



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
JANUARY 10, 2023, 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 5:34 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 (P) and with the following members in attendance [Z = Zoom; P = In Person]:

Members Present: (Z) Sonja Kokrine, 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) Cheyenna Kuplack, Seat J (at 5:40) (P) David Pruhs, Mayor
(Z) Wendy Tisland, Seat H

Members Absent: Timothy Ledna, Seat A Shelissa Thomas, Seat E
Vacant, Seat B *Vacant*, Seat I

Also Present: (P) D. Danyielle Snider City Clerk Lonny Marney, City Council Member

CALL TO ORDER (Reading of Mission Statement and Land Acknowledgement)

Chair Shockley called the meeting to order and asked **R. Kvapil** to read the FDC mission statement and land acknowledgement.

PLEDGE OF ALLEGIANCE

Chair Shockley led everyone in the Pledge of Allegiance.

APPROVAL OF AGENDA

Chair Shockley called for objection to the APPROVAL of the Agenda and, hearing none, so ORDERED.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of December 13, 2022

Chair Shockley pointed out a date error in the minutes; Clerk Snider stated she would correct it.

A. Aquino, seconded by **J. Webb**, moved to APPROVE the meeting minutes as corrected.

Chair Shockley called for objection to the APPROVAL of the meeting minutes as corrected and, hearing none, so ORDERED.

REPORT FROM THE CHAIR

Chair Shockley stated that she attended the City Council Work Session on December 19. She stated they discussed training and networking in the community. **Chair Shockley** suggested that the FDC be represented at different functions and events in the community; she also suggested that they create a brochure and have materials to hand out.

OPEN MEETINGS ACT PRESENTATION BY CITY ATTORNEY AND CLERK

City Attorney Paul Ewers spoke about the purpose of the Open Meetings Act (OMA) and talked about who is covered by the OMA and what it requires. He explained the definition of a meeting according to the OMA and covered other aspects such as reasonable public notice, serial meetings, social gatherings, and social media.

UNFINISHED BUSINESS

- a) FDC Purpose & Policies (includes poll results on meeting date, time, and frequency)

Chair Shockley asked Clerk Snider to read the poll results. Clerk Snider stated that only eight members responded to the survey regarding meeting date, time, and frequency, and a majority indicated that they would like to change the meeting frequency to every other month.

Chair Shockley raised the issue of the FDC's difficulty in obtaining a quorum and questioned whether the membership makeup should be changed or whether the group should meet only every other month. **A. Aquino** spoke in favor of shrinking the FDC membership to help with a quorum. **J. Webb** expressed concern with shrinking the FDC, as that may not allow for proper representation of the community, and she spoke in favor of maintaining monthly meetings. She stated that if there is an attendance problem, it is likely an indicator of another issue.

W. Tisland agreed with J. Webb's comments concerning regarding meeting frequency and membership. She referenced the FDC's rules about unexcused absences and asked whether those absences are being addressed. Clerk Snider stated that, currently, they are not being actively addressed, although absences are easy to track. **W. Tisland** asked who would make contact with members when the absence issue was being addressed. Clerk Snider replied that the Mayor would contact members in regard to absences.

Chair Shockley spoke about challenges with member dedication and recruitment and talked about the thoughtfulness recruiting new members requires. **R. Kvapil** stated that developing materials about the FDC would be a good first step towards helping with recruitment. She stated it will help people better understand the FDC's purpose and structure.

J. Rogers stated that a few years ago there was some really concentrated sessions of the FDC to define the activities, scope, and purpose of the group. She asked A. Aquino to expound on that. **A. Aquino** stated that the pandemic interrupted those earlier conversations of the FDC. He

suggested that the FDC hold an action meeting every other month, with a more relaxed conversation-type meeting every other month.

J. Rogers asked A. Foster-Snow to speak about the progress made by the FDC. **A. Foster-Snow** stated there has definitely been progress. She stated that the FDC has tried to identify things like what part of the community is not represented on the body and recruit accordingly. She stated that the goal is to have a body that represents the diversity of the Fairbanks community.

R. Kvapil commented that it is important for the FDC to create a safe space, and she spoke to the challenges in accomplishing that while serving as a public body.

Chair Shockley stated that she liked A. Aquino's idea of holding action meetings every other month. She spoke also to the option of virtual meetings versus in-person meetings and suggested that the FDC could aim to meet in person every other month and share food. She suggested also writing into the FDC's policies the community representation required for makeup of the body. Clerk Snider explained that when the FDC was created in 2014, the City's application process included a demographics section. She stated that the City Council did away with the demographics section since. **A. Foster-Snow** suggested getting some Census data to better understand the community's demographics and trying to recruit in those areas not represented on the FDC. Members further discussed ways to reach out to different groups in the community.

Chair Shockley stated she would like the FDC to take a group photo, and she would like to see the FDC host tables at various events, such as the upcoming Festival of Native Arts.

J. Rogers stated that representation is a larger and more difficult topic than people imagine. She reminded everyone that there needs to be a continued flow of new purpose, people, and ideas and that diversity is important. She commented that having a smaller group moves away from the idea of gaining new people, but she expressed appreciation for the discussion.

W. Tisland asked whether the FDC could turn a meeting into a work session if it did not have a quorum. **A. Aquino** stated that it should be fine if there was a Diversity Topic of the Month that was not action-related and the group just held a "courageous conversation." Clerk Snider stated that A. Aquino is correct, but it would be important for the Chair to facilitate the discussion and keep the group on track. **W. Tisland** stated it would be helpful to have a list of topics for discussion and use that time for planning, then actionable items could be brought before the body at a regular meeting.

