Seat B *Vacant*, Seat K
Jose Martinez II, Seat C Jim Matherly, Mayor
Kelvin Lee, Seat I

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

APPROVAL OF AGENDA

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

There being no objections, the Agenda was APPROVED.

INTRODUCTION OF MEMBERS

Chair Aquino asked the following introductory questions to members: Describe how you might show up representing the FDC with individuals who have divergent viewpoints or strategies. How would you prioritize leading with the FDC's mission and values?

Chair Aquino shared that he has been trying to be more externally aware of each situation while trying to recognize how others perceive his behavior. He added that he would use that information to help find common ground and a way to share the mission and intent of the FDC.

D. Shockley shared her appreciation for Chair Aquino's introductory questions and gave a land acknowledgment. She answered the question by sharing how she strives to be aware of her

situation and her ability to speak freely, adding that she would share the values of the FDC by making others comfortable sharing who they are and where they come from.

W. Tisland stated that she has tried to genuinely consider each person and their viewpoints without judgement and to lead by example by attending FDC meetings and helping the group move forward with its goals.

J. Webb shared that when she regularly interacts with the disabled community, she has tried to pay attention to her audience and seeks out others for follow up in some situations.

T. Ledna stated that he has tried to remain aware of his internal biases, assume positive intentions, and remain humble in the sense that there are more perceptions to each situation than his own when interacting with others in general and on behalf of the FDC.

S. Thomas stated that it is important for her to let others speak freely while actively listening and paying attention to the message her own body language may be sending. She added that she attempts to consider others' multiple perspectives while appreciating their ability to discuss situations that may bring them to the FDC.

J. Rogers agreed with many of the others' comments, adding that she too tries to be an active listener in all situations while keeping the idea that our community is part of a much larger family.

C. Kuplack stated that she tries to recognize all people and their values when representing the FDC, while encouraging people to use their voices as a source of strength.

A. Foster-Snow shared that she attempts to be humble and listen to what people are trying to say while making people aware that the FDC is a resource and members want to hear from them.

Deputy Clerk Rochelle Rodak stated that her role is to listen and facilitate communications between the public and the FDC, which requires that she withhold judgement and communicate her role clearly to anyone she is interacting with on the FDC's behalf.

REPORT FROM THE CHAIR

Chair Aquino shared that Abigail North had resigned from the FDC and that Mayor Matherly would be reviewing applications on file. He went on to recognize International Women's Day, sharing that it is important to learn how to intersect different communities. He gave an example of an early female liberation leader who was later criticized for segregating the women who marched with her by ethnicity and race.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of February 8, 2022

W. Tisland, seconded by **C. Kuplack**, 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.

D. Shockley, seconded by **Chair Aquino**, moved to change the FDC's recommendation on City Council Resolution No. 4981 by replacing its former recommendation with one endorsing the original language of the resolution.

D. Shockley shared that she had been successful in meeting with the Executive Director and Chair of the Denakkanaaga Council. She indicated that they were reluctant to accept the amended version of the land acknowledgment, noting that they had discussed the original language in detail with former City Council Member Shoshanna Kun; she reported that by not naming the Ch'ena tribe, the acknowledgment was more inclusive rather than singling out one tribe. She added that they seemed perplexed that the acknowledgment had not gone through the FDC prior to being introduced by the City Council. **D. Shockley** shared that she thought it had also been done backwards and that, in the future, it would be helpful for the FDC to vet items prior to going before the City Council. She went on to extend the Denakkanaaga invite for FDC members to attend their meetings and gatherings and their desire to form a working relationship with the FDC. **D. Shockley** concluded by stating that she preferred the amended version of the land acknowledgment but would like to respect the opinions of the Denakkanaaga Elders by recommending that the City Council accept the original version of the land acknowledgment.

Chair Aquino shared his desire to recommend the original language to the City Council, adding that he would like to entertain the option of developing an FDC land acknowledgment in the future.

