



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
MAY 12, 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. APPROVAL OF AGENDA
4. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of March 10, 2026
5. CITIZENS' COMMENTS (Limited to 3 Minutes)
6. REPORT FROM THE CHAIR
7. UNFINISHED BUSINESS
8. NEW BUSINESS
 - a) Review of FDC Original Enacting Ordinance and Current Fairbanks General Code
9. CALENDAR OF EVENTS
 - a) Race Against Racism
 - b) Juneteenth
 - c) Other Upcoming Events
10. FDC MEMBERS' COMMENTS
11. MEETING DATES
 - a) Next Regular Meeting Date, June 9, 2026 [Review of Diversity Action Plan]
12. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
MARCH 10, 2026, 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. **Mayor O’Neill** served as the Chair, and the following members were in attendance:

Members Present (In Person):

Erica Dillard, Seat A
June Rogers, Seat C
Mary Jo Skaggs, Seat H
Karen Blackburn, Seat I
Herb Butler, Seat J
Deirdre Hamilton, Seat K
Lonny Marney, Councilmember
Jake Merritt, HR Director

Members Absent:

Vacant, Seat B
Juanita Webb, Seat D
Terry Norman, Seat E
Dorothy Shockley, Seat F (excused)
Vacant, Seat G

Also Present:

D. Danyielle Snider, City Clerk

Members Present (Zoom): None

CALL TO ORDER

Mayor O’Neill called the meeting to order at 5:31 p.m.

PLEDGE OF ALLEGIANCE

Members recited the Pledge of Allegiance together.

APPROVAL OF AGENDA

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

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of January 13, 2026

E. Dillard, seconded by **K. Blackburn**, moved to approve the minutes. There being no discussion or objection, the minutes were approved.

CITIZENS’ COMMENTS – None

REPORT FROM THE CHAIR

Mayor O’Neill apologized for not getting the report from the work session out to members with the agenda packet. She stated that she looks forward to making some tweaks to the FDC.

UNFINISHED BUSINESS

- a) Calendar of Events (informational only)

H. Butler shared about the many activities happening throughout the week: the Tanana Chiefs Conference (TCC), the annual Doyon meeting, and the all-Native basketball tournament.

NEW BUSINESS

- a) Recap of February 21 Strategic Planning Work Session

H. Butler commented that the report was put together well and was well-written.

Mayor O'Neall asked members how they felt about next steps.

J. Rogers recommended inviting the City Attorney for an Open Meetings Act (OMA) presentation soon. She suggested reaching out to former Mayor Eberhart to learn more about his thoughts when he created the FDC. She also suggested inviting folks from other diversity programs and organizations to speak to the FDC. **H. Butler** spoke in support of the idea to invite others to speak to the FDC. He suggested sending former Mayor Eberhart a copy of the work session synopsis.

- b) Designation of FDC Chair

Mayor O'Neall stated that K. Blackburn has been serving as chair but that she is happy to take it back. There was no objection from K. Blackburn or any other member for the Mayor to return as the FDC Chair. **J. Rogers** asked K. Blackburn if she would be willing to continue as Vice Chair. K. Blackburn replied that she would.

- c) Review of FDC Meeting Schedule, Format, and Location

Mayor O'Neall noted that one of the items identified at the February strategic session is that the FDC has a difficult time making a quorum. She suggested cutting back the formal meetings to take care of business to a quarterly basis, then hold more informal sessions in the in-between months for things like a talking circle or to invite a guest speaker. She asked for group input.

H. Butler disagreed with changing the meeting frequency to quarterly, stating that the group needs to get more firm with attendance at monthly meetings.

Mayor asked H. Butler what the FDC does monthly that could not be accomplished quarterly. **H. Butler** suggested that the agenda needs refining and, instead of boilerplate items, perhaps there could be a specific monthly activity highlighted for the FDC to work on. **Mayor O'Neall** suggested that in addition, perhaps the FDC could consider changing the meeting location to be less formal.

J. Rogers stated that, in her vast experience with boards, cutting back on meeting frequency is the first step to going off the edge. She stated FDC members need to get to know and work with each other better.

M. J. Skaggs echoed the comments of **H. Butler** and **J. Rogers** regarding moving to quarterly meetings. She indicated that it would cause the group to lose momentum.

Mayor O’Neill asked if there was a motion to establish a monthly meeting schedule with an informal format and change the meeting location to the Mike Meeks Conference Room.

H. Butler, seconded by **E. Dillard**, moved to establish a monthly meeting schedule with an informal format and change the meeting location to the Mike Meeks Conference Room.

E. Dillard asked whether meetings would still be public. **Mayor O’Neill** replied that they would. She wondered whether the group could still meet monthly but only require a quorum quarterly.

H. Butler suggested that the meetings in between could give members an opportunity to think about things. **J. Rogers** stated she felt strongly that members need to honor their commitment and attend meetings. She stated that if the group gives up on having a quorum, the whole thing falls apart. She indicated that members have never been held accountable to attend meetings. **H. Butler** had similar comments, and Clerk Snider shared the FDC attendance policy on the large screen.

Mayor O’Neill, in considering the issue through a lens of privilege, questioned who might be able to participate as an FDC member if there was a lower standard of participation—someone like a single parent or someone who travels often for work. She suggested that the FDC could strengthen the outcomes and priorities of the group between formal meetings with events that connect members. She pointed out that the FDC does not do a lot of business and stated she is not sure it should; rather, it could be doing more education and training. She stated that while she thinks great points have been made, she would like to see the FDC do more than sit and talk about things it should be doing.

J. Rogers agreed but again suggested getting in contact with former Mayor Eberhart. **H. Butler** stated that the two administrations after Eberhart let the FDC flop, and he would like to explore ways to make the FDC sustainable through different administrations. **Mayor O’Neill** added that becoming more well-known in the community will help the FDC become more sustainable.

Members continued to discuss options for participating in local events and ways to plan ahead, stay organized, and be accountable.

Mayor O’Neill called for a roll call vote on the motion to establish a monthly meeting schedule with an informal format and change the meeting location to the Mike Meeks Conference Room, and all members voted in favor.

FDC MEMBERS’ COMMENTS

E. Dillard questioned whether the meeting frequency item could be put to a revote in the future. She commented that it seems like the FDC checks the boxes at the meeting, then members go home. She stated that no one really likes change, but with an involved Mayor, change could be beneficial. She indicated that she would like there to be substance in FDC meetings and that less formality could bring about something different. She suggested that more activities with less formal meetings could be a good thing and it is something she would like to revisit.

K. Blackburn stated she had no comments.

M. J. Skaggs stated that events are opportunities for gathering and relationship-building. She shared that she is President of the Filipino-American Society (FAS) of Fairbanks, which was recently awarded the Alaska Community Foundation Social Justice Grant. She stated they are launching a new initiative via a program titled, “Lifting Filipino Voices in Alaska and Strengthening Community Connections.” She stated the main focus is to lead a statewide convening of Filipino leaders and community members in Fairbanks on October 2. She stated that FNSB Mayor Hopkins has offered support for the event, which will be held in conjunction with the Filipino Cultural Celebration. She stated that during her term as the FAS President, she has made a lot of changes, and she tried to consider whether the changes would be sustainable. She wondered whether the FDC could provide some guidance, advice, resources, and collaboration with the FAS.

L. Marney stated that getting the FDC’s name out in the community is vital. He expressed disappointment that the Human Library event never came to pass.

D. Hamilton stated that the meeting had been very informative and thanked fellow members.

J. Rogers thanked everyone for their comments and spoke to the opportunities of the FDC. She shared that what keeps her involved is that people have new ways of taking care of each other. She stated she values the work of the FDC even when it has gone backwards. She indicated that everything takes time, and she is grateful for a leader who believes in the FDC’s mission.

H. Butler stated that what happened in the meeting is a good example of what lies ahead.

J. Merritt stated that he is happy to be at the meeting.

Clerk Snider suggested that if members would like to get a better understanding of former Mayor Eberhart’s vision for the FDC, a good way to do that would be to read the original enacting ordinance, which he sponsored. She offered to send the original enacting ordinance to members. **Mayor O’Neill** suggested that the ordinance could be added to the next regular agenda for discussion.

MEETING DATES

a) Next Regular Meeting Date, April 14, 2026

ADJOURNMENT

Mayor O’Neill declared the meeting adjourned at 6:26 p.m.

Mayor O’Neill, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

ORDINANCE NO. 5939, As Amended

**AN ORDINANCE ENACTING FGC SECTIONS 2-231 THROUGH
2-235 CREATING A FAIRBANKS DIVERSITY COUNCIL**

WHEREAS, 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; and

WHEREAS, the City can take further proactive steps to promote equal treatment of the diverse groups in our community to develop the diversity for it to become an edifying force for our community in today's globalization context; and

WHEREAS, 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, including the adoption of a Diversity Action Plan;

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

SECTION 1. Fairbanks General Code Sections 2-231 through 2-235 are hereby adopted as Division 3 of Article III Boards and Commission, under Chapter 2:

DIVISION 3. FAIRBANKS DIVERSITY COUNCIL

Sec. 2-231. Fairbanks Diversity Council (hereafter FDC) – Creation; purpose.

In order to provide a citizens' forum, serve as a diversity advisory board and recommend adoption of a Diversity Action Plan, the FDC is hereby created. The FDC shall be composed of volunteer citizens who shall be residents or employees of the City of Fairbanks or Fairbanks North Star Borough, plus, as non-voting members, the City Mayor, a City Council member and the City Human Resources Director.

Sec. 2-232. FDC – Composition; term of office.

(a) The FDC shall include 15 public voting members broadly selected to represent the diverse people of Fairbanks. Twelve members, at least eight of whom must be residents of the City of Fairbanks, shall be appointed by the City Mayor subject to the approval of the City Council. Three members shall be appointed by the Fairbanks North Star Borough Mayor subject to the approval of the Fairbanks North Star Borough Assembly. All appointments of the public members shall be for three-year terms, without compensation. The term of members shall be until June 30 of the third year from appointment. The first members of the commission shall be appointed in staggering terms that end on June 30 as follows: five members for a term of one year, five members for a term of two years, and five members for a term of three years.

(b) In the event of the death, resignation, removal or disqualification of any member of the FDC the City Mayor or Fairbanks North Star Borough Mayor, as the case may be, shall appoint to the FDC, subject to confirmation by the City Council or Borough Assembly, as the case may be, a member who shall serve for the unexpired term vacated.

(c) The City Attorney or designee shall be made available upon request to provide information, not to act as legal counsel, to the FDC.

Sec. 2-233. Chairperson; committees; quorum; meetings.

(a) The City Mayor shall serve as non-voting Chairperson. A Vice-Chairperson shall be appointed by the City Mayor from the membership, subject to the approval of the FDC. The Vice-Chairperson's term shall be for three years. No person shall serve more than two full consecutive terms as Vice-Chairperson.

(b) The FDC may organize committees and adopt administrative rules and procedures to accomplish its purposes.

(c) A quorum shall be necessary to conduct a meeting. A quorum shall consist of eight public voting members of the FDC. The business of the FDC shall be transacted by a majority vote of voting members present after a quorum is established.

(d) All meetings shall be held, and notices and agendas shall be posted, in compliance with the Alaska Open Meetings Act. Minutes of FDC proceedings shall be kept and filed in accordance with applicable laws dealing with public records. In all matters of parliamentary procedure not covered by rules and procedures adopted under subsection b above, the current version of Robert's Rules of Order will govern.

(e) The FDC shall keep permanent records or minutes of all meetings. The minutes shall promptly be filed in the office of the City Clerk and shall be open to public inspection. The City Clerk shall supply the FDC with administrative support.

Sec. 2-234. FDC - Duties; rules.

The FDC is an advisory body with the following duties:

1. Members are expected to attend all scheduled meetings, unless excused by the membership.
2. Except for the City Mayor, members of the FDC may be removed by the City Council or Fairbanks North Star Borough Assembly, as the case may be, on motion adopted by the affirmative vote of four of the members of the City Council, or six of the members of the Fairbanks North Star Borough Assembly.
3. When a member has a conflict of interest on an issue, the member shall announce such conflict and refrain from discussing, voting or participating in any manner on the issue if a majority of the quorum so decides.
4. The Chairperson, or Vice-Chairperson in the absence of the Chairperson, shall preside at all meetings, decide all points of order or procedure and perform any duties required by law, ordinance or these rules. The Chairperson shall have the power to call regular or special meetings. Upon request of eight members to the Chairperson, a special meeting will be held.

5. FDC meetings may include written reports, presentations or other necessary types of activities to provide information to its members and allow the FDC to discharge its duties. Meetings are open to the public to receive public comment in the same manner as done by the City Council.
6. The FDC may recommend a Diversity Action Plan after review of local, regional and national diversity programs and recommend to the administrations of the City of Fairbanks and Fairbanks North Star Borough a Diversity Action Plan found to be lawful and worthy of implementation.
7. Assist the City on accessibility issues.
8. Plan, develop and implement recognition and public awareness programs.
9. Develop a constructive working relationship with the following sectors of the community:
 - (a) Business and industry,
 - (b) Schools and educational institutions,
 - (c) Governmental bodies and agencies, to include military services
 - (d) Healthcare and service providers,
 - (e) Youth, parent and senior citizen groups and organizations, and persons protected by the American Disability Act, and
 - (f) Public and private agencies involved in diversity issues and employment, and
 - (g) Persons of all and any socio economic status.
10. Hold quarterly meetings, plus special meetings as deemed necessary by the Chairperson or membership, to address concerns in the areas of employment, public accommodations, police policies, transportation, housing, public awareness and sensitivity, and other such subjects as may be deemed appropriate by the City Mayor, City Council, Fairbanks North Star Borough Mayor, Fairbanks North Star Borough Assembly or the FDC itself.
11. Provide written reports to the public with general recommendations, submit special reports at the request of the City Mayor or City Council or Fairbanks North Star Borough Mayor or Fairbanks North Star Borough Assembly, and submit an annual report of its activities by December 1 of each year.
12. The FDC shall not become involved in employee discipline issues or in matters outside the jurisdiction of the City of Fairbanks or the Fairbanks North Star Borough.

Sec. 2-235. Diversity Action Plan – Guiding Principles.

(a) The purpose of the Diversity Action Plan is to increase the capacity of the City to succeed in its mission of serving all of the people of Fairbanks. The Diversity Action Plan will provide guidance to the City Council and employees of the City to become culturally competent and inclusive. The following guiding principles shall apply to the Diversity Action Plan:

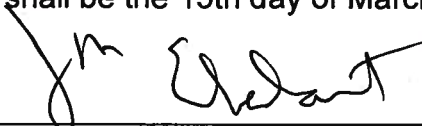
1. The Diversity Action Plan is a business necessity, crucial to the continuing

success of the City. The focus of the City's diversity development strategy is the creation of an organizational culture that values diversity and supports cultural competency in its workforce. Diversity is one of the foundations upon which the City's goals for organizational development, workforce development, service design and service delivery will be built.

2. Everyone associated with the City is a stakeholder in diversity development. The City will provide its employees with methods to recognize, support and reward diversity development efforts and accomplishments. The City will include community partners in planning for diversity development.
3. All City employees are professionally and personally accountable to assess how their beliefs, attitudes and knowledge affect the City's capacity to serve our multicultural community. This includes seeking self-understanding, gaining knowledge of other cultures, developing cross-cultural communication skills, providing leadership and supporting appropriate cultural change within the City.
4. Equal Employment Opportunity, the Americans with Disabilities Act, along with other civil rights legislation, rules and policies are viewed as a set of tools that provides the foundation for diversity development. Compliance with these laws, rules and policies establishes direction and provides guidelines for organizational change within the City. They support the increase of diversity and cultural competency, and the reduction of bias in our workforce. They provide a framework for creating an environment of inclusion in the City.

(b) After adoption by the City Council, the Diversity Action Plan shall be amended as necessary and with a full review performed at least every five years after initial adoption.

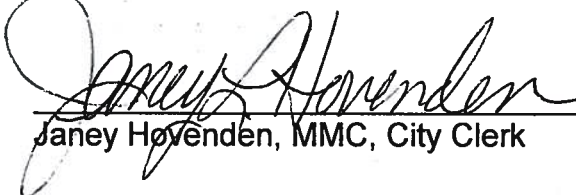
SECTION 2. The effective date of this Ordinance shall be the 15th day of March 2014.



JOHN EBERHART, MAYOR

AYES: Staley, Gatewood, Hilling, Anderson, Walley
NAYS: None
ABSENT: Matherly
ADOPTED: March 10, 2014

ATTEST:



Janey Hovenden, MMC, City Clerk

APPROVED AS TO FORM



Paul J. Ewers, City Attorney

DIVISION 3. FAIRBANKS DIVERSITY COUNCIL

Sec. 2-231. Fairbanks Diversity Council (hereafter FDC)—Creation; purpose.

In order to provide a citizens' forum, serve as a diversity advisory board and recommend adoption of a diversity action plan, the FDC is hereby created. The FDC shall be composed of volunteer citizens who shall be residents or employees of the City of Fairbanks or Fairbanks North Star Borough, plus, as non-voting members, the city mayor, a city council member and the city human resources director.

(Ord. No. 5939, § 1, 3-15-2014)

Sec. 2-232. FDC—Composition; term of office.

- (a) The FDC shall include 11 public voting members broadly selected to represent the diverse people of Fairbanks. Ten community members shall be appointed by the city mayor subject to the approval of the city council. One community member shall be appointed by the Fairbanks North Star Borough Mayor, subject to the approval of the Fairbanks North Star Borough Assembly. Preference for city-appointed positions shall be given to residents of the City of Fairbanks. All appointments of the public members shall be for three-year terms, without compensation. The term of members shall be until June 30 of the third year from appointment.
- (b) In the event of the death, resignation, removal or disqualification of any member of the FDC, the city mayor or Fairbanks North Star Borough Mayor, as the case may be, shall appoint to the FDC, subject to confirmation by the city council or borough assembly, as the case may be, a member who shall serve for the unexpired term vacated.
- (c) The city attorney or designee shall be made available upon request to provide information, not to act as legal counsel, to the FDC.

(Ord. No. 5939, § 1, 3-15-2014; Ord. No. 6045, § 1, 4-29-2017; Ord. No. 6114, § 1, 11-2-2019)

Sec. 2-233. Chairperson; committees; quorum; meetings.

- (a) The city mayor shall serve as the non-voting chairperson of the FDC. The mayor may appoint a chairperson from the membership of the FDC. If the mayor appoints a chairperson, the person chosen will remain a voting member of the FDC and will serve a one-year term as chairperson. The FDC will choose a vice chairperson from among its members. The person so chosen will serve a one-year term as vice chairperson. When the term of the chairperson expires, the vice chairperson will become the chairperson, and the FDC will choose a new vice chairperson from among its members. If the mayor chooses to serve as the chairperson, the vice chairperson will not progress to the chairperson position. The mayor will remain a non-voting member of the FDC even if not serving as chairperson.
- (b) The FDC may organize committees and adopt administrative rules and procedures to accomplish its purposes.

-
- (c) A quorum shall be necessary to conduct a meeting. A quorum shall consist of a majority of the appointed voting members of the FDC. The business of the FDC shall be transacted by a majority vote of voting members present after a quorum is established.
 - (d) All meetings shall be held, and notices and agendas shall be posted, in compliance with the Alaska Open Meetings Act. Minutes of FDC proceedings shall be kept and filed in accordance with applicable laws dealing with public records. In all matters of parliamentary procedure not covered by rules and procedures adopted under subsection (b) above, the current version of Robert's Rules of Order will govern.
 - (e) The FDC shall keep permanent records or minutes of all meetings. The minutes shall promptly be filed in the office of the city clerk and shall be open to public inspection. The city clerk shall supply the FDC with administrative support.

(Ord. No. 5939, § 1, 3-15-2014; Ord. No. 6064, § 1, 11-11-2017; Ord. No. 6114, § 1, 11-2-2019; Ord. No. 6176, § 1, 8-14-2021; Ord. No. 6247, § 1, 6-17-2023)

Sec. 2-234. FDC—Duties; rules.

The FDC is an advisory body with the following duties:

- (1) Members are expected to attend all scheduled meetings, unless excused by the membership.
- (2) Except for the city mayor, members of the FDC may be removed by the city council or Fairbanks North Star Borough Assembly, as the case may be, on motion adopted by the affirmative vote of four of the members of the city council, or six of the members of the Fairbanks North Star Borough Assembly.
- (3) When a member has a conflict of interest on an issue, the member shall announce such conflict and refrain from discussing, voting or participating in any manner on the issue if a majority of the quorum so decides.
- (4) The chairperson, or vice-chairperson in the absence of the chairperson, shall preside at all meetings, decide all points of order or procedure and perform any duties required by law, ordinance or these rules. The chairperson shall have the power to call regular or special meetings. Upon request of eight members to the chairperson, a special meeting will be held.
- (5) FDC meetings may include written reports, presentations or other necessary types of activities to provide information to its members and allow the FDC to discharge its duties. Meetings are open to the public to receive public comment in the same manner as done by the city council.
- (6) The FDC may recommend a diversity action plan after review of local, regional and national diversity programs and recommend to the administrations of the City of Fairbanks and Fairbanks North Star Borough a diversity action plan found to be lawful and worthy of implementation.
- (7) Assist the city on accessibility issues.
- (8) Plan, develop and implement recognition and public awareness programs.
- (9) Develop a constructive working relationship with the following sectors of the community:
 - a. Business and industry,
 - b. Schools and educational institutions,
 - c. Governmental bodies and agencies, to include military services,
 - d. Healthcare and service providers,
 - e. Youth, parent and senior citizen groups and organizations, and persons protected by the American Disability Act, and

-
- f. Public and private agencies involved in diversity issues and employment, and
 - g. Persons of all and any socio economic status.
- (10) Hold quarterly meetings, plus special meetings as deemed necessary by the chairperson or membership, to address concerns in the areas of employment, public accommodations, police policies, transportation, housing, public awareness and sensitivity, and other such subjects as may be deemed appropriate by the city mayor, city council, Fairbanks North Star Borough Mayor, Fairbanks North Star Borough Assembly or the FDC itself.
 - (11) Provide written reports to the public with general recommendations, submit special reports at the request of the city mayor or city council or Fairbanks North Star Borough Mayor or Fairbanks North Star Borough Assembly, and submit an annual report of its activities by December 1 of each year.
 - (12) The FDC shall not become involved in employee discipline issues or in matters outside the jurisdiction of the City of Fairbanks or the Fairbanks North Star Borough.

(Ord. No. 5939, § 1, 3-15-2014)

Sec. 2-235. Diversity action plan—Guiding principles.

- (a) The purpose of the diversity action plan is to increase the capacity of the city to succeed in its mission of serving all of the people of Fairbanks. The diversity action plan will provide guidance to the city council and employees of the city to become culturally competent and inclusive. The following guiding principles shall apply to the diversity action plan:
 - (1) The diversity action plan is a business necessity, crucial to the continuing success of the city. The focus of the city's diversity development strategy is the creation of an organizational culture that values diversity and supports cultural competency in its workforce. Diversity is one of the foundations upon which the city's goals for organizational development, workforce development, service design and service delivery will be built.
 - (2) Everyone associated with the city is a stakeholder in diversity development. The city will provide its employees with methods to recognize, support and reward diversity development efforts and accomplishments. The city will include community partners in planning for diversity development.
 - (3) All City employees are professionally and personally accountable to assess how their beliefs, attitudes and knowledge affect the city's capacity to serve our multicultural community. This includes seeking self-understanding, gaining knowledge of other cultures, developing cross-cultural communication skills, providing leadership and supporting appropriate cultural change within the city.
 - (4) Equal Employment Opportunity, the Americans with Disabilities Act, along with other civil rights legislation, rules and policies are viewed as a set of tools that provides the foundation for diversity development. Compliance with these laws, rules and policies establishes direction and provides guidelines for organizational change within the city. They support the increase of diversity and cultural competency, and the reduction of bias in our workforce. They provide a framework for creating an environment of inclusion in the city.
- (b) After adoption by the city council, the diversity action plan shall be amended as necessary and with a full review performed at least every five years after initial adoption.

(Ord. No. 5939, § 1, 3-15-2014)

Secs. 2-236—2-255. Reserved

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
- 30 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 (celebration on 06/20)
- 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