J. Rogers suggested having Kris Capps do an article on the FDC. Clerk Snider wondered whether a member of the FDC would volunteer to design a brochure. **R. Kvapil** stated that she has design skills, but she is booked until February. **Chair Shockley** stated that a brochure could contain some pictures, the FDC purpose and mission statement, and some history about the work of the FDC. **S. Kokrine** suggested a rack card format because they are easy to read. **C. Kuplack** agreed with S. Kokrine, and she volunteered to work on a draft to bring back to the group. **Chair Shockley** recommended that anyone with ideas about the brochure get in contact with C. Kuplack. She stated that in the meantime, she would like to schedule a time for a group photo of the FDC. Clerk Snider stated that she could send a poll out to identify the best time for a group photo. She stated

that once a brochure is designed and ready for printing, the FDC could request funding from the Mayor's Office.

Chair Shockley asked whether the group wanted to take a vote on changing the meeting frequency and time, or on whether to recommend changing the number of members. She asked if there were any volunteers to gather Census data. Seeing no volunteers, **Chair Shockley** volunteered. Clerk Snider stated that the best way to go about making a change to the FDC policies is by a motion.

R. Kvapil asked about the history of the town hall meetings. Clerk Snider stated that those meetings have not been held in some years and that the FDC removed the reference to those meetings from the draft Diversity Action Plan (DAP) that it forwarded to the City Council. She explained that the meetings were held in Council Chambers with chairs in a circle, and they were informal and not recorded. She stated that sometimes people would speak about sensitive issues in the community, and that is why the FDC called them "courageous conversations." **Chair Shockley** stated that she attended some of those meetings, and she recalled that meetings were triggered by something happening in the community.

Chair Shockley asked for direction from the group regarding the rules of attendance. **S. Kokrine** stated she has been in groups before where attendance was taken pretty seriously, but she questioned whether it would be best to enforce the removal of members due to unexcused absences because it would create more vacancies. **Chair Shockley** stated that putting more thought behind recruitment would help. **R. Kvapil** stated that when the purpose of a group is clearly defined, it lends to dedication by its members. She stated that she takes attendance rules seriously. **J. Webb** echoed R. Kvapil's comments; she stated that when expectations are set and followed, there will likely be more interest in the FDC. Clerk Snider stated that she could go over absences with the Chair and Vice Chair at the pre-meeting each month. **J. Rogers** stated that showing up to meetings is about respect and consideration for others.

There were no motions made to change any of the FDC policies.

NEW BUSINESS

a) Update on City Council Action Regarding Resolution No. 5037, DAP

Clerk Snider reported that the City Council postponed the resolution from its November meeting in order to hold a work session with the FDC. She stated that the City Council made one amendment to the DAP at its regular meeting on January 9, a change to the language in Goal 3, desired result 5. She reported that the City Council discussed the FDC's purpose as well as the FDC's role in City employee recruitment. Clerk Snider stated that she asked City Council members to contact her if they had ideas about events they would like to see the FDC participate in. She stated that the City Council voted to postpone the resolution to January 23 because they would like City departments to review the DAP and submit comments back to the City Council. **J. Rogers** stated that there were some questions about the work of the FDC, and she invited fellow City Council members to attend FDC meetings. She stated she was glad to see Council Member Marney present at the meeting.

b) 2023 Calendar of Events for Potential FDC Participation (per Goal 2 of DAP)

Chair Shockley mentioned that the Festival of Native Arts will take place February 24 and 25 at the University of Alaska Fairbanks (UAF) Great Hall. **C. Kuplack** shared that the Doyon annual meeting will take place on March 17, the Tanana Chiefs Conference (TCC) annual convention will be March 13 – 16. **S. Kokrine** clarified that the TCC convention has not yet been confirmed. **Chair Shockley** asked S. Kokrine if she could find out if tables were available at the convention. **J. Webb** shared that July 28 – August 6 will be the Tanana Valley State Fair (TVSF), which would be a great place to have a table. **Chair Shockley** mentioned other events, such as Juneteenth, Summer Solstice, and the World Eskimo-Indian Olympics (WEIO). Members also mentioned International Friendship Day. Clerk Snider stated that she will send FDC members a list of events, and she suggested that the FDC decide which events they would like to participate in.

FDC MEMBERS' COMMENTS

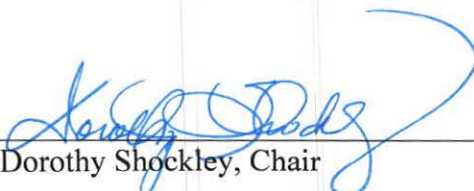
A. Aquino stated that the Fairbanks Police Department (FPD) is looking for FDC participation for oral boards on Friday, January 13, from 8 – 10 a.m., and he asked anyone interested to contact Judy Binkley at FPD. **R. Kvapil** indicated she would be interested. **J. Rogers** encouraged all FDC members to participate in the hiring process at FPD at some point. **C. Kuplack** shared that she is married to an FPD officer, and she is unsure whether that would prevent her from participating in FPD oral boards. **J. Rogers** directed C. Kuplack to contact A. Foster-Snow to discuss the potential conflict.

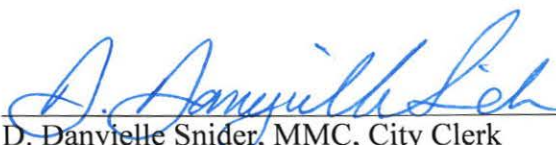
MEETING DATES

a) Next Regular Meeting Date, February 14, 2023

ADJOURNMENT

The meeting adjourned at 7:50 p.m.


Dorothy Shockley, Chair


D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS