



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
SEPTEMBER 12, 2023, 5:30 – 7:00 P.M.
HELD VIA [ZOOM WEBINAR](#) AND AT
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



FDC MISSION STATEMENT: 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.

LAND ACKNOWLEDGEMENT: 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.

1. CALL TO ORDER (Reading of Mission Statement and Land Acknowledgement)
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. APPROVAL OF AGENDA
5. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of August 8, 2023
6. CITIZENS' COMMENTS (Limited to 3 Minutes)
7. GUEST SPEAKER
 - a) Scott McCrea, CEO/President of Explore Fairbanks speaking on diversity as an industry leader
8. REPORT FROM THE CHAIR
9. UNFINISHED BUSINESS
 - a) International Friendship Day Event and Update on FDC Event Materials (rack cards, name tags, hats, tablecloth, banner)
10. NEW BUSINESS
 - a) Calendar for FDC Speakers and Events
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, October 10, 2023
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
AUGUST 8, 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) met 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. **Chair Dorothy Shockley** (Seat F) was present (P), and the following members were also in attendance [Z = Zoom; P = In Person]:

Members Present: (P) Timothy Ledna, Seat A (P) Roscoe Britton, Seat J
(Z) Juanita Webb, Seat D (Z) Rachael Kvapil, Seat K
(Z) Karen Blackburn, Seat I (at 5:40 p.m.) (P) June Rogers, Council Member

Members Absent: *Vacant*, Seat B *Vacant*, Seat H
Vacant, Seat C Angela Foster-Snow, HR Director
Shelissa Thomas, Seat E David Pruhs, Mayor (excused)
Vacant, Seat G

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

CALL TO ORDER (reading of mission statement and land acknowledgement)

Chair Shockley led the group in the Pledge of Allegiance, read the FDC mission statement, and gave the land acknowledgement.

APPROVAL OF AGENDA

T. Ledna, seconded by **R. Britton**, moved to APPROVE the Agenda.

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

K. Blackburn joined the meeting at 5:40 p.m.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of May 9, 2023

Chair Shockley asked for clarification on whether the mention of the “FGC” on page three of the minutes was intended to be “FDC.” Clerk Snider stated that the “FGC” refers to the Fairbanks General Code. She stated that she could spell it out in the minutes to be clearer.

T. Ledna, seconded by **J. Webb**, moved to APPROVE the meeting minutes with the clarification referenced above.

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

REPORT FROM THE CHAIR

Chair Shockley stated she is glad there is a quorum. She shared that she reached out to Kris Capps with the Fairbanks Daily News Miner to see if she would like to do a piece on the FDC. She stated that she also tried contacting Billie Sundgren to see about a tv news story. She stated that she has not heard back from either person. **R. Britton** stated that he also reached out to local media, but he had not heard back yet either.

UNFINISHED BUSINESS

a) FDC Updated Calendar of Events

Chair Shockley stated that many of the events went by the wayside since the FDC did not have a quorum in June and July. She stated that most members felt it was not a good idea to have a table at events since the group was struggling to maintain members.

J. Rogers shared that International Friendship Day (IFD) will be October 21, with setup in the morning. She described how the event is set up with various vendors and exhibitors. **R. Kvapil** stated that she will be unable to attend. **R. Britton** stated that he would be able to attend, as did **Chair Shockley**. **J. Rogers** stated that Rosalind Kan is the event organizer and that she could contact her; she stated that if there is a fee, it would be minimal. She shared that it will be at the Pioneer Park Exhibit Hall, and the FDC would be on the mezzanine. **T. Ledna** stated that the event was from 1 – 5 p.m. the prior year, and he suggested that one FDC member take the lead. **Chair Shockley** realized that the IFD event would be the same week as the Alaska Federation of Natives (AFN) Convention; she stated she will check on whether she will need to attend that event.

b) FDC Rack Card and Other Event Materials

Chair Shockley thanked the Clerk's Office for creating and printing the rack cards and asked whether more could be made. She also asked about getting a FDC small banner for a table. **J. Rogers** stated that the FDC had those things at one time and wondered where the items were.

Clerk Snider stated that she would check with A. Foster-Snow about the FDC banner. The FDC directed Clerk Snider to look into getting a banner if the existing one could not be found, create nametags for FDC members to wear at events, print 50-75 more rack cards.

The group discussed options for clothing and accessory items with the FDC name and logo. **J. Rogers** stated she feels uncomfortable creating items when the FDC does not have people to attend events. She stated there is a problem with getting members committed to activities of the group. She spoke against event "swag" and stated that she has seen those types of things go to waste.

Chair Shockley stated it would be good to have applications to serve available at the FDC table.

NEW BUSINESS

a) Chair Vacancy

Chair Shockley stated that her term as Chair ended in June.

J. Webb stated she would like to nominate herself for consideration as Chair. No other members were nominated.

Chair Shockley took a voice vote on whether to APPOINT J. Webb as the FDC Chair. All members voted in favor.

b) Vice Chair Vacancy

T. Ledna nominated R. Britton to serve as Vice Chair. **R. Britton** stated that being new to the group, he is trying to get up to speed. He accepted the nomination, but he also nominated D. Shockley as Vice Chair. **D. Shockley** accepted the nomination. **T. Ledna**, with the concurrence of R. Britton, withdrew his nomination of R. Britton. **R. Britton** spoke to the need for cohesiveness in FDC leadership. **J. Webb** expressed appreciation to D. Shockley for stepping up and stated that would help with cohesiveness.

A voice vote was taken on whether to APPOINT D. Shockley as the FDC Vice Chair. All members voted in favor.

c) Meeting Frequency

Chair Shockley suggested changing the FDC meeting frequency to bimonthly since the group has had difficulty making a quorum.

R. Britton stated he feels the group needs to stick with monthly meetings in order to gain momentum and possibly revisit the issue in six months. He pointed out that it is harder for people to attend meetings during the summer. **J. Webb** agreed with R. Britton and stated that the FDC needs to show the community that the FDC is present, strong, and moving forward.

Chair Shockley asked if it was appropriate for FDC members to attend other meetings, such as Fairbanks Native Association (FNA) meetings, as a representative of the FDC. She spoke to the need to have a presence at meetings in the community and wondered about ways to make the FDC more visible. **J. Rogers** spoke to the need for the FDC to be more than an ethnic diversity council.

T. Ledna stated that he has a long history of attending a lot of meetings. He stated he assumes that FDC members attend a lot of community meetings but do not say anything about being a member of the FDC. He suggested prioritizing certain meetings and requesting that Mayor Pruhs ask for a spot for FDC members within various groups. **J. Rogers** and **R. Britton** listed various committees they serve on, and **R. Britton** asked whether FDC members are allowed to represent the FDC at events and meetings. **T. Ledna** stated that is allowed and commented that the FDC is missing an awareness opportunity. He stated that the community is so unaware of the FDC, and he stated that he could let people in other groups know that he is a member of the FDC.

J. Webb suggested that each member submit a list of all the groups they are a part of so that the FDC could see where there is representation.

Chair Shockley asked whether information about the FDC is shared with the Borough; **J. Rogers** replied that she shares information with the Borough. **Chair Shockley** stated that she needs to get some rack cards and applications to hand out to people.

J. Rogers spoke to how the FDC used to host talking circles or have various groups come to speak, and those seemed to be the most successful exchanges. She spoke in support of reestablishing those things.

R. Britton commented that nearly every committee he is involved with is focused on a strategic plan, and he asked whether the FDC has one. **T. Ledna** stated that the FDC has a Diversity Action Plan (DAP), and last year it was revised to be more reflective of what the FDC does. He stated that the FDC's main mandate is to advise the City Council and the Borough Assembly. He commented that, compared to other areas in the nation, Fairbanks does not have a lot of big news about diversity issues, although there may be some underlying issues. He stated that if there were issues of that sort, the FDC would be very involved.

Chair Shockley stated that Fairbanks has been quiet for a while, but things are happening under the radar more. She stated it is very important for people to know there is a diversity council they can come to. **R. Britton** stated that he has not been to a City Council meeting in a while and spoke about partnering more with the City Council. **J. Rogers** stated that the FDC has a structure to abide by. She stated there are many assumptions in the community about what the FDC is able to do, and she indicated that it is not as simple as going before the City Council and demanding change. She stated that in order to affect change, each member needs to be involved, and she spoke to individual responsibility. She referred again to the talking circles hosted by the FDC and stated that one of the fallacies was that just talking about things was all that was needed in order to make change; she stated that much more needs to be done. Members again spoke about their attendance at meetings in the community.

Chair Shockley stated that the FDC will continue to meet on a monthly basis.

FDC MEMBERS' COMMENTS

T. Ledna volunteered to buy four FDC custom-designed hats for \$34. **Chair Shockley** matched T. Ledna's offer to purchase four hats.

R. Britton stated that this has been his second FDC meeting, and he is seeing a reset for the group. He stated that he tends to be an observer, and he likes what he sees. He encouraged FDC members to join together to make a commitment to be a "family of one for others." He stated that this is his second time to live in Fairbanks, and it no longer has the same feel as it did the first time he lived in Fairbanks. He stated he feels the FDC can help getting the "golden heart" back into the *Golden Heart City*. He stated that the FDC should try delving into why people feel the way they do and help fix it so that people will become more involved.

J. Rogers stated that would be a great topic for a talking circle. **R. Britton** stated that it is an honor and a pleasure to be a part of the FDC, and **Chair Shockley** encouraged R. Britton to keep speaking up.

Chair Shockley recalled the second or third AFN Convention as a time when she felt that Fairbanks really came together and showed its golden heart. She stated that it gave her goosebumps to see how well the community came together for Indigenous people. She stated that she, too, feels disconnected at times, and she believes the pandemic had a lot to do with that. She stated it is scary how people in the nation feel that it is okay to make racist remarks or be a racist. She stated that the FDS needs to be more visible and not let those things be okay in the Fairbanks community. She stated it is important to address things like that that are not wanted in the community. **R. Kvapil** agreed with Chair Shockley but pointed out that there is a nuanced way to handle those types of things. She stated that she does not agree with racism, but there is a way to deal with it without causing people to dig in their heels. She agreed that racism should not be tolerated, but there needs to be an understanding that people like that are still a part of the community, and they still want to be heard no matter whether their opinions are valid. **R. Britton** agreed. He stated that over the years he has had to change the way he deals with people, especially in his work. He stated that he cannot change what someone believes, and they have a right to their opinion. He talked about using communication tactics to promote civil conversation and stated that he has had to change his perspective over the years. **J. Webb** stated that it is about starting the conversation, and the FDC has not done that in a while. She stated that people need to know how others feel, so conversations have to happen first.

Chair Shockley stated that people are told to say what they want, and she tries to do that instead of saying what she does not want. She spoke about a study she recently heard about showing that people of color – particularly men – have higher blood pressure when they go out into public because of what they face. She stated that she was struck by that, and it made her think of how she treats others.

J. Rogers stated that how people treat each other is the crux of how to solve problems. She stated it is too bad that there is still so much “separateness” in the community. She mentioned the “human condition” and spoke to people treating one another as family; she stated that until people start thinking that way the hurt will continue. She spoke briefly to the alcohol issues in the community and stated that everyone needs to help in some way or another.

K. Blackburn stated she had no comments.

MEETING DATES

- a) Next Regular Meeting Date, September 12, 2023

Chair Shockley stated that she may be moose hunting on the date of the next meeting.

ADJOURNMENT

Chair Shockley adjourned the meeting at 6:59 p.m.

Juanita Webb, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS



Ima Sample

Fairbanks Diversity Council

Fairbanks Diversity Council



WHO WE ARE

The FDC is composed of 11 volunteer citizens of the City of Fairbanks and the Fairbanks North Star Borough, the City Mayor, a City Council Member, and the City Human Resources Director.

WHAT WE DO

The FDC serves as an advisory body to the City Council and the Borough Assembly. The FDC is tasked with addressing concerns in the areas of employment, public accommodations, police policies, transportation, housing, public awareness and sensitivity, and other subjects deemed appropriate by the mayors or governing bodies.

WHEN WE MEET

The FDC meets the second Tuesday of each month at 5:30 p.m. in the City Council Chambers, 800 Cushman Street, Fairbanks; meetings may also be available via Zoom.

HOW TO GET INVOLVED

FDC meetings are open to the general public, and citizens are given an opportunity to address the FDC at each meeting. To apply to serve on the FDC, visit www.fairbanksalaska.us/bc.



FDC Mission Statement: *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 the Fairbanks North Star Borough Assembly with advice and recommendations to promote equal opportunity for all members of the public.*

Fairbanks Diversity Council Contact Information

City Hall, City Clerk's Office
Attn: Fairbanks Diversity Council
800 Cushman Street
Fairbanks, AK 99701

Phone: 907-459-6702

Fax: 907-459-6710

Email: diversitycouncil@fairbanks.us

Website: www.fairbanksalaska.us/bc-diversity/page/about-us

Fairbanks Diversity Council

2023

Important Dates

1/10/2023	Regular Meeting, 5:30 p.m.
2/14/2023	Regular Meeting, 5:30 p.m.
3/14/2023	Regular Meeting, 5:30 p.m.
4/11/2023	Regular Meeting, 5:30 p.m.
5/9/2023	Regular Meeting, 5:30 p.m.
6/13/2023	Regular Meeting, 5:30 p.m.
7/11/2023	Regular Meeting, 5:30 p.m.
8/8/2023	Regular Meeting, 5:30 p.m.
9/12/2023	Regular Meeting, 5:30 p.m.*
10/10/2023	Regular Meeting, 5:30 p.m.
10/21/2023	International Friendship Day**
11/14/2023	Regular Meeting, 5:30 p.m.
12/12/2023	Regular Meeting, 5:30 p.m.

Notes

*Speaker: Scott McCrea, President/CEO of Explore Fairbanks
Diversity as an Industry Leader

**International Friendship Day Event

October 21, event is 1 - 5 p.m. with morning setup

Event location is Pioneer Park Exhibit Hall (mezzanine)

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