J. Rogers thanked **D. Shockley** for having the meeting with Denakkanaaga and spoke to the process regarding the land acknowledgment. She stated that former City Council Member Kun had very good intentions when she brought the resolution forward and that some City Council Members had expressed a desire for the FDC to provide a recommendation prior to voting.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO CHANGE THE FDC'S RECOMMENDATION ON CITY COUNCIL RESOLUTION NO. 4981 BY REPLACING ITS FORMER RECOMMENDATION WITH ONE ENDORSING THE ORIGINAL LANGUAGE OF THE RESOLUTION AS FOLLOWS:

YEAS: Ledna, Webb, Thomas, Shockley, Aquino, Tisland, Kuplack

NAYS: None

ABSENT: Dorton, Martinez, Lee

Chair Aquino declared the MOTION CARRIED.

b) Diversity Action Plan (DAP) Review

i) Proposed changes to Goals 3 and 4 (submitted by C. Kuplack and Chair Aquino)

T. Ledna, seconded by **S. Thomas**, moved to APPROVE the proposed changes to Goals 3 and 4 of the DAP.

C. Kuplack explained the changes made to Goal 3 and asked A. Foster-Snow about how often hiring procedures are reviewed; she asked whether the new Chief of Staff had been given the opportunity to review the processes. **A. Foster-Snow** shared that the procedures had been worked through in the past but there was opportunity to update, adding that the FDC could have the opportunity to review and provide suggestions. She shared that the Affirmative Action Plan had been presented to the FDC in prior years, and she indicated that it could be done again to inform current members. **A. Foster-Snow** shared that future developments and strategies could be brought to the FDC for their information and input, adding that recruitment and retention is a complicated process with all the various unions represented at the City.

J. Rogers asked if there had been much involvement from the FDC in the interview process. **A. Foster-Snow** stated that S. Thomas had participated multiple times and Chair Aquino had also participated recently. She added that the Fairbanks Police Department (FPD) and the Fairbanks Fire Department (FFD) may repeatedly ask the same people to participate due to their familiarity with the process, but she encouraged anyone who is willing to volunteer. **S. Thomas** shared that she had participated in the last four or five interviews, noting that the City administration had been very easy to work with regarding scheduling. She added that the FPD had been making an effort to be more diverse, but it is difficult given the lack of diversity amongst applicants. **Chair Aquino** stated that participation is a great tool to help educate FDC members on the hiring process so that they can make more informed decisions and recommendations.

A. Foster-Snow shared some of the issues regarding hiring and retention at the City, including the high cost of training for many of the public safety positions.

D. Shockley expressed concern that reviewing the goals annually would not provide enough accountability; she suggested that the group consider a formal evaluation process. **Chair Aquino** stated that he believed the review process had been approved with DAP Goals 1 and 2, adding that the FDC still needed to provide the metrics they wished to see reported.

W. Tisland stated that it would be helpful to give A. Foster-Snow the opportunity to provide some reports that may already be available so that the FDC could decide which reports they prefer. **A. Foster-Snow** stated that she could provide reporting for employees as well as applicants.

Chair Aquino asked if updated reporting could be added as an agenda item when changes occur. **A. Foster-Snow** indicated that it would be possible; she stated, however, that she would also like to preface any and all reporting with the various recruitment and hiring restrictions and requirements in place within each bargaining unit. She indicated that she could present that information to the group at a future meeting.

Chair Aquino, seconded by **D. Shockley**, moved to AMEND the proposed changes by striking the land acknowledgement from page 8 in the packet.

Chair Aquino called for objection on the motion to AMEND, and, hearing none, the motion CARRIED.

Chair Aquino, seconded by **W. Tisland**, moved to DIVIDE THE QUESTION and consider Goals 3 and 4 separately.

Chair Aquino called for objection to the motion to DIVIDE THE QUESTION, and, hearing none, the motion CARRIED.

T. Ledna, seconded by **D. Shockley**, moved to APPROVE the proposed changes to Goal 3.

Chair Aquino read through the proposed changes.

Chair Aquino called for objection on the motion to APPROVE the changes to Goal 3, and, hearing none, the motion CARRIED.

T. Ledna, seconded by **C. Kuplack**, moved to APPROVE the proposed changes to Goal 4.

Chair Aquino summarized the original proposed changes.

A. Foster-Snow shared that the Administration would like to see the FDC recommend at least one annual training for all City employees.

S. Thomas, seconded by **W. Tisland**, moved to AMEND Goal 4 by adding a requirement of the FDC to recommend at least one annual training opportunity for all City employees.

Chair Aquino suggested formatting for the additional item to mirror that of Item 1 of Goal 4.

T. Ledna excused himself momentarily.

Chair Aquino called for objection to the motion to AMEND, and, hearing none, the motion CARRIED.

Chair Aquino called for objection on the motion to APPROVE the changes to Goal 4, and, hearing none, the motion CARRIED.

NEW BUSINESS

- a) Diversity Action Plan (DAP) Review
 - i) Proposed changes to Goal 5 and 6 (submitted by T. Ledna)

T. Ledna stated that there had not been many changes to be made other than possibly combining the two goals as they are very intertwined and similar. He noted that he thought the FDC had missed an opportunity to participate in the MLK Day of Service.

Chair Aquino stated that it would be appropriate for T. Ledna to contact K. Lee and discuss combining the two goals as well as any other proposed changes, as the vote would not happen at this meeting. Deputy Clerk Rodak stated that it would be appropriate to vote on whether to combine Goals 5 and 6.

C. Kuplack, seconded by **T. Ledna**, moved to combine Goals 5 and 6.

Chair Aquino called for an objection to the motion, and, hearing none, the motion CARRIED.

A. Foster-Snow stated that City employees are encouraged to participate in the MLK Day of Service each year. **T. Ledna** stated that it could be more successful if the FDC organized an event to help facilitate individuals who would like to participate but may not take initiative to do so on their own. He indicated that he would bring more information on this idea to the next meeting.

FDC MEMBERS' COMMENTS

T. Ledna encouraged members to visit the Fairbanks Community Bingo website at www.fairbankscommunitybingo.com. He expressed the need for volunteers at the Fairbanks Community Bingo events which occur every second Friday of each month starting on April 8, 6:00 p.m. – 8:00 p.m. at Murphy's Hall in the Immaculate Conception Church. He thanked J. Rogers for her participation in gathering prizes for the last event.

J. Rogers shared that the Reentry Coalition would need volunteers for the Fairbanks Reentry Simulation that would happen at the Birch Hill Ski Lodge on April 28, 10:00 a.m. – 2:00 p.m.

D. Shockley noted that the coming week had historically been a very big time of celebration in Fairbanks and hoped that people would come out and participate in the Interior Native New Year events.

C. Kuplack shared that the Alaska Native Claims Settlement Act (ANCSA) Symposium would occur on April 12-13 and would be held both virtually and in person at the UAF Ballroom.

W. Tisland shared that her former position at the Fairbanks North Star Borough (FNSB) as the Equal Opportunity and Compliance Officer is open for applications through March 13, 2022.

MEETING DATES

Chair Aquino stated that the next regular meeting would be held on Tuesday, April 12, 2022.

ADJOURNMENT

T. Ledna, seconded by **D. Shockley**, moved to ADJOURN the meeting.

There being no objections, the meeting was adjourned at 7:24 p.m.

Andrew Aquino, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: RR

Seven Points for a Safer Fairbanks



1 Expand **Bias, Diversity, Equity and Inclusion (DEI) training** for the Fairbanks Police Department and City of Fairbanks.

2 Accelerate efforts toward solving cases involving missing and murdered Indigenous women and girls, LGBTQ+, 2 spirit and BIPOC individuals, as well as **cold cases**.

3 Create a **Police Civilian Review Board (CRB)**.

A Civilian Review Board would:

- Review FPD policies and procedures and report findings to City Council and to the public,
- Hear police complaint cases filed by the public and suggest actions to remedy complaints, and
- Promote trust and accountability between FPD and the community.

5 Develop a training protocol to support the **Crisis Now team**.

6 Develop a **Community Policing Program**.

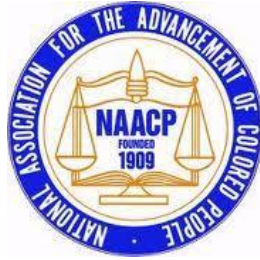
7 Work with the public to create a clear policy regarding access to **Body Worn Camera (BWC) recordings**.

4 Enact the following safeguards:

- **Ban chokeholds.**
- Adopt and employ a **Use of Force Continuum.**
- **Require an oral warning** before discharging a weapon to kill or injure.
- **Ban shooting at and from moving vehicles.**
- Require that all reasonable alternatives be exhausted before shooting.
- **Require comprehensive reporting for use of force.**

These recommendations align with national NAACP and 8 Can't Wait Program promoted as public safety standards. Much of the Fairbanks policy is very close to meeting these standards. See Background Information for details.

The Fairbanks Branch of the NAACP is eager to work with the City of Fairbanks and the Fairbanks Police Department to address these recommendations. We acknowledge the work that the Fairbanks Police Department has done so far, and look forward to engaging City and FPD decision makers in quarterly meetings to improve interactions between law enforcement professionals and the public to ensure a safer, more equitable community for all.



NAACP Mission

The mission of the National Association for the Advancement of Colored Persons is to ensure the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

Recommendations for Increasing Safety and Trust Throughout All our Communities

We, the membership of the Fairbanks National Association for the Advancement of Colored Peoples (NAACP) Branch - Unit 1001, wish to share the following recommendations with our City police department and community for the betterment of all. We believe the people of Fairbanks are best served when our Fairbanks Police Department demonstrates to all citizens that policing is a public service that is as much about ensuring public safety and equal treatment under the law as it is about law enforcement.

Our goal is to improve communication with and interaction between our police department and our community, in an effort to promote positive change and a policing model that all peoples living in Fairbanks and the surrounding area can embrace.

There are several core principles driving the positive changes we envision that have been adopted in police departments in other communities across this country. Those principles are incorporated into the recommendations that we view as necessary to bring about positive change, build trust, provide equitable safety and effective public service in our policing.

7 Points for a Safer Fairbanks

Developed by the Fairbanks Branch of the NAACP

1. Continue to implement, fund, and expand required annual Bias, Diversity, Equity and Inclusion (DEI) training for Fairbanks Police Department and City of Fairbanks staff.

2. Continue and accelerate efforts toward solving cases involving missing and murdered Indigenous women and girls, LGBTQ+, 2 spirit and BIPOC individuals, as well as cold cases. Improve and standardize data collection to reduce under-reporting of cases involving MMIWG2S and BIPOC people. Develop new paths for community engagement and involvement to address cold cases and missing persons in the Interior. This would demonstrate an understanding of the special pain and trauma these unresolved cases cause for families and friends of these victims.
3. Create a Police Civilian Review Board (CRB) that is of broad scope, selected by the community and independent of the City of Fairbanks administration and Fairbanks Police Department (FPD). The CRB should receive a sufficient and sustained budget indexed with the FPD Budget approved by the Fairbanks City Council.
4. Enact the following procedures and safeguards to better promote public safety:
 - a. Ban chokeholds and strangleholds.
 - b. Adopt and employ a Use of Force Continuum in cases of escalating violence.
 - c. Require an oral warning before discharging a weapon to kill or injure.
 - d. Ban shooting at and from moving vehicles.
 - e. Require that all reasonable alternatives be exhausted before shooting.
 - f. Require comprehensive reporting for use of force or threatened use of force and support the State of Alaska in developing a comprehensive database tracking use of force. Participate with the FBI National Use-of-Force Data Collection effort.

These recommendations align with national NAACP and 8 Can't Wait Program promoted as public safety standards. Much of the Fairbanks policy is very close to meeting these standards. See the Background Information document for details.

5. Continue to develop a training protocol to support the Crisis Now team for dispatchers, police and administration to enable the Crisis Intervention Team to best perform its duties.
6. Develop, implement and fund a Community Policing Program. Establish regular quarterly community conversations/ communication with key BIPOC groups such as the NAACP to discuss strategies for integrating police into the community. Encourage active conversations and outreach among the broader segments of the community.
7. Work with the public to create a clear path or procedure by which appropriate members of the public, families and victims of crime and police misconduct may gain access to Body Worn Camera (BWC) recordings.

The Fairbanks NAACP is eager to work with the City of Fairbanks and the Fairbanks Police Department to address these points. We look forward to working together to ensure a safer, more

equitable community for all. For more information, including existing FPD policies and cited research, please see our Background Information document that follows.

Background Information: Seven Points for a Safer Fairbanks

Prepared by the Fairbanks NAACP

- 1. Continue to implement, fund, and expand required annual Bias, Diversity, Equity and Inclusion (BDEI) training for Fairbanks Police Department and City of Fairbanks staff. Require a minimum of 4 hours twice annually or 8 hours one time annually. Implement a strategy to make sure that BDEI training is continuously updated, effective, and approved by elders and other diverse community leaders such as the City of Fairbanks Diversity Council.**
 - a. There is no explicit BDEI training requirement in the existing FPD Policies and Procedures, per email communications with City of Fairbanks Human Resources Director, Angela Snow (March 2, 2022).
 - i. FPD Policy reads: “FPD Policy Training and Career Development 2.25 XIII. In Service Training 2.c Code of Ethics and integrity taking into consideration cultural influences, policy compliance and doing what is correct rather than what is not illegal” (FPD Policies and Procedures, accessed March 2022).

- 2. Continue and accelerate efforts toward solving cases involving missing and murdered Indigenous women and girls, LGBTQ+, 2 spirit and BIPOC individuals, as well as cold cases. Improve and standardize data collection to reduce under-reporting of cases involving MMIWG2S and BIPOC people. Develop new paths for community engagement and involvement to address cold cases and missing persons in the Interior. This would demonstrate an understanding of the special pain and trauma these unresolved cases cause for families and friends of these victims.**
 - a. When the Criminal Justice Committee (CJC) met in the spring of 2021 with representatives of FPD, Chief Dupee and Deputy Chief Sweet stated that there were 18 cold homicide cases dating back to 1969, and the City of Fairbanks website states that there is one recently solved missing person case: the Sofie Sergie case. “Time is our biggest enemy when solving cases. We rely a lot on the community to help” (meeting with Chief Dupee and Deputy Chief Sweet, 2021).

 - b. In 2018 the Alaska Native Justice Center reported that Alaska has the 4th highest number of MMIWG2S by state and a 2021 baseline report cites 229 cases of MMIWG2S, 149 missing/80 murdered. <http://namus.nij.ojp.gov/missing-indigenous-persons>.

3. Create a Police Civilian Review Board (CRB) that is of broad scope, selected by the community and independent of the City of Fairbanks administration and Fairbanks Police Department (FPD). The CRB should receive a sufficient and sustained budget indexed with the FPD Budget approved by the Fairbanks City Council.

- a. The Civilian Review Board would:
 - i. Study and review FPD policies and procedures and report findings to City Council and to the public,
 - ii. Hear police complaint cases filed by the public and suggest actions to remedy complaints, and
 - iii. Serve to promote trust and accountability between FPD and the community.

4. Enact the following procedures and safeguards to better promote public safety:

These points are extremely important to us in terms of trust, safety and respect for our people. Law enforcement disproportionately shoot and kill BIPOC people throughout the United States, including Alaska. This (as well as our other recommendations) are our effort to prevent these occurrences from happening. These recommendations align with national NAACP 12 Steps from Anger to Action and 8 Can't Wait Program promoted as public safety standards. Much of the Fairbanks policy is very close to meeting these standards.

a. Ban chokeholds and strangleholds.

- i. The Fairbanks Police Department (FPD) General Use of Force Policy reads:
 - 1. 07.00.E.6 “General Use of Force Chokeholds: The use of a choke hold is not authorized to be used by officers unless the circumstances or situation in which they find themselves arises to the level where the use of deadly force is allowed by law.”
- ii. **We recommend the underlined wording be stricken and chokeholds be banned.**

b. Adopt and employ a Use of Force Continuum in cases of escalating violence.

- i. The FPD General Use of Force Policy reads:
 - 1. 07.00.E.4 “There is no requirement to use a lower level of force if that is not practical.”
 - 2. 07.00.E.5 “The appropriate amount of force to be used is based upon many factors such as age, size, gender, ability to escalate his or her use of force, skill level and background, the officer’s age, size, and gender training immediate physical condition and the surrounding physical and social environment.”
- ii. **We recommend that the force continuum be used in cases of escalating violence.**

c. Require an oral warning before discharging a weapon to kill or injure.

- i. The FPD General Use of Force Policy reads:

1. 07.00.E.2 “When practical, the officer should use a verbal warning before using physical force. This warning should communicate that force will be used if the suspect does not follow the officer’s verbal orders.”
 - ii. **We recommend that the underlined wording be stricken and a verbal warning be required before using physical force.**
- d. Ban shooting at and from moving vehicles.**
- i. The FPD General Use of Force Policy reads:
 1. 07.00.K.1.a “Deadly Force is never authorized in the following circumstance.... An officer shall not discharge a firearm at a motor vehicle or occupants in response to a threat posed solely by the vehicle, unless the officer has an objectively reasonable belief that the vehicle or subject poses an immediate threat of death or serious physical injury to the officer or another person.”
 - ii. **We recommend the underline wording be stricken.**
- e. Require that all reasonable alternatives be exhausted before shooting.**
- i. Fairbanks Police Department Policy reads:
 1. 07.00.B3. “If applied, officers shall use only that level of control which is reasonably necessary and lawful in executing their duty as police officers.”
 2. 07.00.B4. “When possible, officers should continue to attempt to gain compliance by means of verbal directives or commands.”
 3. 07.00.B7. “Reasonable force is not judged with hindsight....”
 - ii. **We recommend the underlined words be stricken and require that all reasonable alternatives be exhausted. In addition we would like to participate in an ongoing discussion of alternative methods to shooting to kill such as shooting to incapacitate, the Ryan Curriculum Police Training, and innovations in weaponry that are less lethal as they become available. And since reasonable force is not judged by hindsight, create clear boundaries police must know beforehand.**
- f. Require comprehensive reporting for use of force or threatened use of force and support the State of Alaska in developing a comprehensive database tracking use of force. Participate with the FBI National Use-of-Force Data Collection effort.**
- i. The need for a registry is clearly defined in this UAA research document that can be found at the following URL: <http://hdl.handle.net/11122/11933>. #1 in the summary reads “the state should develop a comprehensive research database regarding lethal force.” The document further states #2 “that the law office of special prosecutions should not be the sole source of data collection.”

- ii. **We recommend the creation of a comprehensive research database.**

- 5. **Continue to develop a training protocol to support the Crisis Now team for dispatchers, police and administration to enable the Crisis Intervention Team to best perform its duties.**

- 6. **Continue to engage the community in a discussion about what policing in Fairbanks should look like.**
 - a. Establish regular quarterly community conversations with key BIPOC groups such as the NAACP to discuss strategies that integrate police into the community.
 - b. Encourage active conversations and outreach to broader segments of the community.
 - c. Explore options for community policing that respects all people.

- 7. **Work with the public to create a clear path or procedure by which appropriate members of the public, families and victims of crime and police misconduct may gain access to Body Worn Camera (BWC) recordings.**
 - a. Fairbanks Police Department Policy 10.60.C.09 addresses the release of BWC recordings. While we appreciate this policy, we find no clear procedure setting out who can access these recordings, nor when or how they could do so.
 - b. **We recommend establishing a clear policy stating when and how specific people may request BWC recordings to be released.**

CONCLUSION

The Fairbanks Branch of the NAACP is eager to work with the City of Fairbanks and the Fairbanks Police Department to address these recommendations. We acknowledge the work that the Fairbanks Police Department has done so far, and look forward to engaging City and FPD decision makers in quarterly meetings to improve interactions between law enforcement professionals and the public to ensure a safer, more equitable community for all.

