



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING MINUTES  
AUGUST 9, 2022, 5:30 P.M.



HELD VIA [ZOOM WEBINAR](#) AND AT  
FAIRBANKS CITY COUNCIL CHAMBERS  
800 CUSHMAN STREET, FAIRBANKS, ALASKA

The **Fairbanks Diversity Council** (FDC) convened 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 Dorothy Shockley (Seat F) presiding (Z) and with the following members in attendance [Z = Zoom; P = In Person]:

Members Present: (P) Timothy Ledna, Seat A (Z) Cheyenna Kuplack, Seat J left @ 5:43  
(Z) Juanita Webb, Seat D (Z) June Rogers, Council Member  
(Z) Andrew Aquino, Seat G (Z) Angela Foster-Snow, HR Director  
(P) Wendy Tisland, Seat H

Members Absent: *Vacant*, Seat B Kelvin Lee, Seat I  
*Vacant*, Seat C Rachael Kvapil, Seat K (excused)  
Shelissa Thomas, Seat E (excused) Jim Matherly, Mayor

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

### **CALL TO ORDER & READING OF THE FDC MISSION STATEMENT**

**Chair Shockley** called the meeting to order at 5:36 p.m. and asked the Clerk to read the mission statement; Clerk Snider read the mission statement.

### **PLEDGE OF ALLEGIANCE**

**Chair Shockley** asked T. Ledna to lead the group in the Pledge of Allegiance.

### **INTRODUCTION OF MEMBERS**

**Chair Shockley** asked each member to answer the following question: Considering the DAP key priority areas, which one action can you commit to completing this year? Why?

**J. Rogers** stated that since she is a non-voting member, perhaps others should go first.

**A. Aquino** stated that he works in the President's Office at the University. He shared that he would choose, under priority #3, the task of considering diverse representation when appointing seats on councils. He stated that he would incorporate that into his work by ensuring there are solid expectations of hiring committees in his workplace. He stated that he would like to see diverse representation in the recruitment process from application through onboarding.

**W. Tisland** stated she was not prepared to answer the question.

**T. Ledna** stated that the most attractive goals to him were the ones that have been eliminated by the DAP: community outreach and diversity promotion. He shared that under goal #4, education and training, the portion about developing and maintaining collaborative partnerships with other groups is what most closely aligns with his work. He stated that he will keep in my mind how his work on the FDC can help maintain partnerships and make people aware of the FDC's mission statement. He added that he would be willing to provide updates to the local governing bodies.

**J. Webb** stated that she would choose the priority of education and training, especially with regard to the disabled population.

*C. Kuplack left the meeting at 5:43 p.m., and a quorum was lost. All action items on the agenda were not addressed due to the loss of a quorum. The unaddressed agenda items will be rolled to the next regular meeting.*

**Chair Shockley** stated that she is a member of the Upper Koyukukan Athabascan tribe in the Interior. She stated she is currently unemployed, although she owns her own business. She commented that it is difficult to zero in on one area of the DAP. However, she expressed interest in Goal 3, internal City policies and procedures. She expressed that she would like to ensure a more diverse employment pool and maybe review City affirmative action plan (AAP) and offer recommendations as needed. She stated she would be willing to review the AAP and offer changes, as needed.

**Chair Shockley** asked if anything else could be done at the meeting since there was no quorum. Clerk Snider stated that no action could be taken by the FDC.

**A. Aquino** reminded members to toss in their hat if they are interested in serving as Vice Chair.

**Chair Shockley** stated that she has some questions; she asked who provides updates from the FDC to the Borough. **J. Rogers** stated that she does when she is serving as the City representative at Borough Assembly meetings. **W. Tisland** stated that she is appointed by Borough Mayor Ward, and she reports regularly to him about the FDC. **A. Aquino** asked whether Mayor Ward get to see the applicant pool for the FDC. Clerk Snider stated that the City shares applicant information with the Borough. **J. Rogers** asked Clerk Snider to share about what she has offered to the City Council in regard to reports to the Borough Assembly. Clerk Snider stated that she has offered, whenever asked, to provide a summary report to City Council members to share with the Borough Assembly when it is their turn to represent the City.

**Chair Shockley** asked whether there are any regulations for the FDC. She asked if the FDC is guaranteed to continue if there was to be a new Mayor who did not want the FDC. **J. Rogers** stated that the FDC was brought about by former Mayor Eberhart, and it began with the Mayor serving as the Chair. She stated that changes have been made since that time, and changes can be made. She stated that what keeps the FDC going is vitality and productivity. Clerk Snider stated that the FDC does have a policies and procedures outline, but it needs to be updated. She stated that perhaps once the items currently before the FDC are taken care of, the group can review and update the policies and procedures. Clerk Snider continued by stating that the only way for the FDC to be eliminated is by City ordinance. She clarified that the Mayor or a City Council member

would have to introduce an ordinance, and the ordinance would need two readings, a public hearing, and a majority vote to pass.

**Chair Shockley** expressed that she would like to have a gathering of the FDC so that members could meet each other. **W. Tisland** stated she recalls a time when snacks were shared at an FDC meeting and suggested something like that. She acknowledged that hybrid meetings (in person and Zoom) came about during COVID and asked whether the FDC intends to continue with hybrid meetings. **A. Aquino** stated that hybrid FDC meetings did come about because of COVID; he stated that is an issue the Chair could bring up at a future meeting. **Chair Shockley** stated that perhaps an in person gathering is something that could be done on a quarterly basis. She suggested also that the FDC review the regular meeting start time.

**J. Rogers** stated that the FDC has existed since 2014, but the group continues to struggle to meet a quorum. She stated that the DAP is a complex plan that is difficult for an advisory body like the FDC to carry out. She clarified that the FDC has no budget, and it was never intended to. She stated that if or when the FDC needs funds for something such as a banner, they can request it of the Mayor and he may provide it out of his budget. She stated she has two years left to serve on the City Council, but she would be willing to continue serving as a member of the FDC beyond those two years.

**Chair Shockley** stated that she was very excited when the FDC was first created. She commented that she is glad to serve on the FDC but she agreed that the limitations of the FDC make it difficult. She questioned whether FDC meetings are advertised and stated that a majority of community members are not aware that the FDC exists.

**J. Rogers** asked A. Foster-Snow to provide a brief overview of how City hiring practices have improved since the FDC was created. **A. Foster-Snow** stated that there have been many things, but the biggest thing is the participation of FDC members in the hiring process. She mentioned some current and past members who have served on hiring panels and stated that serving in that way gives a member the opportunity to see that the City is trying to attract diverse applicants. **A. Foster-Snow** stated that the City cannot control who applies for jobs. She stated that the City has struggled with diversity, but she has seen significant growth in that area. She commented that it is helpful when FDC members are active in the hiring process. She spoke of a past FDC member, Doug Toelle, who helped the City a great deal by reviewing and making recommendations for the City's Accessibility Policy. She shared that the HR department is small, but she is committed to having a diverse workforce at the City. **J. Rogers** asked how many other current FDC members have served on a hiring panel at the City. **A. Foster-Snow** stated that besides J. Rogers, only A. Aquino had served in that way. **J. Rogers** encouraged others to participate in the process. **A. Aquino** spoke to his experience in serving on City hiring panels and discussed the importance in ensuring equity in that process; he stated the experience was rewarding. **Chair Shockley** asked how often opportunities to participate come around and how FDC members would be notified. **A. Foster-Snow** stated that she maintains a list of FDC members for the Police and Fire departments to call upon, but she would be willing to reach out to specific members who she knows would be available and willing to participate. She stated that FDC members are to participate in hiring panels for supervisory positions in public safety departments, and the City has extended that participation to hiring panels for police officer positions.

Clerk Snider shared that there are two City-appointed vacancies on the FDC. She clarified, based on Chair Shockley's earlier question regarding advertising, that the City advertises the date, time, and location of every FDC meeting, but not the agenda. In response to T. Ledna's earlier comments about providing an updated DAP on the City website, Clerk Snider stated that the document would not be updated until it was approved by the City Council.

### **APPROVAL OF PREVIOUS MINUTES**

- a) Regular Meeting Minutes of July 12, 2022

*This item was not addressed due to lack of a quorum.*

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

There were no citizens' comments.

### **UNFINISHED BUSINESS** – *Unfinished Business was not addressed due to lack of a quorum.*

- a) Diversity Action Plan (DAP) Final Review & Recommendation to City Council  
(Referred back to subcommittee to complete "responsibility" column in Goal 3)
- 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"

### **NEW BUSINESS** – *New Business was not addressed due to lack of a quorum.*

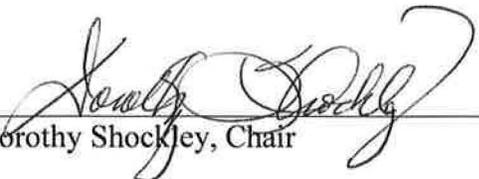
- a) Nomination and Appointment of Vice Chair

### **MEETING DATES**

- a) Next Regular Meeting Date, September 13, 2022

### **ADJOURNMENT**

The meeting adjourned at 6:19 p.m.

  
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Dorothy Shockley, Chair

  
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D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS