

Presented by: The Manager  
Presented: 09/14/2020  
Drafted by: R. Palmer III

**RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA**

**Serial No. 2899**

**A Resolution Recognizing and Embracing the Diversity and Cultural Values of Our Community and Holding it Accountable.**

WHEREAS, the City and Borough of Juneau Assembly finds discrimination against a person of the municipality a matter of public concern, threatening the peace, order, health, safety, and general welfare of the community; and

WHEREAS, the City and Borough of Juneau Assembly affirms the Supreme Court of Alaska statement released in June of 2020 addressed to fellow Alaskans that states, “that the ideals on which our society is founded are far from the reality of many people’s lives.... We recognize that too often African-American, Alaskan Natives, and other people of color are not treated with the same dignity and respect as white members of our communities.”; and

WHEREAS, the City and Borough of Juneau recognizes that social injustice and systemic racism are an outcome of institutional policies that legalize discrimination and create inequalities in education, health care, economic and political spheres, including but not limited to representation opportunities in decision-making structures; and

WHEREAS, the City and Borough of Juneau recognizes within our own community that systemic racism and discrimination requires systematic change; and

WHEREAS, local protests and calls for action in our community create the moral imperative to act, and view all aspects of our political and social institutions through the lens of justice; and

WHEREAS, local protests and calls for action in our community require instituting procedures to check for and remove from our systems and structures measures that disadvantage diverse groups in our community; and

WHEREAS, efforts to institutionalize anti-racism and anti-discrimination measures throughout the City and Borough of Juneau is a fundamental aspect of change that benefits every segment of our community’s structures and processes; and

WHEREAS, systematic, organized efforts to fight systemic racism and discrimination throughout the City and Borough of Juneau is an evolving and dynamic work requiring extensive discourse and planning; and

WHEREAS, the Juneau Human Rights Commission has prioritized four fundamental areas of human rights focus for our community: racial justice, economic justice, education justice, and health care justice; and

WHEREAS, the Assembly appreciates the efforts and commitment of the Juneau Human Rights Commission to prioritize continuing anti-racism and anti-discrimination conversations so that long-term priorities can be realized, hard won efforts can be upheld, and past efforts inform the present and impact the future.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

**Section 1.** Upon adopting this resolution, the Assembly:

- A. Proclaims its commitment to social justice, anti-racism and anti-discrimination measures to bring about change and healing; and
- B. Commits to scheduling regular town hall meetings to consult with the community to review and update the equal rights anti-discriminatory policy pursuant to CBJ Code 41.05 to reflect the commitments made through this resolution; and
- C. Commits to internal audits, examinations and corrections of discriminatory factors in its administrative structures, to identify whether citizens and employees—including but not limited to, Alaskan Native, African American/Black, Hispanic, Asian American, and Pacific Islander—are afforded opportunities to make good faith claims of discrimination free from fear of retaliation; and
- D. Commits to extending invitations for CBJ committee vacancies to historically under-represented populations including Alaskan Native, African American/Black, Hispanic, Asian American, and Pacific Islanders to ensure key voices are brought in as architects of change as it is only through such inclusive participation that new directions can emerge; and
- E. Commits to creating an anti-racism and anti-discriminatory line item in the budget that demonstrates CBJ's commitment to the immersive nature of this evolving and dynamic work requiring extensive discourse and planning; and
- F. Encourages employers to consider the civic and moral imperative nature of the work of the Juneau Human Rights Commission and support leave for commission members; and

G. Ensures that short and long-term systemic anti-racism and anti-discrimination measures and accountability systems are included in the CBJ strategic and comprehensive plans.

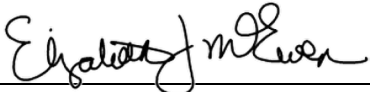
**Section 2. Effective Date.** This resolution shall be effective immediately after its adoption.

Adopted this 21<sup>st</sup> day of September, 2020.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk