



FAIRBANKS DIVERSITY COUNCIL  
REGULAR MEETING MINUTES  
NOVEMBER 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 5:35 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 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) Kelvin Lee, Seat I  
(Z) Sonja Sommer, Seat C (P) Rachael Kvapil, Seat K  
(Z) Juanita Webb, Seat D (Z) June Rogers, Council Member  
(Z) Andrew Aquino, Seat G (P) Angela Foster-Snow, HR Director  
(Z) Wendy Tisland, Seat H (P) David Pruhs, Mayor

Members Absent: *Vacant*, Seat B Cheyenna Kuplack, Seat J (excused)  
Shelissa Thomas, Seat E (excused)

Also Present: (P) D. Danyielle Snider, City Clerk (P) Mike Sanders, Chief of Staff

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

**Chair Shockley** called the meeting to order and asked Clerk Snider to read the FDC mission statement.

**PLEDGE OF ALLEGIANCE**

**Chair Shockley** led the FDC in the Pledge of Allegiance.

**APPROVAL OF AGENDA**

**A. Aquino**, seconded by **W. Tisland**, moved to APPROVE the Agenda.

**Chair Shockley** called for a voice vote on the motion to APPROVE the agenda, and all members voted in favor.

**APPROVAL OF PREVIOUS MINUTES**

- a) Regular Meeting Minutes of July 12, 2022
- b) Regular Meeting Minutes of August 9, 2022
- c) Regular Meeting Minutes of September 13, 2022
- d) Regular Meeting Minutes of October 11, 2022

**T. Ledna**, seconded by **A. Aquino**, moved to APPROVE all four sets of meeting minutes as presented.

**Chair Shockley** called for a voice vote on the motion to APPROVE all four sets of meeting minutes, as presented, and all members voted in favor.

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

*There were no Citizens' Comments.*

### REPORT FROM THE CHAIR

**Chair Shockley** stated that she emailed several organizations the day prior in regard to activities surrounding Native American Heritage Month, but she had not heard back from anyone yet. She stated she would forward any information she gathers to the Clerk for distribution. She gave the floor to newly elected Mayor Pruhs for an introduction.

**Mayor Pruhs** thanked the FDC for having a quorum. He stated that, as Mayor, he has the choice on whether to serve as the FDC Chair but explained that he would like D. Shockley to remain Chair. He stated that he will make an effort to contact members who have not shown up for meetings, and he commended those who have shown commitment to the FDC.

**Chair Shockley** highlighted the FDC's purpose and duties per the Fairbanks General Code (FGC). She reported that the State of Alaska Human Rights Commission would like to attend the FDC's December meeting and that the Clerk is reaching out to them to get more information.

### UNFINISHED BUSINESS

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

At Chair Shockley's request, Clerk Snider summarized the history of the DAP and read the goals aloud. **J. Rogers** asked A. Foster-Snow to speak to how the revised plan fits in with the goal to have a diverse hiring practice at the City. **A. Foster-Snow** stated that the FDC has worked on the DAP for a long time, and the goals have been fine-tuned. She stated she appreciates that the newly revised Goal 3 states that the FDC will review only those City policies that are relevant to diversity. She stated that will provide a more focused look at relevant policies and allow for more action by FDC members. She added that ensuring FDC members will be available to serve on hiring panels will be very helpful as a best practice. She stated that the revised DAP is a strong document.

**Chair Shockley**, referencing Goal 2, asked if the FDC has ever had a budget. **J. Rogers** replied that the FDC has never had a line item in the City's budget; however, the FDC can seek funds on a case-by-case basis from the Mayor's Office. **Mayor Pruhs** added that he has a contingency fund as part of his budget, and he would consider items as needs arise.

**Chair Shockley** asked whether there has ever been training provided to the FDC. **A. Foster-Snow** stated that the FDC has been invited by the City to participate in numerous trainings but stated that she does not recall any FDC-specific training that has been offered. Clerk Snider stated that, early

on, various groups came to FDC meetings to make presentations, such as a representative of the “Green Dot” program. **Chair Shockley** commented that it may be good to look into what other organizations are doing nation-wide. **Mayor Pruhs** suggested that the Alaska Human Rights Commission could be looked at as FDC training, and the FDC could also compile a list of different training opportunities they would like to participate in. **Chair Shockley** encouraged members to reach out to her if they had recommendations for training or presentations for the FDC.

