



FAIRBANKS DIVERSITY COUNCIL  
 REGULAR MEETING MINUTES  
 JULY 12, 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 5:32 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 Vice Chair Dorothy Shockley (Seat F) presiding (Z) and with the following members in attendance [Z = Zoom; P = In Person]:

Members Present: (Z) Timothy Ledna, Seat A (Z) Rachael Kvapil, Seat K  
 (Z) Juanita Webb, Seat D (Z) June Rogers, Council Member  
 (Z) Shelissa Thomas, Seat E (P) Angela Foster-Snow, HR Director  
 (P) Wendy Tisland, Seat H

Members Absent: *Vacant*, Seat B Kelvin Lee, Seat I  
*Vacant*, Seat C Cheyenna Kuplack, Seat J  
 Andrew Aquino, Seat G (excused) Jim Matherly, Mayor

Also Present: (P) D. Danyielle Snider, City Clerk

**CALL TO ORDER**

**Vice Chair Shockley** called the meeting to order.

**PLEDGE OF ALLEGIANCE**

The FDC recited the Pledge of Allegiance.

**INTRODUCTION OF MEMBERS**

**Vice Chair Shockley** stated she broke her kneecap in March, and she has been out of the loop for a while. She shared that at the end of April her son became ill with a rare infection, and he passed away. She stated that it has been a rough few months, and she thanked FDC members for having patience with her during that difficult time. **Vice Chair Shockley** asked each FDC member to introduce themselves and answer the following question: *Why do you serve on the Fairbanks Diversity Council?*

**A. Foster-Snow** stated that she serves because of her position at the City of Fairbanks. She stated that she began serving under the administration of Mayor John Eberhart.

**R. Kvapil** stated that she came from a low socio-economic class, and everyone gave her excuses as to why she would not succeed. She stated that those around her bought into it, but she never accepted it. She stated that is why she serves.

**W. Tisland** stated that she is officially filling the Borough-appointed position on the FDC. She stated that she has been working in human resources for about 35 years. She stated that equal

opportunity has always been a part of her work, and treating people fairly is ingrained in her. She stated that she serves to create an inclusive environment where people are treated fairly.

**S. Thomas** stated that she works with an underserved and marginalized population. She stated that she serves because she wants to be a voice and a part of a body that cares about the situations brought forward by those in the community.

**J. Webb** stated that she serves to make a difference in the community and to help educate about and advocate for people of diverse cultures. She stated that one of her goals is to make groups like the FDC not needed.

**T. Ledna** stated that he has been in Fairbanks for less than three years. He stated that he has always been active in the community where he lives. He stated he values the mission of the FDC, and he continues to serve for that reason. He commented that another reason he serves on the FDC is to be in the presence of J. Rogers.

**J. Rogers** thanked T. Ledna for his kind words. She stated that she has been doing advocacy work through arts and culture in Fairbanks for 45-50 years. She stated that she and R. Kvapil worked together for many years, and she spoke highly of R. Kvapil and her accomplishments. She stated that she was appointed to the FDC originally by Mayor Eberhart in 2014, and she feels compelled to be a part of activities that brings people together in such a platform.

When called upon by **Vice Chair Shockley** to respond to the question presented, Clerk Snider stated that she is not a member of the FDC but is assigned to serve the body administratively.

**Vice Chair Shockley** stated she serves on the FDC to embrace diversity. She stated that when the FDC first formed, she believes her daughter was serving on the City Council. She stated that she would like to see the City reflect the community's diverse population in offices, employment, governing bodies, and organizations. She stated she would like to work more towards that goal.

### **APPROVAL OF AGENDA**

**W. Tisland**, seconded by **T. Ledna**, moved to APPROVE the Agenda.

**Vice Chair Shockley** called for a voice vote; she declared that the motion passed.

### **APPROVAL OF PREVIOUS MINUTES**

a) Regular Meeting Minutes of June 14, 2022

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

**Vice Chair Shockley** called for a voice vote, then declared that the motion passed.

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

There were no citizens' comments.

## REPORT FROM THE CHAIR

- a) Update from HR Director A. Foster Snow

**A. Foster-Snow** shared that the City is actively recruiting for three upper-level positions. She stated that the Administration interviewed an out-of-state candidate earlier in the day for the Assistant Fire Chief position, and she is hopeful that the position will be filled. She stated that the City's Environmental Engineer position has also recently vacated as well as the City Building Inspector position. She mentioned other vacancies in the Fairbanks Police Department and in the Fairbanks Emergency Communications Center (FECC).

## UNFINISHED BUSINESS

- a) Diversity Action Plan (DAP) Final Review & Recommendation to the City Council

**T. Ledna** explained that the FDC had requested a clean copy be provided for members' review prior to voting on whether to recommend the revised document to the City Council for approval.

Clerk Snider stated that the version before the FDC contains all the amendments to date. She questioned whether it was the FDC's intent to keep the subcommittees in the "Responsibility" column of the document, since those subcommittees have not been in place for some time.

**W. Tisland**, seconded by **R. Kvapil**, moved to AMEND the DAP working document by replacing the subcommittees listed in Goals 3 and 4 with "Diversity Council."

**Vice Chair Shockley** called for a voice vote on the motion to amend; she declared that the motion passed.

**T. Ledna**, seconded by **J. Webb**, moved to AMEND the DAP working document by adding "Diversity Council" to each blank cell under the column "Responsibility" in Goal 3.

Members discussed whether filling in the blanks with "Diversity Council" would be appropriate. **W. Tisland** pointed out that some of the items under Goal 3 do not appear to be under the responsibility or role of the FDC.

**Vice Chair Shockley** called for a voice vote on the motion to amend; she declared that the motion failed.

**W. Tisland**, seconded by **S. Thomas**, moved to REFER Goal 3 back to the subcommittee who originally worked on the proposed edits to complete the "Responsibility" column.

**Vice Chair Shockley** called for a voice vote on the motion to refer; she declared that the motion passed.

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

**Vice Chair Shockley** read the full title of the resolution into the record.

Clerk Snider provided a staff report; she stated that Chair Aquino had reached out to the Denakkanaaga Elders but had not received a response yet. **Vice Chair Shockley** reported that one of the Elders was currently out of town; she added that Chair Aquino had wanted to invite the Elders to attend an FDC meeting.

*S. Thomas had informed the group at the start of the meeting that she would need to leave by 6:30 p.m. S. Thomas left the meeting at 6:28 p.m. The remaining agenda items were not addressed due to the loss of a quorum, and Clerk Snider stated that the unaddressed items would be rolled to the next regular meeting agenda.*

- c) Subcommittee Recommendation on NAACP's "7 Points for a Safer Fairbanks"

### **NEW BUSINESS**

- a) Nomination and Appointment of Vice Chair

### **MEETING DATES**

- a) Next Regular Meeting Date, August 9, 2022

### **ADJOURNMENT**

**Vice Chair Shockley** declared the meeting adjourned at 6:30 p.m.

  
Dorothy Shockley, Chair

  
D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS