

# Fairbanks Diversity Council: Strategic Re-Launch Session Notes

## Purpose of Session:

The purpose of the session was to strengthen our connections as a Council by getting to know one another on both a personal and professional level, while also laying the foundation for how we will collaborate moving forward. Together, we co-created a Shared Values and a set of Group Norms to guide our work and ensure a respectful, inclusive, and effective environment. Additionally, the session provided an opportunity for members to offer direct, actionable input on the existing Diversity Action Plan (DAP), helping shape its implementation and ensure it reflects the Council's collective insight and priorities.

## Key Accomplishments:

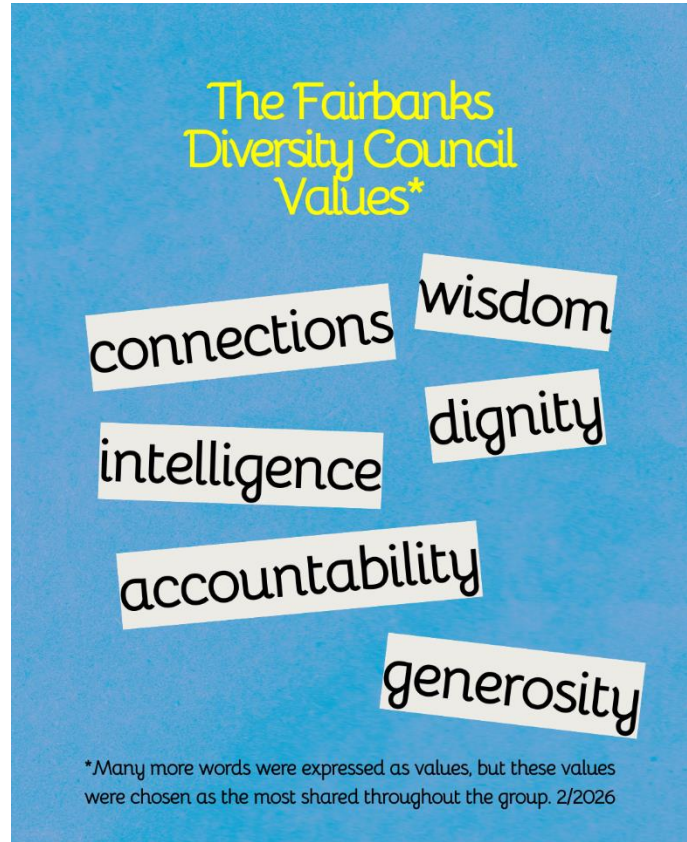
- **Established Group Norms:**

- Assume Good Intentions
- Be Present and Open Minded
- Open to Learn
- Inclusive of ideas, cultures, ways of thinking and perspectives

By co-creating these norms, the group ensures a safe, respectful and productive space for conversations. As we understand diversity to be a dynamic and broad topic, these group norms serve to guide us in decisions and topics that can have meaningful impact. When we are lost or frustrated with a topic, and when we welcome a new member to the group, we revert to these group norms to frame how we think about and act on this council.

- **Identified Diversity Council Shared Values.** The group discussed what values are important to them and discussed the top six values below. By establishing values, we broaden our understanding of each other, and can base our discussions on shared values that promote effective group norms and productivity.
- **Reorganized and Prioritized the DAP.** Reviewing the Fairbanks Diversity Action Plan comments ranged from “get rid of the whole thing and start over” to “Focus on smaller wins”. The group discussed the need for a plan that is actionable by the committee, but not overwhelming to accomplish and not over prescriptive to the city staff.

The group reorganized goals to prioritize the two existing goals:



1. **Education and Training** – Provide multi-tiered and ongoing strategic and collaborative education to the city of Fairbanks leaders, staff and residents.
2. **Financial Resources** – ensure sufficient resources are available to implement the DAP.

Refining the goals, tasks, results, responsibilities and timeline is the next step for the group to review.

### **Action Items & Owners:**

Throughout the session, action items were identified as “easy and meaningful wins” to direct the FDC in future activities:

- **Membership and Recruitment**
  - Identifying gaps in group membership and recruiting more individuals to participate. (All)
- **Formality of meetings**
  - FDC identified the meeting structure is too “formal”– review code and provide direction (Mayor).
  - Quorum has been challenging with monthly meetings – go back to quarterly meetings for quorum and offer events or work sessions in the between months. (Beginning Q2 – 2026)
- **Opinion/ Letter to the Editor**
  - This tool can be utilized to promote the group, outreach activities, and goals for the community, and a way to highlight diversity in our community surrounding recent events that have impacted diversity in some way (negative or positive). (FDC + Mayor)
- **Offering Resolutions**
  - Using the structure of local government to highlight issues or circumstances that should be reviewed by the City Council and the FNSB Assembly. (FDC)
- **Talk with Media**
  - Inviting media to talk about initiatives or events (FDC)
- **Guest Speakers – FDC Volunteer(s)**
  - Inviting guest speakers to regular meetings times and make it available to the community as a talking circle or space to share, heal, understand and grow. Topics identified were:
    - Mental Health
    - Military
    - Ethnic Groups
- **Events**
  - Hosting special events that showcase diversity within our community, and/or supporting diverse events that already happen. (FDC)
- **Public Survey**
  - Sending out a public survey to ask the community what they think is important for a diversity council to focus on and provide for and with the public. (FDC, with Mayor to distribute).

**Next Steps:**

- Change meeting schedule so that a quorum is only required quarterly.
- Identify 1-3 community events that the FDC can support.
- Secure funding for promotion of the mission, training, guest speakers, events and outreach, swag.
- Refine goals within the DAP for “easy, meaningful wins”
- Revise agenda with less formality and inclusion of action items such as Resolutions, Training, and Events.



*The Fairbanks Diversity Council met on February 21 for a Strategic Planning Session, where members shared food and fellowship while grounding the Diversity Action Plan and Council's work in foundational group norms and shared values.*