**A. Aquino**, seconded by **R. Kvapil**, moved to RECOMMEND adoption of the DAP, as presented.

**A. Aquino** stated that the underlined areas of the DAP are the last changes that the FDC made.

**T. Ledna** stated that it is important for new members to see how the document has been edited, but they should also be aware of the items that were eliminated. He stated that he has served on the FDC for about a year, and there has been a lot of absenteeism. He explained that the original DAP had 6 or 7 goals, and the FDC agreed to eliminate a couple of goals that were related to community outreach and the promotion of diversity in Fairbanks. **T. Ledna** stated that, in the end, the FDC felt that if its members were not willing to do the work outside of meetings, there was no reason to have those goals. He stated that he is active in the community and would have been happy to take on some of those things, such as a City day of service for Martin Luther King Jr. Day, but he could not do that outreach alone. He clarified that while he supported eliminating those goals at that time, there seems to be a different temperature in the room now. He stated that while part of him wants to vote on the final version of the DAP and be finished with it, he wondered whether the FDC should consider putting those deleted goals back into the DAP.

**Mayor Pruhs** pointed out that the DAP is to be reviewed every 5 years, but the FDC could review it sooner. **Chair Shockley** stated that she would like to see the FDC become more active in the community. She stated she would also like to see the FDC adopt the DAP and see what additional things it can do. She spoke briefly about the frequency of meetings and wondered whether it would help the FDC to change its meeting schedule.

**W. Tisland** expressed frustration. She stated that the FDC has been working on a revision of the DAP since November of 2021. She expressed appreciation for Mayor Pruhs’ comment that the FDC could recommend revisions to the DAP whenever it wants. She acknowledged the work that went into the DAP and expressed support for moving forward with the revised document. She provided this quote to the group: “An adequate something is better than a glorious nothing.”

**A. Aquino** spoke in support of getting the DAP recommendation to the City Council. He stated the FDC’s current procedures are pretty aligned with the revision of the document. In reference to the third bullet of the summarized duties of the FDC, he stated that he recently learned that he has a different view than other members of what advocacy means, and he would like to see that defined before putting the related sections back into the DAP.

**T. Ledna**, seconded by **R. Kvapil**, moved the PREVIOUS QUESTION.

**Chair Shockley** called for a voice vote on the motion, and all members voted in favor.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION TO RECOMMEND ADOPTION OF THE DAP, AS PRESENTED, AS FOLLOWS:

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

**J. Rogers** requested that FDC members show up to the City Council meeting to advocate for passage of the DAP.

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

**Chair Shockley** stated that the FDC passed a resolution the year prior asking the City Council to adopt a land acknowledgment, but the item failed to pass the City Council. She stated that FDC Resolution No. 2022-01 would apply only to FDC meetings.

**A. Aquino**, seconded by **T. Ledna**, moved to APPROVE FDC Resolution No. 2022-01.

**A. Aquino** stated that he was recently in touch with the Executive Director of Denakkanaaga, and the FDC still has the organization's blessing on the land acknowledgement.

**Chair Shockley** called for a voice vote on the motion to APPROVE FDC Resolution No. 2022-01, and all members voted in favor.

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

**Chair Shockley** asked for someone to refresh her memory on where the FDC was with this agenda item. **A. Aquino** stated that the FDC was asked by the NAACP to support the "7 Points for a Safer Fairbanks." He stated that he does not recall whether the item is informational or actionable. **T. Ledna** provided additional information. He stated that he proposed a draft letter several meetings ago that would act as the FDC's response to the NAACP document, and it was a starting point for the FDC to acknowledge the NAACP's presentation to the FDC in May. Clerk Snider acknowledged that she had neglected to include the draft letter in the agenda packet; she shared the draft letter on the screen so that members could view the document. **T. Ledna** read the draft letter aloud. He indicated that the "7 Points for a Safer Fairbanks" document contains some contentious pieces. He commented that, at the May meeting, Chief Dupee and Deputy Chief Sweet provided some counterpoints to the NAACP's 7 Points, and, in his perspective, police administration and procedures did not appear to be issues the FDC could undertake. He stated that he is not sure the FDC is in a place to know what its stance on the issues ought to be. **T. Ledna** stated that the draft letter commends both groups for having civil conversations with one another, and he believes the FDC supports efforts toward greater accountability in police departments. He indicated that the FDC should have some discussion about the direction they should take on the issue.

**R. Kvapil** stated that she regularly meets with the Fairbanks Police Department (FPD), and she has talked with them about the NAACP presentation. She agreed that the FDC's response was still unsettled, and she also stated that FPD's reasoning behind their procedures is deep. She commented that the FPD may be concerned that there will be one set of rules for one law enforcement agency and not others.



Chief of Staff (COS) M. Sanders stated that the Administration first began talking with the NAACP in April, and he had hoped the item would not be brought to the FDC until the City and the NAACP had a chance to discuss and work on the issues. He reported that at the beginning of 2022, the relationship between the City and the NAACP was very contentious, and some of the things the NAACP was concerned about were not things that were happening locally; rather, they were things happening in Anchorage and the States. He reported that the City has had great conversations with the NAACP in 2022, and the FPD is already exceeding expectations in many of the points outlined in the “7 Points for a Safer Fairbanks.” He briefly went through each of the 7 points and provided information about FPD’s current policies, procedures, trainings, and protocols. COS Sanders stated that the City is constantly in communication with the NAACP and meets with them regularly.

**T. Ledna** asked about point number 3, which recommends creating a Police Civilian Review Board. COS Sanders replied that it is mandated that complaints against the FPD go to the Alaska Police Standards Council, and police-involved shootings go to the Office of Special Prosecutions and Appeals. **T. Ledna** acknowledged that the FPD is mandated to use those resources but asked whether that bars the City from also using a Citizens Review Committee. COS Sanders replied that he believes such a committee would be biased and go after the police. **T. Ledna** argued that, oftentimes, the groups mandated to review cases side with law enforcement. He added that the current relationship between the City and the NAACP is genuine, and that positive relationship should be encouraged. He stated that the media often highlights situations that go wrong, but there are a lot of things that are going right.

**J. Rogers** stated that the letter **T. Ledna** drafted is excellent and positive. She referenced his comment about the Fact Finding Commission and recalled that the Commission does not have enough members to hold a meeting. **T. Ledna** stated that he is in favor of a citizens review board, and perhaps that might be the Fact Finding Commission. He suggested that such a committee should have representation similar to what is outlined in his draft letter and commented that the FDC may want to take some time and digest the draft letter before taking action.

**R. Kvapil** stated that she would like to do more research on citizen review boards. She acknowledged the points made **T. Ledna** stated that the point of his letter is so that the FDC would at least look into the issue. **Chair Shockley** indicated that she would like to have more time to consider the item. **T. Ledna** stated he would support postponement.

**A. Aquino** pointed out that the FPD had the opportunity to respond to the NAACP’s presentation, but the NAACP did not have an opportunity to respond to FPD’s presentation at the May meeting. COS Sanders shared that the City Administration will meet with the NAACP in early December. **T. Ledna** encouraged members to bring any suggested edits to the next meeting.

**A. Aquino**, seconded by **T. Ledna**, moved to POSTPONE the FDC’s Recommendation on NAACP’s “7 Points for a Safer Fairbanks” to the December meeting.

**Chair Shockley** called for a voice vote on the motion to POSTPONE the FDC’s Recommendation on NAACP’s “7 Points for a Safer Fairbanks” to the December meeting, and all members voted in favor.

## NEW BUSINESS

### a) Nomination and Appointment of Vice Chair

**Chair Shockley** asked A. Aquino if he was interested in being nominated to serve as Vice Chair. **A. Aquino** stated that he would have been willing to serve if no one else wished to, but he recalled that C. Kuplack expressed interest in serving at the last meeting. Clerk Snider confirmed that since C. Kuplack had accepted the nomination for Vice Chair previously, the FDC could confirm her appointment without her presence. **Chair Shockley** asked if any other members were interested in serving as Vice Chair, and no other members expressed interest.

**Chair Shockley** called for a voice vote on the confirmation to appoint C. Kuplack as FDC Vice Chair, and all members voted in favor.

### b) FDC Purpose and Policies

Clerk Snider provided a synopsis of the duties and policies of the FDC. **Chair Shockley** asked members to review the policies before the next meeting.

