



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
AUGUST 11, 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 June 9, 2026
5. CITIZENS' COMMENTS (Limited to 3 Minutes)
6. GUEST SPEAKER – FAIRBANKS QUEER COLLECTIVE
7. REPORT FROM THE CHAIR
 - a) Introduction of FDC Members
8. UNFINISHED BUSINESS
 - a) Review of Diversity Action Plan (DAP)
9. NEW BUSINESS
 - a) Discussion on Activities and Duties of the FDC
10. CALENDAR OF EVENTS
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, October 13, 2026
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES

JUNE 9, 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
Alyssa Quintyne, Seat B
Terry Norman, Seat E
Dorothy Shockley, Seat F
Lainey Appel, Seat G
Karen Blackburn, Seat I
Herb Butler, Seat J
Jake Merritt, HR Director

Members Present (Zoom):

Mary Jo Skaggs, Seat H

Members Absent:

Lonny Marney, Councilmember (excused)
June Rogers, Seat C
Vacant, Seat D
Deirdre Hamilton, Seat K

Also Present:

D. Danyielle Snider, City Clerk

CALL TO ORDER

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

APPROVAL OF AGENDA

K. Blackburn, seconded by **T. Norman**, moved to APPROVE the agenda. There being no discussion or objection, the agenda was approved.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of May 12, 2026

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

CITIZENS' COMMENTS (Limited to 3 Minutes)

Andy Harrington – A. Harrington reported on the upcoming Race Against Racism event.

Lisa Allen – L. Allen stated that she is the Treasurer for the local branch of the National Association for the Advancement of Colored People (NAACP) organization and shared that she has lived in the area for nearly a year. She discussed the work and mission of the NAACP.

GUEST SPEAKER – NAACP

This item was taken up later in the meeting during the Report from the Chair.

REPORT FROM THE CHAIR

a) Review of Diversity Action Plan (DAP)

Mayor O’Neill provided an overview of the color-coded DAP handout. She explained that she took the results of the FDC’s strategic planning session, compared it to the DAP, and rearranged the goals according to the group’s discussion. She reviewed all the changes, including the delineation of responsibilities of staff versus those of the FDC and changing the term “revising” to “advising.” She reviewed other proposals included in the draft: change to bimonthly meetings, an annual retreat, and quarterly reports to City Council to include education about the FDC. She continued by reviewing the proposed draft one goal at a time while detailing each task. **D. Shockley, A. Quintyne, T. Norman, and H. Butler** provided feedback to Mayor O’Neill.

At the allowance of the FDC, L. Allen returned to speak. She spoke about having more visibility and togetherness in the community and to how that will have great impacts. She indicated that everyone should feel welcome. L. Allen and Robyne continued to speak about the NAACP, the importance of literature, and to the message it sends that the FDC continues to exist at the City of Fairbanks.

Mayor O’Neill asked if there is a goal NAACP is currently focused on. Robyne mentioned that the City has not recognized MLK Day as a holiday; she added that the NAACP’s focus this year is on voting rights, both locally and federally. The NAACP representatives shared that the NAACP’s Juneteenth event would be relocated to the Carlson Center this year because the Bernice Allridge Park is being renovated. They discussed the NAACP’s relationship with the FPD and spoke about how the groups regularly meet. They shared that the FDC and the City, including the Police and Fire Departments, participated in the 2025 Juneteenth event, and they invited the FDC to host a booth at the 2026 event.

Mayor O’Neill shared that at the last FDC meeting, members agreed that the FDC would not host a booth at the Juneteenth event this year but discussed that individual members could attend to mingle with community members and talk about the FDC.

Mayor O’Neill paused the discussion to take a group photo.

Mayor O’Neill resumed the review of the DAP. **H. Butler** thanked Mayor O’Neill for her leadership. **Mayor O’Neill** expressed hope that the time the FDC spends together will bleed into the community in a way that showcases diversity. **H. Butler** suggested that the nation’s political climate is worth discussing and that with voting approaching, it may be worthwhile for the FDC to take a position. **A. Quintyne** asked if the FDC is allowed to do Community Perspectives. **Mayor O’Neill** stated that it would require agreement by the FDC.

b) Update on Challenges with Unhoused Population in Fairbanks: Warming Center, City’s Role/Authority

Mayor O’Neill updated members on where the City is with the various projects and initiatives:

- HopeLink Funding – City Council allocated \$40,000 in April for HopeLink’s final operations; \$15,000 spent, leaving \$25,000 for a warming shelter or similar use.
- Housing & Density – Exploring options to increase residential density in the City core, including coordination with major landholders (e.g., hospital). Acting as a “matchmaker”

to bring builders and partners together; working with the Housing and Homeless Coalition on resetting and breaking down silos.

- Blighted Properties – Developing ordinances addressing blighted areas that invite vagrancy and criminal activity.
- Justice & Health Initiatives – Advancing a mental health court concept to alleviate court load, improve services, and divert individuals from the corrections system.
- City Health & Social Services/HEART – Highlighted the City’s role and the new HEART program serving the unhoused and encampments; referenced the Mobile Crisis Team (MCT) and peer support for domestic violence victims. Emphasized the City as a convener, supporting entities with expertise and resources.
- Emergency Preparedness – Ongoing discussions on emergency warming shelters, especially given recent extreme cold and potential power outages.

H. Butler asked about coordination with other mayors. **Mayor O’Neill** replied that the Borough is more restricted in its health and social service powers as a second-class borough but that the City has partnered with the Borough on encampment issues and enacting similar ordinances. Members discussed the reasons why people become homeless and things that could be done to prevent homelessness. **K. Blackburn** spoke about numerous local resources, including the Northern Hope Center. **A. Quintyne** pointed out that often eligibility is a barrier to obtaining resources. She questioned the FDC’s role in that area. **Mayor O’Neill** noted it was a good question and suggested adding the item to the next FDC agenda.

K. Blackburn provided an update on recent and upcoming happenings at the Northern Hope Center, including their rapid growth, expanded services, and new location at 513 12th Avenue.

UNFINISHED BUSINESS – None

NEW BUSINESS

- a) Nomination of an FDC Representative to Alaska Native Roundtable

Mayor O’Neill asked if anyone was interested in serving as an FDC representative at Alaska Native Roundtable meetings. **H. Butler** volunteered, **D. Shockley** offered to be an alternate, and **T. Norman** volunteered to be third backup.

- b) Reconsideration of Meeting Frequency

Mayor O’Neill stated that she has cancelled the July meeting and that she would like the FDC to reconsider its meeting frequency; she added that she would rather do something right than do things out of obligation. She stated that the FDC is required to meet quarterly and that she proposes meeting every other month. She asked for consensus, and members agreed to make the change.

A. Quintyne asked if the FDC is allowed to take care of business via email. Clerk Snider stated that email communications may violate the Open Meetings Act (OMA) and cautioned members that FDC business should not be done via email.

CALENDAR OF EVENTS

- a) Juneteenth Celebration – Saturday, June 20, noon – 4 p.m., Carlson Center

FDC MEMBERS' COMMENTS

E. Dillard stated that she advocated for member t-shirts with FDC logo and suggested that social media would be a good way for the FDC to gain exposure in the community. She spoke briefly about the "907 Navigation" website which provides a services guide for Fairbanks and Anchorage.

H. Butler read aloud a pledge of mutual respect written 26 years ago by an Anchorage group called "Bridge Builders."

T. Norman stated that she loved the meeting. She shared that she would try to get the FDC a spot at the Midnight Sun Intertribal Powwow.

K. Blackburn thanked the NAACP and Race Against Racism folks for attending the meeting, and she thanked Mayor O'Neill for her leadership. She also welcomed new FDC members.

D. Shockley stated that it had been a good meeting. She expressed appreciation for the leadership and momentum of the FDC. She asked for an introduction of members at the next meeting.

L. Appel expressed her appreciation for the draft DAP. She commented that the meeting provided more structure, and she thanked the guests who spoke.

M. J. Skaggs welcomed A. Quintyne and stated that she brings incredible experience, skills, creativity, and vision to the FDC. She thanked the NAACP for their presentation and stated that she looks forward to more speakers in the future. She stated that she would be unable to attend the Race Against Racism event but would certainly help spread the word about it.

Mayor O'Neill mentioned the murals being painted on City Hall. She stated that she was excited to work with the Native Movement and others on bio-cultural heritage in public spaces. She assured the group and listeners that the murals would not affect the historic integrity of the building.

MEETING DATES

- a) Next Regular Meeting Date, August 11, 2026 [Review of Diversity Action Plan; July meeting has been cancelled]

ADJOURNMENT

Mayor O'Neill declared the meeting adjourned at 7:03 p.m.

Mayor O'Neill, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

Name	Dais Seat
Lonny Marney	N/A
Jake Merritt	N/A
Mindy O'Neall	N/A
Erica Dillard	Seat A
Alyssa Quintyne	Seat B
<i>Vacant</i>	Seat C
Rachel DeTemple	Seat D
Terry Norman	Seat E
Dorothy Shockley	Seat F
Lainey Appel	Seat G
Mary Jo Skaggs	Seat H
Karen Blackburn	Seat I
Herb Butler	Seat J
Deirdre Hamilton	Seat K



FDC MEMBER BIOS (submitted so far)

Herb Butler

My name is Herb Butler. My grandparents on my father 's side were Harry Butler and Eva Brazil from Allakaket on the Koyukuk River. My grandparents on my mother's side were Herbert Albert and Maggie Martin from Nenana on the Tanana River. My parents were Jacob Butler Sr. and Sarah Albert. I have four brothers and two sisters. I have three sons and a foster daughter.

I wrote my life story, *Assimilation Trail*, which is available on Amazon eBooks. If you would like to learn more about me, I recommend reading it.

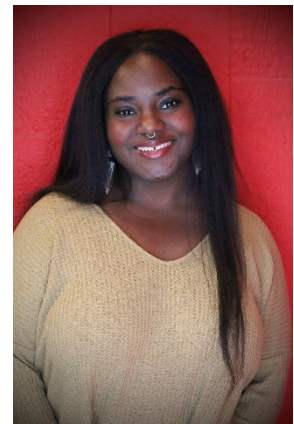
I was born in Fairbanks in 1943. In 1947 I was sent to Seward, where I lived for ten years at Jesse Lee Home, a Methodist-run children's home. The institution was similar to many homes for Native American children throughout the lower 48 states. I spent ten years there living a lifestyle similar to the military way of life.

I was sent to Oregon to a foster family to begin high school and joined the US Air Force after I graduated. I spent the next nine years in the lower 48 actively involved with a large number of Indian Tribes.

I was thirty-one years old when I returned to Alaska. I lived in Anchorage and Wasilla and put four of my children through high school in Wasilla. I moved back to Fairbanks in 1989. I have finished a forty year career in the oil and energy industries here in Alaska and have been happily retired for fifteen years.

Alyssa Quintyne

Alyssa Quintyne is a Bajan-American community organizer, political researcher, multidisciplinary artist, and musician based in Fairbanks, AK. Her parents immigrated to the US from Barbados in the 1980s, Alyssa being born in the States in the 1990s. She and her partners were later stationed to Ft. Wainwright, Alaska, where she has stayed since.



Alyssa started her education and organizing in Fairbanks for over 20 years ago. She received a BA in Political Theory and Violin Performance from University of Alaska Fairbanks. Additionally, she has been involved in community theater, performing arts, and technical roles since high school. She has spent the majority of her professional career working in a myriad of campaigns, initiatives, and research, and collaborative events ranging from clean energy community initiatives, voter education and engagement in municipal elections, researching the experience of Black Alaskans in academia, politics, and recreation, to advocating for the rights of LGBTQ and Disabled community members—locally to internationally.

Within her work as a community organizer, she focuses on community engagement and advocacy, art activism, and anti-discrimination. She regularly collaborates with local organizations and creatives to coalesce exhibitions and resources in order to make creative spaces and opportunities in the Interior more equitable and accessible for Black, Brown and Indigenous communities, disabled and chronically ill communities, and LGBTQ communities.

As an artist, she is a watercolor portraitist, centering the Black femme experience through grief and spirit. Alyssa is the co-founder and current curator of Black Alaskan Art Matters (BAAM) – a community initiative that highlights and supports Black creatives in Alaska. She has almost 2 decades of exhibition and collaborative events with various galleries and museums, and has been featured across the state. She strives to cultivate a space of reciprocity and sincerity – whether that be through a piece or an event she hosts.

Erica Dillard

I was brought to Alaska as a Coast Guard brat in 2000 and have called Fairbanks home since 2005. I attended both the University of Alaska Southeast and the University of Alaska Fairbanks, earning a Bachelor of Arts in Psychology with minors in Justice and Sociology and a Master of Arts in Justice Administration. For the past 18 years, I have worked for a local behavioral health organization serving children, youth, and families throughout Alaska, an experience that has strengthened my appreciation for the diverse backgrounds and perspectives that make our communities stronger.

Since joining the Fairbanks Diversity Council in 2025, I have enjoyed collaborating with community members and leaders to promote understanding, inclusion, and meaningful dialogue. Outside of work, I enjoy spending time with my husband and three children, camping, fishing, hunting, gardening, tending my orchard, and most recently building Boreal Bound, an Alaska-inspired outdoor lifestyle brand.

CITY OF FAIRBANKS DIVERSITY ACTION PLAN V.2

(DRAFT version presented to FDC June 9, 2026)

Goal	Strategic Outcomes	Tasks	Resources	Responsibility	By When?
Goal 1 — Community Advocacy & Visibility (New) <i>Goal Description: Shift toward external impact, public engagement, and elevating diversity across Fairbanks.</i>	• A more connected, welcoming, and culturally aware city. • Strengthened trust between residents and City leadership. • Consistent messaging that reflects dignity and inclusivity.	1. Develop and promote community focused messages celebrating Fairbanks' diversity branding of FDC.	Diversity Council Communications One Sheet and Style-Guide	FDC + Mayor's Office	To develop by 4th Quarter - 2026 Review During Annual Strategic Planning
		2. Partner with community organizations, cultural groups, tribes, schools, and nonprofits to support events, celebrations, and initiatives. <i>(Relocates content from Goal 3 and Goal 4 on cultural holidays.)</i>		FDC + Mayor's Office	
		3. Host community listening sessions twice per year to gather feedback and elevate public concerns to City leadership.		FDC + Mayor's Office	2 per Year
		4. Support visibility for culturally significant holidays and events such as Indigenous Peoples' Day, Juneteenth, and MLK Day. <i>(Based on existing plan language.)</i>	Establish a budget line item for outreach materials and swag	FDC + Mayor's Office	Aug-26
		5. Share positive stories about community resilience, culture, and inclusion through speaking engagements, public events, report to council, etc.		FDC + Mayor's Office	

Goal	Strategic Outcomes	Tasks	Resources	Responsibility	By When?
Goal 2 — Community Education & Public Learning (Revised from Goal 4) Realign education efforts toward community wide engagement rather than internal staff training.	• Increased community understanding of local histories and identities. • Broader participation across Fairbanks in diversity and equity conversations. • More accessible learning opportunities for residents.	1. Identify annual themes for public learning <i>(e.g., belonging, cultural heritage, accessibility).</i>		FDC	4th Quarter - Yearly
		2. Facilitate public education sessions, forums, or speaker events in partnership with local organizations.	1-3 events/year	Mayors Office with FDC support	yearly
		3. Share educational materials and resources with the community, including myth busting, history highlights, and storytelling.		FDC + Clerk's Office for web	3rd Quarter - 2026

		4. Maintain a “Meeting Topic” review at FDC meetings, without requiring members to conduct formal internal training (<i>modifies “diversity topic of the month”</i>).		
		5. Collaborate with partners such as UAF, local tribes, and Alaska Native corporations to advance cultural safety and learning. (<i>Based on existing partnership language.</i>)		

Goal	Strategic Outcomes	Tasks	Resources	Responsibility	By When?
Goal 3 — Policy Insight & Advisory Support (Revised from existing Goal 3) Focus on offering values-based guidance, not performing administrative compliance.	• City policies are informed by diverse community perspectives. • Sustainable advisory responsibilities that reflect the Council's capacity. • Fewer administrative burdens on volunteers	1. When requested by the Mayor or City Council, provide high level input on internal policies and procedures. (<i>Existing language already “when requested” — retained and emphasized.</i>)		FDC	as requested
		2. Offer community centered perspectives on City policies related to inclusion, cultural safety, and access.			
		3. Recommend opportunities to improve accessibility and reduce barriers in City programs—shifting responsibility for technical assessments back to City departments. (<i>Modifies existing accessibility tasks.</i>)			

Goal	Strategic Outcomes	Tasks	Resources	Responsibility	By When?
Goal 4 — City Collaboration & Communication (High Level Refinement of Goal 4 Requirements) Support communication between the City and the community through insight, recommendations, and mutual learning.	• Clearer, more transparent communication between the City and residents. • Shared understanding of priorities and progress. • Practical, sustainable reporting expectations.	1. Provide periodic recommendations to the City Council based on community feedback and trends. (<i>A simplified version of reporting requirements.</i>)			
		2. Work with the Mayor’s Office to determine what specific data or metrics would be helpful for ongoing monitoring—without requiring FDC to collect or analyze the data. (<i>Modifies the “focused measures” requirement.</i>)	FDC Data Metrics	FDC + Mayor's Office	4th Quarter - Yearly

		3. Participate in collaborative efforts with City departments to promote inclusive communication when requested.		FDC	
--	--	--	--	-----	--

Goal	Strategic Outcomes	Tasks	Resources	Responsibility	By When?
Goal 5 — Operational Sustainability & Council Continuity (New) <i>Ensure the Council's work endures beyond membership turnover.</i>	•Greater continuity across years •Faster onboarding and strong cohesion •Increased Accountability and transparency	1. Create and maintain a simple FDC Operating Guide (<i>roles, norms, values, workflows</i>).	FDC Operations Guide (not codified)	FDC + Clerk's Office	1st Quarter 2027
		2. Establish an onboarding process for new members.			1st Quarter 2027
		3. Conduct an annual strategic reflection session.		FDC + Mayor's Office + Clerk's Office	1st Quarter 2027
		4. Use a small dashboard (5–7 indicators) for quarterly progress monitoring.	Progress Dashboard		1st Quarter 2027 - after update and include in each FDC packet

From: [Alyssa Quintyne](#)
To: [Dani Snider](#)
Subject: Re: Request for input on Diversity Action Plan
Date: Wednesday, August 5, 2026 12:34:02 AM
Attachments: [image001.png](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey good morning Dani,
Here are my questions and suggestions:

- G1 T1 - I can help on the one pager, business card design, logo, etc. Does the committee have a tab on the city website? Do we have a specific social media account?
 - G1 T2 - What does that partnering look like? Volunteers at events? Sponsoring? Tabling? Helping with logistics?
 - G1 T3 - We should be specific in terms of topic and/or community. Which communities or issues does City leadership wish to address or learn more about?
 - G1 T4 - Again what does that support look like? Volunteers at events? Sponsoring? Tabling? Helping with logistics?
-
- G2 T3 - FDC could have a webpage or linktree where we are share existing community information and resource
-
- G3 - Interested in advancing this goal overall. Is this direct work with the City Council, or departments?
-
- G4 T2 - What metrics is the Mayor's office monitoring currently? Does the city have funds to support local research and data collection?
 - G4 T3 - When do these suggestions on inclusive language begin? Does the committee get to review department communications or projects?

~ Alyssa

On Thursday, July 30, 2026 at 12:51:35 PM AKDT, Dani Snider <dsnider@fairbanks.gov> wrote:

FDC members:

Mayor O'Neill is requesting your input!

At the last FDC meeting, Mayor O'Neill reviewed a draft Diversity Action Plan and