



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING AGENDA  
JULY 12, 2022, 5:30 – 7:00 P.M.  
HELD VIA [ZOOM WEBINAR](#) AND AT  
FAIRBANKS CITY COUNCIL CHAMBERS  
800 CUSHMAN STREET, FAIRBANKS, ALASKA



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*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 June 14, 2022
7. CITIZENS' COMMENTS (Limited to 3 Minutes)
8. REPORT FROM THE CHAIR
  - a) Update from HR Director A. Foster Snow
9. UNFINISHED BUSINESS
  - a) Diversity Action Plan (DAP) Final Review & Recommendation to City Council
  - b) FDC Resolution No. 2022-01 Approving the Reading of a Land Acknowledgement
  - c) Subcommittee Recommendation on NAACP's "7 Points for a Safer Fairbanks"
10. NEW BUSINESS
  - a) Nomination and Appointment of Vice Chair
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
  - a) Next Regular Meeting Date, August 9, 2022
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL  
 REGULAR MEETING MINUTES  
 JUNE 14, 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: (P) Timothy Ledna, Seat A (Z) Kelvin Lee, Seat I  
 (P) Robert Dorton, Seat B (Z) Rachael Kvapil, Seat K  
 (Z) Shelissa Thomas, Seat E (Z) June Rogers, Council Member (at 5:39)  
 (Z) Wendy Tisland, Seat H (P) Angela Foster-Snow, HR Director

Members Absent: Vacant, Seat C Cheyenna Kuplack, Seat J (excused)  
 Juanita Webb, Seat D Jim Matherly, Mayor  
 Dorothy Shockley, Seat F

Also Present: (P) Mike Sanders, Chief of Staff (P) 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.

**INTRODUCTION OF MEMBERS**

**Chair Aquino** asked each FDC member to introduce themselves and answer the following question: *If you had unlimited resources, what would you do to further diversity, equity, and inclusion (DEI) initiatives in our community?*

**T. Ledna** stated that he is the Fairbanks Reentry Coalition Coordinator, a member of the Mobile Crisis Team. In response to Chair Aquino’s question, he stated that he would create mixed income housing in Fairbanks so that the “haves” and the “have nots” would not be separated into different housing zones. He stated that folks of all socio-economic status could live together.

**S. Thomas** stated that she is with Restore Inc. in the Crisis Stabilization Center. She stated that if resources were unlimited, she would provide the opportunity for everyone to have health insurance and create a facility without barriers.

**W. Tisland**, in response to Chair Aquino’s question, stated that she would find ways to coordinate the efforts by different groups in order to maximize the benefits of what everyone is already doing. She stated she is the former EEO/Compliance Officer at the Fairbanks North Star Borough.

**R. Kvapil** stated that she is a “plain Jane” citizen. She stated that Chair Aquino’s question is difficult to answer, and she gave it a lot of thought. She stated she narrowed her response down to two initiatives: 1) additional funding for arts in the schools and community, and 2) a travel program for youth, regardless of socio-economic class. She stated that travel and arts lead to a broader view of culture in the world.

In response to Chair Aquino’s question, **B. Dorton** stated that he would invest in housing and education for people returning from incarceration or graduating from treatment programs.

**K. Lee** stated that he is a community member who would like to create a more sustainable situation where people see each other as one. He shared that his work is also in reentry, similar to that of B. Dorton’s. He stated he would like to create bigger facilities and see people working together.

**Chair Aquino** stated that if he had unlimited resources, he would sponsor a community spotlight in media where hard numbers can be turned into actual faces. He stated that many times baseline measurements remove the human element; he stated his idea would be an awareness campaign.

**J. Rogers** stated that money usually gets in the way of effective work with people. She stated that her method is to welcome, encourage, and work one-on-one with people. She stated that the way people treat one another is the best and most effective resource.

### **APPROVAL OF AGENDA**

**T. Ledna**, seconded by **B. Dorton**, moved to APPROVE the Agenda.

There being no objections, the Agenda was APPROVED.

### **APPROVAL OF PREVIOUS MINUTES**

a) Regular Meeting Minutes of May 10, 2022

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

There being no objections, the Minutes were APPROVED.