## FDC MEMBERS' COMMENTS

**Chair Shockley** asked members to introduce themselves and provide their name, affiliation, and how long they have served on the FDC.

**W. Tisland** introduced herself and stated she has served on the FDC for a little over a year but has been attending meetings on-and-off for four or five years. She added that she had been appointed by Fairbanks North Star Borough Mayor Ward and had served as the EEO/Compliance Officer at the Borough. She thanked everyone for attending the meeting to make a quorum. She stated that she asked the Clerk to share a flyer with FDC members from a friend and she would appreciate responses. She mentioned that it is Indigenous Peoples month and shared that her significant other is an Apache Indian from Arizona who still has family who live on a reservation there.

**R. Kvapil** introduced herself and stated that May 2022 was her first FDC meeting. She stated that she is a minority business owner in Fairbanks and has worked with many local organizations and served on various boards. She added that she already responded to W. Tisland's email.

**A. Aquino** introduced himself and stated that he manages special projects for the University of Alaska President. He stated that he began serving on the FDC two months before everything shut down due to the pandemic.

**T. Ledna** stated that he was born in Denver, was raised in Chicago, and has lived in Alaska for three years. He stated he is a certified counselor, he works with the Mobile Crisis Team on the weekends, he works with the homeless population on weekdays, he is a licensed foster parent, and he is a member of the Immaculate Conception Catholic Church. He stated that as winter temperatures begin to drop, there will inevitably be homeless folks with serious mental illness who will freeze to death. He commented that the issue is close to his heart and that people are not always treated well or fairly when they have mental health issues.

**J. Rogers** stated that she has been involved with the FDC since its inception in 2014. She stated she is always taken by the genuine regard, courage, and empathy of FDC members. She spoke about awareness and about the difficult issues in the community. She noted that there are people attending the meeting who regularly share their strength, courage, and commitment in the community, and she acknowledged City staff. She stated that she joined the City Council in 2016 and will be termed out in two years; she commented that someone will need to run for office to replace her at that time.

**K. Lee** introduced himself and stated that he became a member of the FDC shortly after its inception; he commented on how the FDC has evolved over time. He shared that he has had the pleasure of being able to take care of his daughter this year, and he recently had to relocate to Anchorage. He announced that he will have to step down from the FDC as he is no longer living in the Fairbanks community. He stated that he has enjoyed being a part of the FDC and hopes the group continues to make strides; he added that it helps when a Mayor will listen and carry some weight. He closed by thanking City staff for their service.

**D. Pruhs** stated that he witnessed laughter, smiles, discussion, education, knowledge, hope, and resilience at the meeting and commented that he enjoyed it all. He thanked members for being present and pledged to help the FDC gain new members to help make a quorum at meetings. He stated that he plans to attend the December meeting and will work with Chair Shockley and the Clerk.

**A. Foster-Snow** thanked the group for having a quorum and getting things done. She said goodbye to K. Lee and commented that she was happy he is able to spend time with his family. She welcomed Mayor Pruhs to the FDC.

**Chair Shockley** thanked everyone for attending the meeting and commented that it is great to have a quorum. She stated that the FDC had some great discussions, and she thanked the Mayor and staff. She introduced herself and shared that she is Upper Koyukon Athabascan of the Tanana/Rampart area; she added that she grew up in Manley Hot Springs. She stated that she moved back to Fairbanks fulltime in 2012 and is currently semi-retired. She shared that she sits on various boards and is passionate about the community and its diverse population. She stated that her heart goes out to the homeless people and she sends them her blessing and prayers. She stated she would like folks to know that the FDC is here to help and expressed hope that people would reach out to the FDC. She expressed appreciation to FDC members.

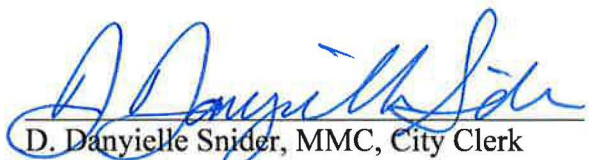
### MEETING DATES

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

### ADJOURNMENT

The meeting adjourned at 7:32 p.m.

  
\_\_\_\_\_  
Dorothy Shockley, Chair

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

Transcribed by: DS