



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
JANUARY 13, 2026, 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 November 18, 2025
6. CITIZENS' COMMENTS (Limited to 3 Minutes)
7. REPORT FROM THE CHAIR
8. UNFINISHED BUSINESS
 - a) Human Library Update
 - b) Review of Mission, DAP, and Strategic Discussion
 - c) Calendar of Events (informational only)
9. NEW BUSINESS
10. FDC MEMBERS' COMMENTS
11. MEETING DATES
 - a) Next Regular Meeting Date, February 10, 2026
12. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
NOVEMBER 18, 2025, 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 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
June Rogers, Seat C
Terry Norman, Seat E
Jake Merritt, HR Director
Herb Butler, Seat J
Mindy O'Neill, Mayor
Lonny Marney, City Council Member

Members Present (Zoom):

Juanita Webb, Seat D

Members Absent:

Vacant, Seat B
Dorothy Shockley, Seat F (excused)
Vacant, Seat G
Vacant, Seat H
Deirdre Hamilton, Seat K

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 land acknowledgement, and **J. Rogers** read the mission statement.

PLEDGE OF ALLEGIANCE

Chair Blackburn led the group in the Pledge of Allegiance.

APPROVAL OF AGENDA

Mayor O'Neill requested that New Business item (a) be addressed prior to Unfinished Business.

J. Webb, 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 October 14, 2025

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

CITIZENS' COMMENTS (Limited to 3 Minutes)

J. Rogers asked the audience member to introduce herself, and she introduced herself as Kelley Lassey, EEO & Employee Relations Specialist at the Fairbanks North Star Borough (FNSB).

REPORT FROM THE CHAIR

- a) Introduction of Members and Mayor O'Neill

Each member provided a brief introduction of themselves in the following order: E. Dillard, K. Blackburn, J. Rogers, T. Norman, L. Marney, H. Butler, J. Merritt, M. O'Neill, J. Webb.

NEW BUSINESS

- a) Review of Mission, DAP, and Strategic Discussion

This item was moved up at the request of Mayor O'Neill during the approval of the agenda.

Mayor O'Neill stated it was time to have a frank conversation about the mission and goals of the FDC. She stated that part of her background in communications is facilitating meetings and strategic discussions. She commented that the FDC's mission statement seems passive, and typically, mission statements contain some sort of action. She opened the floor for discussion.

H. Butler stated that the mission statement and the Diversity Action Plan (DAP) go hand-in-hand and that they need continual refinement. He commented that the DAP is very old, and he read through all four points.

J. Webb stated the FDC has done things to make a difference, but the group has recently been struggling. She listed several events the FDC participates in each year, including the Race Against Racism, the Midnight Sun Intertribal Powwow, the Human Library, and International Friendship Day. She indicated that there are still many people who are not aware the FDC exists. She stated that the group needs to put in some effort and have some "punch" in the DAP.

L. Marney stated he has observed low energy in the group and believes that people are afraid to talk. He added that preparation for events is very last-minute and that the group needs excitement.

J. Rogers agreed with others and stated that she is still a part of the FDC because she believes in the work that needs to be done. She remarked that there has been poor leadership and support from the Mayor's Office for some time and that it is difficult to move forward when the leader is not on board. She stated she is unsure where the new starting point is but that a few people can accomplish a lot. She stated she does not consider the past as a failure because the FDC is still here.

E. Dillard stated it is hard to feel excitement when there is a lack of leadership. She stated it was embarrassing to have a lackluster, bare table at the International Friendship Day event and that

there should have been things to hand out. She stated that she wants to get people excited about diversity.

H. Butler stated that it is difficult for a member to play an active role unless there is infrastructure in place where responsibilities are identified and assigned. He commended those who volunteer to serve and emphasized the importance of good leadership. He indicated that none of the items in the DAP seem current, and he agreed with the Mayor about the FDC's mission statement needing to be reviewed and updated. He shared much about his background and personal experiences.

T. Norman, tagging onto H. Butler's comments, spoke briefly about the harm the lack of fish is doing to the Indigenous culture. She stated there are several items missing on the FDC calendar.

Mayor O'Neill, in response to all the input provided, indicated that the FDC mission statement should be reviewed regularly and suggested having bylaws or similar rules in place for the FDC. She commented on the group's struggle with reaching a quorum for meetings and stated that the FDC seems to have lost its pep. She remarked that community engagement is desired but is lacking, and funding is needed to help with energy. She spoke about the need for sustainability which would help the FDC thrive through changes in administration. She commented on the formal setting of the Council Chambers and suggested holding a work session where the group could start small and build from there. She stated that she would work with the Clerk on organizing a work session in the new year.

T. Norman spoke in favor of the FDC hosting a table at community events. She suggested putting out a survey for people to provide input on what they believe the FDC should be doing.

Mayor O'Neill shared some ideas she researched to help the FDC gain momentum. She reiterated that there would be a strategic session for members to talk and reset.

UNFINISHED BUSINESS

- a) Human Library Update – Event Coordinators: Marney, Webb
Noel Wien Library, January __, 2026

J. Webb stated that she would soon be leaving the state for two weeks but indicated that the Human Library event could be held in January. She asked members to share their availability in January with Clerk Snider. She added that she has some volunteers to serve as “books.”

- b) Resolution No. 2025-01, Recommendation to City Council on Reading of a Land Acknowledgement

Chair Blackburn stated that D. Shockley had requested that the FDC consider the resolution but that she was not present to discuss it.

J. Webb commented that D. Shockley's attendance has become an issue.

J. Webb, seconded by **H. Butler**, moved that the FDC approve the resolution and forward it to the City Council.

There being no discussion or objection, the resolution was approved.

c) Calendar of Events (informational only)

J. Webb reported that she had secured the \$200 for the FDC to register for the 2026 Race Against Racism event but stated that a date has not been set yet.

Chair Blackburn asked if anyone objected to the FDC's continued involvement with the Race Against Racism event. No members objected. **Chair Blackburn** stated she would like there to be more participation from members in the future. **J. Rogers** added positive notes about the event.

FDC MEMBERS' COMMENTS

J. Webb thanked Mayor O'Neill for attending the meeting and fellow members for all they do.

E. Dillard shared that her involvement is limited due to the other boards she is involved with and due to her kids' schedules. She indicated that she would be able to help more with things like policy review. She spoke in favor of FDC swag and offered to help design things if need be.

J. Rogers expressed that her feelings about the future are summed up by the fact that there is a leader in the FDC's midst—something that has been lacking for some time. She stated she believes the FDC is on good, stable ground now.

T. Norman stated that she may not be able to help with the Race Against Racism unless it is on a Monday or a Tuesday because of her business downtown. She commented that she would send a list of events to Clerk Snider to be added to the FDC calendar. She expressed gratefulness to have such a community-based Mayor with fresh ideas and added that she is thrilled to be a part of the team. She spoke about the vast experience amongst all the FDC members and about improving the Fairbanks community.

H. Butler thanked Mayor O'Neill and fellow members for attending the meeting. He requested a report from the Mayor at the next meeting on the condition of the City. He commented that the FDC used to receive regular reports from and attendance by members of the Fairbanks Police Department (FPD) and added that it is good for everyone to understand the health of the city. **J. Rogers** agreed with H. Butler and added that the FPD still requests volunteers from the FDC to help with job interviews.

L. Marney stated that he looks forward to the future.

J. Merritt stated that he is excited by the excitement of fellow members.

Clerk Snider reminded everyone of the December potluck.

Mayor O’Neill commented that she would like to take the conversation to the Alaska Municipal League (AML) conference she will attend in December. She stated that the FDC is really important and that she is looking forward to working with everyone.

Chair Blackburn welcomed T. Norman and expressed excitement about moving forward. She agreed that the Chambers is a very formal setting for FDC meetings and appreciated the Mayor’s suggestion to have a discussion about moving to a different meeting room.

MEETING DATES

- a) Next Regular Meeting Date, January 13, 2026 (December 9 will be a potluck gathering)

ADJOURNMENT

Chair Blackburn declared the meeting adjourned at 6:46 p.m.

Karen Blackburn, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> • 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

2026

Fairbanks Diversity Council Calendar (working document)

JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 1 New Year's Day
19 Martin Luther King Jr. Birthday

FEBRUARY

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

- Black History Month*
7 Start of the Yukon Quest
16 Presidents Day
26 Festival of Native Arts (26-28)

MARCH

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- Disability Awareness Month*
Women's History Month
? TCC Annual Convention
7 Start of the Iditarod (Anchorage)
13 Doyon Annual Meeting
20 Open North American (20-22)

APRIL

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- Autism Awareness Month*
5 Easter
22 Earth Day

MAY

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- Mental Health Awareness Month*
? Senior Recognition Day Luncheon
10 Mother's Day
25 Memorial Day
? Race Against Racism

JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- Pride Month*
19 Juneteenth
21 Father's Day

JULY

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- 4 Independence Day
10 MS Intertribal Powwow (10-12)
11 Golden Days (11-18?)
15 WEIO (15-18)
31 Tanana Valley State Fair

AUGUST

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 1 Tanana Valley State Fair (1-9)

SEPTEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 1 Labor Day

OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 12 Indigenous Peoples' Day
? AFN Convention
? International Friendship Day
19 Alaska Day

NOVEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- ? Athabascan Music Festival
11 Veterans Day
26 Thanksgiving Day

DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 4 Hanukkah (4-12)
25 Christmas Day
26 Kwanzaa