### **CITIZENS’ COMMENTS** (Limited to 3 Minutes)

Flora Roddy, Fairbanks – F. Roddy thanked the FDC for its involvement and interest in the Fairbanks North Star Borough School District (FNSBSD) Diversity Committee. She stated that the committee is important, and its removal would be detrimental to the community. She stated that she works at the FNSBSD, is a member of the Pavva Iñupiaq dancers, has been involved with the World Eskimo-Indian Olympics, is a member of the Soaring Eagle Intertribal Drum, and is on-half Iñupiaq Eskimo. F. Roddy stated that diversity is very important to her – not just her own Native culture; she spoke to the diversity amongst her friends. She stated it is disheartening that the School Board is considering eliminating the FNSBSD Diversity Committee. She displayed a poster that she recently created that shows the diversity in the Fairbanks community, and she stated that everyone should be represented and treated fairly.

Erin Janoso – E. Janoso stated that she is a member of the FNSBSD Diversity Committee but clarified that she is not speaking on the committee’s behalf. She thanked the FDC for its words regarding the Diversity Committee and stated that if the committee is removed, it will be absorbed by a more general committee. She stated that the committee is important and needs to remain. She read aloud a portion of the memorandum drafted by Chair Aquino on the FDC agenda and again thanked the FDC for generating a conversation. E. Janoso stated that a decision on the committee will be made in the fall by a vote of the School Board, and she believes the FDC memorandum will be a part of that conversation. She briefly mentioned the Fairbanks Daily News Miner article. She thanked the FDC for the important work it does.

**J. Rogers** stated that she once served on the Diversity Committee and asked how many members there are currently. E. Janoso stated she believes there are about 16 members, and the number of members was recently examined. She explained that Chief School Administrator Karen Melin’s memo says that in the future there may be seven Diversity Committee members, which would change the membership. **J. Rogers** stated that the committee has had trouble filling vacancies in the past, and it is reassuring to hear that there are that many people now willing to serve. She stated that she is sorry to hear that the committee may go away and that she admires all that E. Janoso and F. Roddy are doing for the school district and in the community.

**T. Ledna** asked whether the memorandum had already been sent to the FNSBSD. **Chair Aquino** stated that it had not; he stated that the document would have to be approved by the FDC, then the City Council in order to be approved for transmittal to the School Board. **T. Ledna** commented that the public testimony makes it sound like the memorandum had already been sent to the School Board. He asked who has the memorandum and where the memorandum has been circulated. **Chair Aquino** stated that it is posted to the City website as part of the FDC agenda packet.

**J. Rogers** stated it is disappointing because it sets the group back when process is not followed. She stated that the FDC cannot justify breaking process by creating a situation.

**Chair Aquino** asked Clerk Snider to provide clarification on process. Clerk Snider stated that she could do so quickly, but it was still the time to hear Citizens’ Comments. She stated that the memorandum drafted by Chair Aquino is an action item on the evening’s agenda. She stated that the memorandum was published on the City website as part of the FDC agenda packet. Clerk Snider stated that she spoke with the News Miner reporter who wrote the article in the newspaper, and he stated that he found the item on the City website. She again clarified that the memorandum has not been circulated as approved by either the FDC or the City Council. She stated that the item is an action item that will be addressed by the FDC later in the meeting.

**J. Rogers** stated she appreciated the clarification. **T. Ledna** stated he was surprised to hear the earlier comments thanking the FDC for its letter. He stated he appreciates the clarification.

Hearing no more requests for comments, **Chair Aquino** declared Citizens’ Comments closed.

## **REPORT FROM THE CHAIR**

**Chair Aquino** took a moment to honor former Chief of Staff Mike Meeks who passed away earlier in 2022. He stated that M. Meeks attended every FDC meeting, and his presence displayed his commitment to bettering Fairbanks. He fondly recalled M. Meeks’ smile and candidness and expressed appreciation for his support for the FDC. **Chair Aquino** asked FDC members to join

him in a moment of silence for M. Meeks. Following the moment of silence, **Chair Aquino** shared that a memorial event would be held for M. Meeks the coming weekend.

**Chair Aquino** stated that the City Council and Borough Assembly expect the FDC to provide advice and recommendations to promote equal opportunities for all members of the public. He stated that the FDC is expected to advocate for diversity, equity, and inclusion for everyone, and in order to nurture Fairbanks, the FDC needs remain aligned with its mission. He stated that the FDC accomplishes that by recommending policies and actions that honor and embrace everyone and by shedding light on practices that may stray from the mission. **Chair Aquino** stated that the FDC strives to ensure the diverse character of the community is represented in impactful decision making. He advised the FDC to keep those things in mind when considering the upcoming agenda items. He stated that the FDC's responsibility is to the governing bodies, but the FDC's strength and influence lies in its dedication to and engagement with the community. He thanked fellow members for taking on the work of the FDC with him.

**Chair Aquino** stated that this may be B. Dorton's last meeting as an FDC member, and he thanked B. Dorton for being an active voice on the FDC.

a) Update from HR Director A. Foster Snow

**A. Foster-Snow** shared that some City staff recently had an exciting opportunity to participate in Arbinger training with Fairbanks Police Department (FPD), and she stated that more employees will have an opportunity to attend later in the month. She stated that the 2-day training is based on an outward mindset philosophy that encourages solid communication and healthy work and life practices. She reported on some recent recruitment and hiring efforts at the City, including the following positions: Assistant Fire Chief, Fire Department Training Captain, FPD Captain, Dispatchers. She spoke briefly to the difficulty in Dispatcher recruitment and retention due to the rigorous testing and background process and the long work hours and pressures of the job. **T. Ledna** asked about the hourly wage and minimum hours for a Dispatcher position. **A. Foster-Snow** stated that the wage is ~\$22.00/hour, and dispatchers work about 200 hours of overtime per month. She encouraged FDC members to have anyone they know who may be interested in the job to contact her. She mentioned that the City is also still recruiting to fill Police Officer positions. Lastly, she reported that the Fairbanks Fire Department (FFD) just closed the position of Recruit Firefighter, and there were 22 applicants.

### **UNFINISHED BUSINESS**

a) Diversity Action Plan (DAP) Review

i) Combined Goals 5 and 6 (K. Lee and T. Ledna)

**T. Ledna**, seconded by **Chair Aquino**, moved to APPROVE the proposed edits to DAP Goals 5 and 6.

**Chair Aquino** stated that this item was postponed from the last meeting. He stated that T. Ledna had posed the question of whether the FDC will follow through with the goals and actions outlined in the two sections, and he gave the floor to T. Ledna.

**T. Ledna** stated that the action items require work outside of FDC meetings. He indicated that members should be willing to do some work outside of meetings if they would like the items to remain in the DAP. He commented that keeping the items in the document without doing them would be unauthentic, and if the actions are not realistic or practical, it may be better to remove them or call them aspirational. He spoke to his idea for a Martin Luther King, Jr. (MLK) Day of Service at the City and mentioned the City Council Resolution that the City Clerk forwarded to FDC member. He stated he is willing to spearhead the MLK Day of Service project and work on other activities outside of meetings but indicated that the activities should be sustainable.

**J. Rogers** thanked T. Ledna for being so generous in working towards an end result.

**Chair Aquino** stated the FDC is at a point to decide whether to renew its commitment to items 5 and 6.

**W. Tisland** stated that some things in items 5 and 6 almost seem to go beyond the guiding principles of the DAP, and she wondered whether those items belong. She questioned whether the items belong in the DAP.

**T. Ledna** asked about the original intent of the DAP. Clerk Snider displayed Fairbanks General Code (FGC) Sec. 2-235, Diversity Action Plan – Guiding Principles, on the overhead screen. Members reviewed the guiding principles, and discussion continued as to whether DAP items 5 and 6 belong in the Plan. **T. Ledna** stated it appears that the items are beyond the original intent of the DAP, but it does not mean that the FDC cannot still address some of those issues.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE THE PROPOSED EDITS TO DAP GOALS 5 AND 6 AS FOLLOWS:

YEAS: None  
NAYS: Ledna, Thomas, Aquino, Tisland, Kvapil, Dorton, Lee  
ABSENT: Webb, Shockley, Kuplack  
**Chair Aquino** declared the MOTION FAILED.

