



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
OCTOBER 16, 2018 – 5:30 P.M.
FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA



The Fairbanks Diversity Council (FDC) convened at 5:30 p.m. on the above date to conduct a Regular Meeting at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska, with Vice Chair Jackson (Seat C) presiding and with the following members in attendance:

Members Present: Lisa Slayton, Seat B Douglas Toelle, Seat J
Juanita Webb, Seat D Jeff Walters, Seat M
Kathryn Ottersten, Seat E Angela Foster-Snow, HR Director
Stephen Greenlaw, Seat I (arrived late)

Members Absent: Zee Nace, Seat A (excused) Rita Davis, Seat L (excused)
Svetlana Nuss, Seat F Vacant, Seat N
David Rucker, Seat G (excused) Kelvin Lee, Seat O
Rosalind Kan, Seat H (excused) June Rogers, Councilmember (excused)
Sara Harriger, Seat K (excused) Jim Matherly, Mayor/Chair (excused)

Also Present: Paul Ewers, City Attorney

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Vice Chair Jackson called the meeting to order and led the group in the Pledge of Allegiance .

READING OF THE FDC MISSION STATEMENT

Vice Chair Jackson asked Mr. Walters to read aloud the FDC mission statement.

Ms. Foster-Snow noted that there was not a quorum present.

CITIZENS' COMMENTS (Limited to 3 Minutes)

Frank Turney, 329 6th Avenue, Fairbanks – Mr. Turney spoke to racial discrimination in the jury pool and to the *Batson Challenge*, a challenge on the dismissal of a juror based on race, gender, or ethnic background. He stated that there is a need to collect and compile demographic data on jury selection in Alaska, and he encouraged the FDC to introduce a resolution supporting the cause. He indicated that his own experience caused him to take an interest in racial discrimination in jury selection. He commented that some states are already doing data collection on jury selection.

Ms. Ottersten stated that in the State of Alaska, a person is ineligible for jury service if they reside more than 50 miles from the courthouse. She asked Mr. Turney whether all people who have Alaska Driver's Licenses and who vote in Alaska are entered into the jury pool. Mr. Turney replied that he believes that is the case. City Attorney Ewers pointed out that a person's name is entered into the jury pool upon application for the Alaska Permanent Fund Dividend (PFD).

Vice Chair Jackson stated that the FDC may take Mr. Turney's suggestions under consideration and see whether steps can be taken to move forward. She thanked Mr. Turney for the information.

CALENDAR OF EVENTS

Mr. Walters stated that International Friendship Day will take place on Saturday, October 20 from noon – 5:00 p.m. **Ms. Foster-Snow** stated that she would get the sign-up list from Clerk Snider. She stated that there are some promotional items that the group can distribute at the event. **Mr. Walters** encouraged members to attend and spoke in greater detail about the event.

Mr. Greenlaw invited everyone to attend the Color-Brave Conversations event on November 2 and 3. He stated that it is a workshop on racism and racial justice. He invited a guest to speak to the FDC about the event.

Cathy Walling, Fairbanks – Ms. Walling stated that the event is open to anyone in the community. She stated that there will be a different kind of workshop Sunday afternoon, November 4, on upstander/bystander training to teach people how to take action when they observe situations of a discriminatory nature. She spoke to the value of the workshops and invited everyone to attend and invite others. She stated that the event will be held off Farmer's Loop across from the golf course.

Ms. Slayton stated that the FDC has discussed training for its members. She wondered whether the City might provide funding the Mayor and some FDC members' to attend the training event. **Ms. Foster-Snow** asked any FDC member who attends the training to get contact information for the speaker to use as a possible resource for future FDC training.

Ms. Slayton asked about FDC support for the Fairbanks North Star Borough (FNSB) School District resolution recognizing National LGBTQ History Month. She spoke to the importance of the issue and expressed hope that someone from the FDC could speak to the Board in support of the resolution at their meeting later that evening.

Mr. Greenlaw thanked the City of Fairbanks and Mayor Matherly for recognizing Indigenous Peoples' Day in October, and he also thanked those who wrote letters in support of the issue.

HUMAN RESOURCES REPORT

a) FDC Representative to Dispatch Director Hiring Panel

Ms. Foster-Snow stated she has not yet gathered a hiring panel for the Dispatch Director position. She reported that there is currently only one internal applicant, and she needs to consult with the Mayor on whether the City will open the job opportunity up externally. She reported that one police officer graduated from the academy earlier in the month, and there are several new faces at City Hall. She reported that there is a new Fire Marshal at the Fire Department named Moira.

DIVERSITY TOPIC OF THE MONTH

Vice Chair Jackson introduced guest speaker Ms. Brenda Stanfill with the Interior Alaska Center for Non-Violent Living.

Ms. Stanfill stated that she is the Executive Director of the IACNVL, and the Center has been serving the Interior for 40 years; she stated that the organization started out as a rape crisis hotline. She stated that she has been in her position for 20 years and is a graduate of her program. She related her experience with how she was introduced to the organization and provided information about her background. Ms. Stanfill referenced the Victimization Survey from 2011 she handed out to members; she stated that the study has not been done again since then. She discussed some of the statistics provided in the handout, covering both male and female victims. She stated that the IACNVL is a dual agency, dealing with domestic violence and sexual assault. Ms. Stanfill spoke about the facility and operations of the IACNVL. She spoke also to safety planning and legal advocacy her organization makes available to individuals, and she discussed the effects of trauma on the human body. Ms. Stanfill spoke to the organization's transition to "housing with no time limit" for people who may need more time than was allowed by transitional housing. She commented that the IACNVL has been working on helping to prevent domestic violence in the community instead of being a "band-aid" for the issue. She stated that Alaska Native women, who make up only 7% of the Fairbanks population, represent nearly 50% of the population in the IACNVL shelter. She shared that 1 out of every 2 women in the community has experienced some type of abuse from an intimate partner in their lifetime. She spoke to violence prevention strategies such as the Green Dot Program and encouraged people to get involved in preventing sexual assault and domestic violence. Ms. Stanfill spoke to the "Coaching Boys to Men" program and the "Girls on the Run" program. She stated that she will be at the reading of a City Proclamation with Mayor Matherly on Monday declaring October 2018 Domestic Violence Awareness Month and invited everyone to attend.

In response to questions, Ms. Stanfill discussed staff training as it relates to diversity, Center statistics on men as abusers, and domestic violence and guns.

Mr. Walters thanked Ms. Stanfill and Housing and Homeless Coordinator Mike Sanders for the work they are doing. Ms. Stanfill commended the City and Mike Sanders for their efforts relating to housing and homeless issues. **Ms. Foster-Snow** also commended Ms. Stanfill for her efforts in improving the community. Ms. Stanfill spoke briefly to how times have changed with respect to sexual assault and domestic violence issues; she stated she sometimes has to remind herself of the progress that has been made. She stated that there is room for improvement with local programs and spoke to the need for preventative and corrective measures for domestic violence.

NEW BUSINESS

a) Open Meetings Act (OMA) Presentation, City Attorney Paul Ewers

Ms. Ottersten noted that the only newer member present is Mr. Greenlaw and that perhaps it would be best to have Mr. Ewers present at a future meeting. **Mr. Walters** stated that when the FDC invites Mr. Ewers back to present, he suggests putting the presentation at the beginning of the meeting.

Mr. Walters asked whether Ms. Ottersten would still be able to serve on the FDC since she was recently elected to the City Council, and he asked whether Ms. Rogers could be made a voting member of the FDC to help with quorum issues. Mr. Ewers replied that the City Council has the authority to make such changes to the FDC ordinance.

Ms. Webb asked whether the FDC could hold a closed session with the Mayor. **Mr. Ewers** replied that it first depends whether the FDC ordinance allows for Executive Sessions to be held by the body. He stated it would additionally depend on whether the topic to be discussed in the closed session falls under the criteria of the items allowed to be discussed in Executive Session under the OMA.

Mr. Ewers briefly addressed the OMA in regard to social media. He stated he believes the state should review its OMA to specifically address social media.

b) Diversity Training for FDC Members

Ms. Ottersten stated that the local group Gender Pioneers is offering training on trans and gender non-conforming issues. She stated that the training is available upon request at no charge.

Ms. Foster-Snow stated that she attended a training at a Society for Human Resource Management (SHRM) conference about respectful communication as it relates to transgender employees in the workforce. She indicated that it was an excellent training, and she would try to find out the instructor's name.

Vice Chair Jackson commented that any diversity training the FDC participates in should be diverse in and of itself, covering all types of diversity.

Mr. Toelle mentioned a few groups in Fairbanks that are offering training. **Mr. Greenlaw** stated that it is an intro to intersectionality which meets the intersections between movements and issues. **Mr. Toelle** stated that two of the classes have happened, and there will be two more.

c) Overview of New City Website

Vice Chair Jackson stated that the item will be moved to a future meeting since Ms. Snider is absent.

FDC COMMITTEE REPORTS

a) Representative(s) to City Policy Review Committee

Ms. Foster-Snow stated that she could ask Ms. Snider to put together a list of all current FDC members and committee assignments for group discussion. **Mr. Walters** restated that he would like to be switched from the Communications Committee to the Policy Review Committee.

FDC MEMBERS' COMMENTS

Ms. Webb stated that she is saddened to see so many members absent, but it is always good to see new members.

Mr. Toelle stated it is good to be back. He stated that Wallbusters will be having an accessible voting booth demonstration at Access Alaska on Monday.

Ms. Slayton expressed appreciation for the evening's presentation. She offered copies of "Tips for Testifying" to anyone testifying to the School board later in the evening. She stated that she wishes the Mayor and other FDC members had attended the meeting. **Ms. Slayton** stated that she is disappointed in the Mayor with regard to the recent incident that occurred on his social media.

Ms. Ottersten thanked everyone who presented to the FDC. She spoke to the recent resolution that passed through the City Council allowing for a reality TV show with the Fairbanks Police Department. She stated that the intent is to use the program as a recruitment tool, but was critical that the public was not included in the process until the night of the Council Meeting where the resolution was approved. **Ms. Ottersten** read aloud portions of an article recently printed in the News Miner that was written by Adrienne Titus. The article offered an Alaska Native woman's point of view on the police reality TV show. She indicated that the City has not responded well, and it is not fully aware of how much the issue matters to people in the community. She stated that within the contract that was executed, there is a statement that provides the City with the opportunity to review episode material prior to release. **Ms. Ottersten** stated that there is nothing specifying who will review the materials, and she believes the FDC needs to be a part of the review process. She expressed her hope that the FDC could engage in the process to ensure that people are treated respectfully, that the show portrays Fairbanks in a respectful manner, and that stereotypes are not perpetuated.

Mr. Toelle stated that in relation to his work on a bill to require training of public safety officers on disability, he spoke with the person in charge of the Alaska State Trooper (AST) academy in Sitka. He stated that the purpose of the AST show was also recruitment, but they were cutting the program at the time he spoke with them. **Mr. Toelle** stated that, as a result of the show, they recruited only four new officers, and two of them did not pass background checks.

Ms. Ottersten stated that the City communicated with other localities who had participated in similar TV shows, and it was ambiguous at best as to whether those shows helped with recruitment. She stated it is a dubious benefit that puts the City at risk, and Fairbanks will be represented by however the show portrays it.

Ms. Foster-Snow reminded everyone that on this day two years ago, Sgt. Allen Brandt was shot. She spoke of her personal interactions with Sgt. Brandt and to what a good man and officer he was; she stated that he was consistent in his work, and treated everyone the same. She stated that she wanted him to be remembered. **Ms. Foster-Snow** stated that she and Ms. Slayton recently met, and she also recently met with the Mayor to discuss his role in the FDC. She asked members to consider thoughts about the issue.

Vice Chair Jackson stated that there are often wonderful things that come out of the FDC, and she has heard some things throughout the evening that have shocked her. She expressed concern that important issues are often raised by the body, but the follow-through is lacking. She stated that there needs to be an opportunity for the group to prioritize issues in order to make progress.

Mr. Walters listed items for future agendas: Paul Ewers with an OMA presentation in December, and a discussion on the new police reality TV show for the November meeting. He stated that he would like an opportunity for the FDC to discuss the Mayor's role in the FDC before any changes are made at the City Council level. **Mr. Walters** addressed the meme posted on the Mayor's Facebook page, and he expressed hope that a person in a leadership role would not make light of

those types of social issues. He stated he would like to have that item incorporated into the discussion at the next meeting. He stated that he will be attending the School Board meeting following the FDC meeting, and he can read the FDC mission statement to the Board, although he will not speak on behalf of the body. **Mr. Walters** invited members to attend the upcoming International Friendship Day event with him.

Mr. Greenlaw agreed with having a more strategic approach to FDC business in order to get things accomplished. He stated that follow-through is important when it comes to the Mayor's recent social media post. He stated that it would be nice to have something on the books to continuously recognize Indigenous Peoples' Day. He spoke to a land acknowledgement, which recognizes that we are in the territory of Indigenous People who never surrendered their land to Russia or to the United States. **Mr. Greenlaw** stated he believes that incorporating a statement like that into meetings could help heal relationships.


MEETING DATES

The next Regular Meeting of the FDC is scheduled for Tuesday, November 13, 2018.

ADJOURNMENT

Mr. Toelle moved to ADJOURN the meeting.

Hearing no objection, **Vice Chair Jackson** declared the meeting
ADJOURNED at 7:40 p.m.


Montean Jackson, Vice Chair


D. Danyielle Snider, CMC, City Clerk

Transcribed by: DS