



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
NOVEMBER 18, 2025, 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 October 14, 2025
6. CITIZENS' COMMENTS (Limited to 3 Minutes)
7. REPORT FROM THE CHAIR
 - a) Introduction of Members and Mayor O'Neill
8. UNFINISHED BUSINESS
 - a) Human Library Update – Event Coordinators: Marney, Webb
Noel Wien Library, January __, 2026
 - b) Resolution No. 2025-01, Recommendation to City Council on Reading of a Land Acknowledgement
 - c) Calendar of Events (informational only)
9. NEW BUSINESS
 - a) Review of Mission, DAP, and Strategic Discussion
10. FDC MEMBERS' COMMENTS
11. MEETING DATES
 - a) Next Regular Meeting Date, January 13, 2026 (December 9, 2025 regular meeting will instead be an informal potluck gathering)
12. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
OCTOBER 14, 2025, 5:30 – 7:00 P.M.



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FAIRBANKS CITY COUNCIL CHAMBERS
800 CUSHMAN STREET, FAIRBANKS, ALASKA

The **Fairbanks Diversity Council (FDC)** met on the above date to conduct a Regular Meeting via Zoom Webinar and at the City Council Chambers, 800 Cushman Street, Fairbanks, Alaska. **Chair Karen Blackburn** (Seat I) was physically present, and the following members were in attendance:

Members Present (In Person):

Erica Dillard, Seat A
Jake Merritt, HR Director
Lonny Marney, City Council Member

Members Present (Zoom):

June Rogers, Seat C
Juanita Webb, Seat D
Dorothy Shockley, Seat F

Members Absent:

Vacant, Seat B
Terry Norman, Seat E
Vacant, Seat G
Vacant, Seat H
Herb Butler, Seat J (excused)
Deirdre Hamilton, Seat K (excused)
David Pruhs, Mayor

Also Present:

D. Danyielle Snider, City Clerk

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

Chair Blackburn called the meeting to order at 5:30 p.m. **E. Dillard** read the mission statement, and **J. Rogers** read the land acknowledgement.

APPROVAL OF AGENDA

J. Rogers, seconded by **E. Dillard**, moved to approve the agenda. There being no objection, the agenda was approved.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of September 9, 2025

J. Rogers, seconded by **J. Webb**, moved to approve the meeting minutes. There being no objection, the meeting minutes were approved.

PLEDGE OF ALLEGIANCE

Chair Blackburn led the group in the Pledge of Allegiance.

CITIZENS' COMMENTS – None

REPORT FROM THE CHAIR

Chair Blackburn shared that she does not want the FDC to meet just for the sake of holding a meeting; rather, she would like the FDC to be a positive voice in the community. She stated that the FDC needs to communicate with the new Mayor to see what her vision is. She added that the group needs to be out in the community making positive steps toward a goal.

J. Webb agreed with Chair Blackburn's comments.

D. Shockley shared that she spoke with Mayor-elect O'Neill who indicated that she would like to immediately start meeting with diverse local organizations such as Fairbanks Native Association (FNA) and Tanana Chiefs Conference (TCC). **D. Shockley** expressed excitement about that.

Chair Blackburn committed to sharing more information with the FDC when she has it.

UNFINISHED BUSINESS

- a) Human Library Update – Event Coordinators: Marney, Webb
Noel Wien Library, New Date??

J. Webb shared that the space was unavailable for the date the FDC had agreed upon, and there were not enough volunteers anyway. She reported that the library has agreed to sponsor the event, help with advertising, and allow use of the three rooms at no cost. She asked for guidance from the group on how to move forward.

L. Marney stated that unless there is full participation from FDC members and unless there are enough "books" for the event, he does not see the Human Library happening.

J. Webb questioned whether the FDC should invite other organizations to help and collaborate on the event. **Chair Blackburn** commented that she likes the idea of involving other organizations.

J. Webb asked whether she has permission to proceed with planning.

J. Rogers asked what date sounds reasonable. **J. Webb** explained that she is going to be out of town for two weeks in November and suggested holding the event in January instead. No members objected to moving the date of the Human Library event to sometime in January. **Chair Blackburn** stated that J. Webb may proceed with planning for a January event.

- b) Calendar of Events (informational only)

Chair Blackburn referenced the FDC calendar. **J. Webb** asked whether the FDC planned to participate in the local International Friendship Day (IFD) event, as it has done in other years. **Chair Blackburn** volunteered to reach out to event coordinator Rosalind Kan the next morning to find out more.

J. Rogers emphasized the importance of staffing the FDC table and added that not doing so sends a poor message. She discussed the history of FDC's participation in the event. **J. Webb** and **Chair Blackburn** volunteered to help at the event.

c) Discussion on Land Acknowledgement Recommendation

D. Shockley indicated that she would like to see the FDC send a land acknowledgement recommendation to the City Council for consideration. She suggested doing so after the new Mayor is sworn into office. There was no objection from members to sending a land acknowledgement recommendation to the City Council after the new Mayor takes office.

NEW BUSINESS – None

FDC MEMBERS' COMMENTS

J. Rogers stated she had no comments.

D. Shockley expressed excitement for the City's new direction with a new Mayor.

J. Webb suggested that the FDC regularly report to the City Council once things are back up and running. **Chair Blackburn** agreed to do that. **J. Rogers** commented that when the FDC reported regularly to the City Council, there was a lot more exposure for the group.

Dillard stated that she would be available until 3 p.m. and after 6 p.m. to help at the IFD event.

Marney complimented **Chair Blackburn** on her work as FDC Chair.

Merritt stated he had no comments.

Blackburn stated she had no comments.

MEETING DATES

a) Next Regular Meeting Date, November 18, 2025 (rescheduled from November 11)

ADJOURNMENT

Chair Blackburn declared the meeting adjourned at 5:58 p.m.

Karen Blackburn, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS



RESOLUTION NO. 2022-01

**A RESOLUTION RECOMMENDING THE READING OF A LAND ACKNOWLEDGEMENT
AT THE BEGINNING OF FAIRBANKS CITY COUNCIL MEETINGS**

WHEREAS, the esteemed Denakkanaaga Elders have crafted and approved of the Land Acknowledgement set out below to be used in various publications, on appropriate signage, prior to meetings and conferences, as well as other suitable uses; and

WHEREAS, a Land Acknowledgement can function as a living celebration of Indigenous communities; and

WHEREAS, a Land Acknowledgement, by itself, is a small gesture, but it becomes meaningful when coupled with authentic relationships and informed action; and

WHEREAS, the Fairbanks Diversity Council voted to implement the reading of a Land Acknowledgement at each of its meetings on November 8, 2022.

NOW, THEREFORE, BE IT RESOLVED that the Fairbanks Diversity Council recommends to the City Council that the following Land Acknowledgement be read at the beginning of Fairbanks City Council meetings:

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.

PASSED and APPROVED this 18th day of November 2025 by the Fairbanks Diversity Council.

Signed:

Karen Blackburn, Fairbanks Diversity Council Chair

Attest:

D. Danyielle Snider, MMC, City Clerk

JANUARY

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AUGUST

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OCTOBER

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DECEMBER

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JANUARY

Martin Luther King Jr. Birthday (Jan 20)

FEBRUARY

Black History Month

Presidents Day (Feb 17)

Festival of Native Arts (Feb 27th - Mar 1)

MARCH

Disability Awareness Month

Women's History Month

TCC Annual Convention (Mar 10 - 13)

APRIL

Autism Awareness Month

MAY

Mental Health Awareness Month

Senior Recognition Day Luncheon (May 8)

Mother's Day (May 11)

Memorial Day (May 26)

Race Against Racism (May 31, 11 a.m.)

JUNE

Pride Month

Juneteenth Celebration (Jun 14)

Father's Day (Jun 15)

Juneteenth (Jun 19)

JULY

Independence Day (Jul 4)

Golden Days (Jul 12 - 19)

World Eskimo-Indian Olympics (Jul 16 - 19)

Midnight Sun Intertribal Powwow (Jul 18 - 20)

Tanana Valley State Fair (Jul 25 - Aug 3)

SEPTEMBER

Labor Day (Sept 1)

OCTOBER

Indigenous People's Day (Oct 13)

AFN Convention (Oct 16-18)

Alaska Day (Oct 17)

International Friendship Day (Oct 18)

NOVEMBER

Veterans Day (Nov 11)

CITY HALL RECURRING COALITION MEETINGS

Reentry Coalition - 1st Thursday/mo, 10 a.m.

Crisis Now - 2nd Friday/3 mo, 1 p.m.

Housing & Homeless Coalition - 3rd Wednesday/mo, noon

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

(Updated February 13, 2023)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
1. Internal City Processes. Review internal City processes when requested by Mayor or City Council. Offer guidance and training to senior staff on how to improve workforce diversity and ultimately, hire and promote a qualified and diverse workforce that benefits all City stakeholders.	Recruitment: Work with HR to help identify organizations, websites, and other methods of recruiting minority applicants.	Ensure the broadest advertising of positions to help develop more diverse applicant pools.	Human Resources Diversity Council	
	Data Review: Conduct and review City of Fairbanks employee EEO survey and demographics data.	Thorough analysis of the City's current EEO and diversity composition and recommendations of EEO and diversity performance goals that reflect the Fairbanks community.	Human Resources Diversity Council Mayor's Office	Ongoing – End of the Year Data reported annually to the FDC
	Interviews: FDC will provide interview panelists when requested by the mayor or city council.	Community stakeholders to ensure hiring managers are aware of and engaged in diversity related issues before hiring decision is made.	Diversity Council Human Resources	Ongoing – End-of-year data reported annually to FDC
	Selection and Hiring: Develop and utilize new systems to streamline and speed up the screening, interview, and background check processes.	Reduced turnaround time in filling vacancies.	Human Resources	Ongoing – HR's efforts reported annually to FDC
	Employee Training: Work with Human Resources to develop a City-wide diversity training curriculum to ensure awareness of the importance of inclusion and understanding of diverse groups in our community. Periodically review training given to all employees.	Improve workforce awareness and understanding of diversity issues in the community.	Diversity Council Human Resources	Ongoing

Goal	Tasks	Desired Result(s)	Responsibility	By When?
2. Financial Resources. Ensure sufficient resources are available to implement DAP	Identify outreach activities for the year and corresponding funding requirements.	A calendar of events FDC plans to participate in annually and an estimate of required funding budgeting purposes.	FDC Members	Annually in January

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

(Updated February 13, 2023)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
3. Internal City Policies and Procedures. City of Fairbanks Internal Policies and Procedures will work to create greater diversity among the workforce.	Establish workgroup or committee to review internal City policies and procedures and identify barriers to achieving greater diversity and consistent with the DAP. When requested by the mayor, the Diversity Council will work with the Policy Committee to review policies.	Ensure City of Fairbanks internal policies and procedures are equitable.	Mayor's Office Diversity Council	Annually
	Review City of Fairbanks Affirmative Action Plan. Offer recommended changes as needed.	Assess diversity progress at the City of Fairbanks.	Diversity Council	Annually, fall 2022 HR will present the approved plan to the FDC
	Integrate FDC's proposed changes to Affirmative Action Plan into internal City of Fairbanks operations related to recruitment, promotion, and retention of staff.		Mayor's Office	Review annually for any updates/changes
	Address characteristics/needs of underrepresented groups when establishing culturally relevant and inclusive programs, services, policies, and procedures	Increase City support of City departments and groups that serve underrepresented populations.	Mayor's Office	Ongoing
	Encourage and highlight collective/independent commitment to diversity, equity, and inclusion in internal- and external-facing communities.	Examine and recommend revisions to policies across all departments to be culturally safe and inclusive of all perspectives.	Mayor's Office/ Diversity Council	Ongoing
	Consider diverse representation when appointing seats on all City councils, boards, and committees.	Establish culturally competent, high-level decision making.	Mayor's Office/ Diversity Council	Ongoing
	Include diversity, equity, and inclusion learning objectives and outcomes in performance reviews.	Strive to create a safe and inclusive environment for those who experience marginalization.	Mayor's Office	6 months – 1 year

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

(Updated February 13, 2023)

Goal	Tasks	Desired Result(s)	Responsibility	By When?
	Establish official City support and funding for recognizing holidays, such as Indigenous Peoples' Day, Juneteenth, MLK Day, etc.	Increase support and visibility for events/holidays/programs that reflect our diverse community.	Mayor's Office	Ongoing

Goal	Tasks	Desired Results	Responsibility	By When?
4. Education and Training. Provide multi-tiered and on-going strategic and collaborative education and outreach to the City of Fairbanks leaders, staff and residents.	Required – Review State, Local, National Diversity Council Work as directed by City Ordinance 5939.	FDC and City to gain competencies in: - Seeing opportunities to be proactive in advancing diversity work - Identifying instances of internal/external inequity - Confidence to engage in tough conversations - Having and/or knowing where to find resources - Deepening understanding of how to be an advocate and ally	Diversity Council	Ongoing
	Required – Provide Reports and Recommendations to City Council as directed by City Ordinance 5939. City staff will provide initial training and education to FDC members on methods of governance and communication to the Fairbanks City Council.	Ensure FDC can effectively and efficiently communicate observations and recommendations to the City Council for consideration of adoption. FDC will request of City to provide focused measures to monitor and publish annually; report baselines, measures, and progress to Fairbanks City Council.	Mayor's Office Diversity Council	Ongoing
	Required – Assist with Accessibility Issues as directed by City Ordinance 5939. Form committee to assess and examine common barriers to equal accessibility, examine public policy and practice issues that lead to inequities in accessibility, and provide	Ensure continuous improvement and awareness of accessibility and access barriers. FDC to develop accessibility comment/concerns form; form will be	City Engineer's Office City Building Department	Ongoing

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

(Updated February 13, 2023)

Goal	Tasks	Desired Results	Responsibility	By When?
	recommendations to City leaders and staff.	published on FDC website; FDC to provide report to City.		
	Required – Recommend at least one annual training for all City employees.	City to gain competencies in: • Seeing opportunities to be proactive in advancing diversity work • Identifying instances of internal/external inequity • Confidence to engage in tough conversations • Having and/or knowing where to find resources • Deepening understanding of how to be an advocate and ally	Diversity Council	Ongoing
	Implement current events discussions and calendar and declare a “diversity topic of the month” for FDC meetings	Continuous and comprehensive education on diversity.	Assigned to a different FDC member each month	Ongoing
	Develop and maintain collaborative partnerships with other groups and jointly conduct recurring diversity awareness training and discussion for City Council members and City staff.	Ensure staff at all levels of the organization understands principles of diversity leadership and are considerate of EEO principles, biases and discrimination. Gain awareness of Fairbanks’ history and current-day context of racial/social equity, as related to City and departments. Empower City staff to develop increased sense of agency when addressing racial/social equity with internal and external audiences.	Human Resources Diversity Council	Ongoing

CITY OF FAIRBANKS DIVERSITY ACTION PLAN

(Updated February 13, 2023)

Goal	Tasks	Desired Results	Responsibility	By When?
	Provide periodic updates to the Fairbanks City Council.	Strengthen communications and provide and receive direction. Create standardized report requirements (template); ask City Council what is important for them to have monitored. Create focused, quantifiable set of 5-year goals/targets for community and City Council groups to be accountable to.	Diversity Council City Council Borough Assembly	Ongoing, Annual
	Grow partnership with the University of Alaska Fairbanks to share resources and complement existing efforts.	Communicate with multiple audiences; practice community building through inclusivity.	City Staff City Council	Ongoing
	Grow partnerships with local Alaska Native corporations and tribal entities to engage in Indigenous cultural safety training/education.	Through intentional action, communicate the importance and relevance of local diversity and responsiveness.	City Staff City Council	Ongoing