Montean R. Jackson, President
NAACP - Branch 1001

Helenmarie Matesi
NAACP 2nd Vice President
Criminal Justice Committee Chair

NAACP Criminal Justice Committee:

KC Casort
Gayle Garrigues
Marcus D. Levias
Barton Maize
Sue Sherif
Julie Smyth
Cathy Walling

Local and Statewide Supporters:

*ACLU of Alaska
*Alaska Black Caucus, Anchorage
*Alaska Public Research Group Anchorage
Bread Line, Inc.
Chena Ridge Friends Meeting
Corinthian Baptist Church
Fairbanks Climate Action Coalition
Mount Pleasant Baptist Church

*Native Movement
Nanook Diversity and Action Center
*Planned Parenthood Alliance Advocates - Alaska
*Stand Up Alaska
League of Women Voters of Tanana Valley
*The Alaska Center
The Peace Center
The Unitarian Universalist Fellowship of Fairbanks

****Members of the statewide organization The Alaska Coalition for Justice***

For Further Reading:

“What Police Impunity Looks Like: ‘There Was No Discipline as No Wrongdoing Was Found’” (April 20, 2021, ProPublica): <https://www.propublica.org/article/what-police-impunity-looks-like-there-was-no-discipline-as-no-wrongdoing-was-found>

The George Floyd Justice in Policing Act of 2021 (2021, U.S. Congress): <https://www.congress.gov/bill/117th-congress/house-bill/12802021>

8 Can't Wait National Program (2021, Campaign Zero): <https://8cantwait.org/>

When communities try to hold police accountable, law enforcement fights back (2021, Washington Post): https://www.washingtonpost.com/investigations/interactive/2021/civilian-oversight-police-accountability/?tid=a_classic-iphone&no_nav=true

“43 people have been killed by Alaska law enforcement officers in the last 5 ½ years. Here’s what we learned by examining each case” (2020, Anchorage Daily News): <https://www.adn.com/alaska-news/2020/08/03/43-people-have-been-killed-by-alaska-law-enforcement-officers-in-the-last-five-and-a-half-years-heres-what-we-learned-by-examining-each-case/>

For civilian review boards to work, they must avoid past mistakes (2020, ACLU Connecticut): <https://www.acluct.org/en/news/civilian-review-boards-work-they-must-avoid-past-mistakes>

Alaska Police Officer Use of Deadly Force: 2010-2020 (2021, Alaska Justice Information Center, University of Alaska Anchorage): <http://hdl.handle.net/11122/11933>

"A 'shoot to incapacitate' policy puts Georgia police chief and town in the spotlight," *Washington Post*, October 24, 2021. <https://wapo.st/3HVduH6>.

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
<p>5. Community Outreach and Diversity Promotion. Raise awareness of diversity issues and sponsor or promote activities that create opportunities for the community to engage and develop cross-cultural involvement.</p> <p><u>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).</u></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>Survey public to find most effective outreach communication methods.</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. Periodically hold moderated Courageous Conversations and other public forums</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>Diversity Council Mayor's Office</p>	<p>Ongoing</p>

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	FDC representation at local events and activities	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	FDC Members	Ongoing
	Identify and utilize FDC member liaisons with diverse community groups. Identify opportunities to promote FDC message and talking points at open venues such as City Council and Assembly meetings, School Board Meetings and Corporate Share Holder Meetings.	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 apply for appointment to the FDC	Maintain full, active membership on the FDC	FDC and Mayor	Ongoing

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CITY OF FAIRBANKS DIVERSITY ACTION PLAN

Goal	Tasks	Desired Results	Responsibility	By When?
6. Diversity Promotion. Promote diversity related activities in the Fairbanks	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

community in order to increase cross-cultural community involvement.	Identify opportunities to promote FDC message and talking points at open venues such as City Council and Assembly meetings, School Board Meetings and Corporate Share Holder Meetings.	FDC issues and priorities are shared in deliberate manner with community stakeholders. Promote diversity messages and current initiatives to wider, cross-cultural audience.	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 updates	Mayor's Office Human Resources	Ongoing
	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

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RESOLUTION NO. 2022-01

**A RESOLUTION APPROVING THE READING OF A LAND
ACKNOWLEDGEMENT AT THE BEGINNING OF FAIRBANKS DIVERSITY
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 Diversity Council directs that the following Land Acknowledgement be read at the beginning of Fairbanks Diversity 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 10th day of May 2022 by the Fairbanks Diversity Council.

Signed:

Andrew Aquino, Fairbanks Diversity Council Chair

Attest:

D. Danyielle Snider, MMC, City Clerk