**T. Ledna**, seconded by **W. Tisland**, moved to REMOVE Goals 5 and 6 from the DAP.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO REMOVE GOALS 5 AND 6 FROM THE DAP AS FOLLOWS:

YEAS: Kvapil, Lee, Tisland, Aquino, Thomas, Dorton, Ledna  
NAYS: None  
ABSENT: Webb, Shockley, Kuplack  
**Chair Aquino** declared the MOTION CARRIED.

Members agreed to review the final, amended version of the DAP at the next regular meeting.

## **NEW BUSINESS**

- a) FDC Resolution No. 2022-01 Approving the Reading of a Land Acknowledgement

**Chair Aquino** stated that the resolution would adopt the reading of a land acknowledgement at FDC meetings.

**Mr. Lee**, seconded by **Mr. Dorton**, moved to APPROVE FDC Resolution No. 2022-01.

**Chair Aquino** asked City Clerk Snider to provide a brief history as to how the resolution came about. Clerk Snider explained that former City Council Member Shoshana Kun worked with the Denakkanaaga Elders on the land acknowledgement language and introduced a City resolution in the summer of 2021 to approve the reading of a land acknowledgement at City Council meetings. She stated that the resolution was postponed multiple times and referred to the FDC for a recommendation. She stated that, ultimately, the FDC recommended approval of the reading of the land acknowledgement at City Council meetings, but the City Council failed its resolution. Clerk Snider stated that Chair Aquino then introduced the FDC resolution to approve the reading of the land acknowledgement at FDC meetings, and the language is the same as the original language presented by former City Council Member Kun.

**J. Rogers** asked Chair Aquino whether he had been in recent contact with the Elders; **Chair Aquino** stated that he had not. **J. Rogers** stated that she would like to see the land acknowledgement move forward, but she cautioned that the FDC should make certain that the Denakkanaaga Elders approve of the language. **S. Thomas** agreed and stated that would be respectful.

**Chair Aquino** clarified that all the previous edits have been removed, and the language in Resolution No. 2022-01 is the language that was originally proposed by former City Council Member Kun. **J. Rogers** stated that because of the circumstances surrounding the issue, it would be best to reach out to the Elders first and invite them to participate.

**B. Dorton** stated that he had been a part of drafting the edited language. He explained that the Denakkanaaga Elders were not fond of changing *Dena people* to *Ch'eno' people* because the Dena people is a much larger and more inclusive group that includes the Ch'eno' people. He stated the Denakkanaaga Elders do not want to take away from other tribes that are a part of the Dena people. **J. Rogers** reiterated the importance of reaching out again to the Elders.

**W. Tisland** pointed out that the language in Resolution No. 2022-01 was back to the original language approved by the Denakkanaaga Elders. She stated, however, that there is never any harm in reaching out again to the Elders. She stated that when the City Council did not approve its reading of the land acknowledgement, it resulted in some reaction from the Native community. She stated that was an unfortunate situation that she would not want to see happen with the FDC.

**J. Rogers** shared that Mayor Matherly is working on having the framed land acknowledgement mounted at the entry of City Council Chambers.

**B. Dorton**, seconded by **Chair Aquino**, moved to POSTPONE the motion to approve FDC Resolution No. 2022-01 to the next regular FDC meeting.

There being no objections, the motion to POSTPONE was APPROVED.

- b) Memorandum of Recommendation from the Fairbanks Diversity Council to the FNSB School Board

**W. Tisland**, seconded by **T. Ledna**, moved to APPROVE the Memorandum of Recommendation.

**Chair Aquino** stated that the statement, “if we talk the talk we have to walk the walk” has stuck with him. He stated that was his intent behind drafting the memorandum.

**W. Tisland** asked Chair Aquino how he got wind of this issue. **Chair Aquino** stated that he watches as many online meetings as possible, and the recommendation was put forth from the administration and a 3-person ad hoc committee. He stated that the School Board would vote on the issue in the fall.

**T. Ledna** stated that it is a well-written letter, and it balances the question of the FDC’s role in telling other bodies what to do or not do. He stated that there is likely a lot going on behind the scenes at the School District, and the intent behind the proposal seems to be efficiency. He expressed appreciation for the recommendation being put forward because it includes secondary recommendations if the primary one cannot be met. He stated that the following statement as written in the memorandum is a little too strong for him: “Should the school board be unable to consider the stated opportunities or intentionally explore other meaningful resources, the Fairbanks Diversity Council recommends striking all language related to DEIA initiatives from district publications, until capacity allows for *Excellence & Equity for All* to become a priority.” He stated that, overall, he would support the letter.

**J. Rogers** acknowledged that the FDC may want to express concern but stated that she is unsure whether the FDC is on solid ground by directing the actions of another body. **S. Thomas** agreed and stated that she had not read the memorandum.

Clerk Snider displayed the memorandum on the overhead screen. **Chair Aquino** stated that action by the School Board on the issue would not take place until the fall; he stated that he is open to working more on the item.

**T. Ledna** suggested using the term “encourage” instead of “recommend.” He stated he is undecided as to whether the strong statement he mentioned earlier is appropriate. **Chair Aquino** stated that he gave a lot of thought to the paragraph T. Ledna is referring to. He stated that he left it in because he felt that it would be an aggressive move for the School Board to eliminate the Diversity Committee. He stated that meeting folks where they are is pretty important and that one of the top tabs on the District’s website is titled, “Diversity.” He stated that removing the Committee does not seem like a logical next step.

**S. Thomas** asked whether the issue was discussed at the last FDC meeting. **Chair Aquino** stated that it was not. **S. Thomas** stated that the memorandum speaks for the entire FDC, and she asked how the letter could go out without FDC approval. **Chair Aquino** clarified that the memorandum has not been transmitted and that it is only an action item on the FDC agenda at this point.

**W. Tisland** stated that the memorandum, as part of the agenda packet, is on the public record and is available to everyone even though most FDC members were not aware of it. She stated that she has a bit of a problem with the item being drafted and presented in the way that it was. She indicated that the FDC is wading into territory where it should not be. **S. Thomas** agreed. **W.**



**Tisland** stated she would be more in favor of writing a letter of support for the Diversity Committee.

**J. Rogers** stated she is glad for the opportunity to have the discussion. She stated she believes the process has been upside down. She stated she believes that the FDC as a body determines through discussion which items they would like to see brought forward as action items. She suggested that Chair Aquino send a letter to the School Board on his own, but not on behalf of the FDC.

**Chair Aquino** stated that no matter the vote on the issue, he would like the FDC to consider where group fear may be coming from. He stated that in order to make history, there has to be some sort of conflict or change.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO APPROVE THE MEMORANDUM OF RECOMMENDATION AS FOLLOWS:

YEAS: Aquino, Ledna  
NAYS: Thomas, Dorton, Kvpil, Tisland, Lee  
ABSENT: Webb, Shockley, Kuplack  
**Chair Aquino** declared the MOTION FAILED.

**Chair Aquino** stated that the time is 7:10 p.m., and he asked for a motion to continue the meeting for ten minutes longer to finish the agenda.

**W. Tisland**, seconded by **T. Ledna**, moved to CONTINUE the meeting for ten minutes longer to finish the agenda.

There being no objections, the motion was APPROVED.

c) Discussion and Follow-up on May Presentations by the NAACP and FPD

**Chair Aquino** stated that he wanted to give FDC members the opportunity to discuss the presentations at the last meeting by the NAACP and the FPD. He asked Clerk Snider to clarify the process by which the FDC could engage taking a position on the issue. Clerk Snider stated that letters of recommendation and FDC resolutions are placed on the agenda for consideration as a result of discussions by the body or by the Chair or Vice Chair of the FDC. She stated that the item, once on the agenda, becomes an action item for the FDC. She explained that items passed by the FDC are then forwarded to the City Council. She stated that when FDC resolutions or letters of recommendation are approved, the items are added to the FDC section of the City website.

**Chair Aquino** asked what the support of the FDC for the NAACP initiatives would look like. Clerk Snider stated that it would likely be a resolution of the FDC. **Chair Aquino** asked for feedback from the FDC on the last meeting.

**Chair Ledna** asked whether it is proper for the Chair to place items on the agenda for the FDC to consider, such as the memorandum that was just discussed. Clerk Snider stated that the agenda is set by the Chair and Vice Chair, and members may add items to be considered for the agenda. She recognized that there was some confusion with the presentation of the memorandum previously discussed and stated that she would make an effort to clarify those types of items in the future with

a “DRAFT” stamp. **T. Ledna** stated that he does not believe the process was upside down as was previously stated; he stated that the Chair or members should be able to request agenda items.

**T. Ledna** stated that the last meeting was well-done, and he was pleased to be able to hear from both sides of the issue.

**R. Kvapil** stated she believes the meeting was very well-run, and she strives to maintain a good relationship with both sides that presented. She stated she learned a lot from the presentations, and it was worthwhile.

**Chair Aquino** asked FDC members for input on how to handle situations where past presenters would like to provide follow-up information or points of clarification to the FDC.

**W. Tisland** stated she thought Chair Aquino did a great job facilitating the last meeting. She suggested using a similar process as was used with the DAP and the land acknowledgement where parcels were split off for smaller groups to work on. She stated now the question is whether the FDC would like to pursue the recommendations made by the NAACP.

**W. Tisland**, seconded by **T. Ledna**, moved that the FDC support the recommendations made by the NAACP at its last meeting in respect to the “7 Points for a Safer Fairbanks.”

**T. Ledna**, seconded by **A. Aquino**, moved to REFER to the Education and Outreach Committee the motion that the FDC support the recommendations made by the NAACP at its last meeting in respect to the “7 Points for a Safer Fairbanks.”

There being no objections, the motion to REFER was APPROVED.

### **FDC MEMBERS’ COMMENTS**

**Chair Aquino** stated that FDC elections are coming up in July. He asked members to consider nominations and clarified that nominations could be made the day of the meeting.

**B. Dorton** stated he has come to the conclusion that he will not be reapplying for another term on the FDC. He stated that his service on the FDC has been a good learning experience, and having a seat at the table has taught him how to feel included, how to use his voice, and how to fight for things he is passionate about. He stated it has also taught him how to speak with and make asks of others. He stated that there is a possibility that he will return to the FDC in the future.

**T. Ledna** shared that Fairbanks Community Bingo and Resource Fair was the previous Friday, and he provided the website for anyone interested in checking out photos from the last event at <https://www.fairbankscommunitybingo.com>. He stated that the next Community Bingo and Resource Fair event will be held August 12 in conjunction with Project Homeless Connect. He stated that the group will try to make connections in regard to the controversy that has erupted around Golden Heart Plaza. He stated that one of the goals of Project Homeless Connect is to try to bridge the gap between the goals of the tourist industry and the care and treatment of the people in the community. He asked members to spread the word about the August event.

City Clerk Snider reminded members and listeners that candidate filing for the October election will be July 15 – 29.

**Chair Aquino** wished everyone a Happy Pride Month.

**MEETING DATES**

- a) Next Regular Meeting Date, July 12, 2022

**ADJOURNMENT**

**T. Ledna**, seconded by **R. Kvapil**, moved to ADJOURN the meeting.

There being no objections, the meeting was adjourned at 7:34 p.m.

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Andrew Aquino, Chair

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D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

DRAFT

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
<b>1. Internal City Processes.</b> 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.	Recruitment: Work with HR to help 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	
	Data Review: Conduct and review City of Fairbanks employee EEO survey and demographics data. Suggest benchmark EEO and diversity goals.	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 the FDC
	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
	Recruitment and Promotion Practices: Review City of Fairbanks internal processes related to recruitment and promotion of City Staff.	Share with FDC recruitment and promotion processes outlined in the City's union agreements.	Diversity Council  Human Resources	A presentation will be scheduled for a complete overview
	Selection and Hiring: Develop and utilize new systems to streamline and speed up the screening, interview, and background check processes.	Reduced turnaround time in filling vacancies.	Human Resources	Ongoing – HR's efforts reported annually to FDC
	Employee Training: Work with Human Resources to develop a City-wide diversity training curriculum to ensure awareness of the importance of inclusion and understanding of diverse groups in our community. Periodically review training given to all employees.	Improve workforce awareness and understanding of diversity issues in the community.	Diversity Council  Human Resources	Ongoing

## CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
<b>2. Financial Resources.</b> Ensure sufficient resources are available to implement DAP	Identify outreach activities for the year and corresponding funding requirements.	A calendar of events FDC plans to participate in annually and an estimate of required funding budgeting purposes.	FDC Members	Annually in January

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
<b>3. Internal City Policies and Procedures.</b> 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 workgroup or committee to review internal City policies and procedures and identify barriers to achieving greater diversity and consistent with the DAP.  Work with the Chief of Staff to review the current policies.	Ensure City of Fairbanks internal policies and procedures are equitable.	Policy & Procedure Committee  Mayor's Office  Diversity Council	Annually
	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 will present the approved plan to the FDC
	Integrate FDC's proposed changes to Affirmative Action Plan 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	Increase City support of City departments and groups that serve underrepresented populations.		Ongoing
	Encourage and highlight collective/independent commitment to diversity, equity, and inclusion in internal- and external-facing communities.	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, boards, and committees.	Establish culturally competent, high-level decision making.		Ongoing
	Provide guidance to all departments on developing localized land acknowledgements.	Recruit and retain a staff reflective of Alaska Native/American Indian peoples.		Immediate

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
	Include diversity, equity, and inclusion learning objectives and outcomes in performance reviews.	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.	Increase support and visibility for events/holidays/programs that reflect our diverse community.		Ongoing

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Results	Responsibility	By When?
<b>4. Education and Training.</b> Provide multi-tiered and on-going strategic and collaborative education and outreach to the City of Fairbanks leaders, staff and residents.	<b>Required – Review State, Local, National Diversity Council Work</b> as directed by City Ordinance 5939.	FDC and City to gain competencies in: <ul style="list-style-type: none"> <li>• Seeing opportunities to be proactive in advancing diversity work</li> <li>• Identifying instances of internal/external inequity</li> <li>• Confidence to engage in tough conversations</li> <li>• Having and/or knowing where to find resources</li> <li>• Deepening understanding of how to be an advocate and ally</li> </ul>	Diversity Council	Ongoing
	<b>Required – Provide Reports and Recommendations to City Council</b> 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.  FDC will request of City to provide focused measures to monitor and publish annually; report baselines, measures, and progress to Fairbanks City Council.	Edu/Outreach /Media/Communications Committee  Mayor’s Office	Ongoing
	<b>Required – Assist with Accessibility Issues</b> 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



# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Results	Responsibility	By When?
	Required – Recommend at least one annual training for all City employees.	City to gain competencies in: <ul style="list-style-type: none"> <li>• Seeing opportunities to be proactive in advancing diversity work</li> <li>• Identifying instances of internal/external inequity</li> <li>• Confidence to engage in tough conversations</li> <li>• Having and/or knowing where to find resources</li> <li>• Deepening understanding of how to be an advocate and ally</li> </ul>	Diversity Council	Ongoing
	Implement current events discussions and calendar and declare a “diversity topic of the month” for FDC meetings	Continuous and comprehensive education on diversity.	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  Diversity Council	Ongoing

# CITY OF FAIRBANKS DIVERSITY ACTION PLAN (Proposed Changes by the FDC)

Goal	Tasks	Desired Results	Responsibility	By When?
	Provide periodic updates to the Fairbanks City Council and Borough Assembly.	<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 City Council groups to be accountable to.</p>	<p>Diversity Council</p> <p>City Council</p> <p>Borough Assembly</p>	Ongoing, Annual
	Grow partnership with the University of Alaska Fairbanks to share resources and complement existing efforts.	Communicate with multiple audiences; practice community building through inclusivity.	<p>Diversity Council</p> <p>City Council</p>	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.	<p>Diversity Council</p> <p>City Council</p>	Ongoing



**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 12th day of July 2022 by the Fairbanks Diversity Council.

Signed:

\_\_\_\_\_  
Andrew Aquino, Fairbanks Diversity Council Chair

Attest:

\_\_\_\_\_  
D. Danyielle Snider, MMC, City Clerk



July 12, 2022

Mayor Jim Matherly and  
Fairbanks City Council Members  
800 Cushman Street  
Fairbanks, AK 99701  
Fairbanks Diversity Council  
800 Cushman Street, Fairbanks, Alaska 99701

RE: National Association for the Advancement of Colored People (NAACP) “Seven Points for a Safer Fairbanks”

Dear Mayor Matherly and Fairbanks City Council members,

The Fairbanks Diversity Council (FDC) heard public testimony on May 10, 2022 from National Association for the Advancement of Colored People (NAACP) of Greater Fairbanks. At that time, Montean Jackson and Helenmarie Matesi presented the FDC with information about their “Seven Points for a Safer Fairbanks.”

Our body is responsible for providing a citizens' forum, serving as a diversity advisory board to the City Council, and addressing the community's concerns in the areas of employment, public accommodations, police policies, transportation, housing, public awareness and sensitivity, and other such subjects as they affect diverse populations within our community.

The FDC is not an expert in law enforcement administration, best-practices in policing, or the justice system. However, we as a group can and do applaud the efforts of the NAACP of Greater Fairbanks for their efforts in researching and reviewing our local police practices. While we as a body do not support or reject outright the proposals outlined in the “Seven Points for a Safer Fairbanks,” we do believe that any advocacy that results in better public safety standards is good. Police oversight by non-police and advocacy for best-practices in policing by citizens is a good thing.

In many communities in the United States, residents participate to some degree in overseeing their local law enforcement agencies. One idea suggested in the NAACP of Greater Fairbanks “Seven Points for a Safer Fairbanks” was for the establishment of a “Civilian Review Board.” The FDC believes this proposal deserves special attention by the City Council. Although we know that there already exists a “Fact Finding Commission,” we also learned it is seldom if ever used and that there are currently no members. The FDC recommends that the Fairbanks City Council create a committee to further investigate the opportunities that might come from enhancing the above commission and / or reorganizing it into a “Civilian Review Board”. The committee City Council creates ought to have City Council representation, Diversity Council representation, law enforcement, and some other non-officials who represent our citizenry, including the NAACP of Greater Fairbanks. Use of the U.S. Department of Justice, Office of Justice Programs publication, “*Citizen Review of Police: Approaches and Implementation*” by Peter Finn could be helpful in determining if a “Civilian Review Board” is the right fit for our community; reaching out to other resources found within the “National Association for Civilian Oversight of Law Enforcement” could be valuable too.

Finally, the FDC wishes to commend both the NAACP of Greater Fairbanks and the Fairbanks Police Department. At our FDC meeting May 10, 2022, we witnessed both groups discuss civilly with us a very complex issue. It is further commendable that both groups have had multiple face-to-face meetings and conversations where the FPD acted as a willing and listening partner. We greatly appreciate the stance of the NAACP of Greater Fairbanks who wrote on these matters that they are “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.”

Fairbanks Diversity Council

DRAFT

**Sec. 2-233. Chairperson; committees; quorum; meetings.**

- (a) The city mayor shall serve as the non-voting chairperson of the FDC. The mayor may appoint a chairperson from the membership of the FDC. If the mayor appoints a chairperson, the person chosen will remain a voting member of the FDC and will serve a one-year term as chairperson. The FDC will choose a vice chairperson from among its members. The person so chosen will serve a one-year term as vice chairperson. When the term of the chairperson expires, the vice chairperson will become the chairperson, and the FDC will choose a new vice chairperson from among its members. If the mayor chooses to serve as the chairperson, the vice chairperson will not progress to the chairperson position. The mayor will remain a non-voting member of the FDC even if not serving as chairperson.
- (b) The FDC may organize committees and adopt administrative rules and procedures to accomplish its purposes.
- (c) A quorum shall be necessary to conduct a meeting. A quorum shall consist of six public voting members of the FDC. The business of the FDC shall be transacted by a majority vote of voting members present after a quorum is established.
- (d) All meetings shall be held, and notices and agendas shall be posted, in compliance with the Alaska Open Meetings Act. Minutes of FDC proceedings shall be kept and filed in accordance with applicable laws dealing with public records. In all matters of parliamentary procedure not covered by rules and procedures adopted under subsection (b) above, the current version of Robert's Rules of Order will govern.
- (e) The FDC shall keep permanent records or minutes of all meetings. The minutes shall promptly be filed in the office of the city clerk and shall be open to public inspection. The city clerk shall supply the FDC with administrative support.