



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
OCTOBER 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. APPROVAL OF AGENDA
4. APPROVAL OF PREVIOUS MINUTES
 - a) Regular Meeting Minutes of August 11, 2026
5. CITIZENS' COMMENTS (Limited to 3 Minutes)
6. GUEST SPEAKERS
 - a) Presentation by Statewide Independent Living Council (SILC), Michael Christian
 - b) Presentation by Community Response Coordinator Brenda McFarlane
7. REPORT FROM THE CHAIR
8. UNFINISHED BUSINESS
 - a) Review of Diversity Action Plan (DAP)
 - b) Discussion on Activities and Duties of the FDC
9. NEW BUSINESS
10. CALENDAR OF EVENTS
11. FDC MEMBERS' COMMENTS
12. MEETING DATES
 - a) Next Regular Meeting Date, December 15, 2026 (moved from December 8)
13. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
AUGUST 11, 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. **Member Karen Blackburn** (Seat I) served as the Chair, and the following members were in attendance:

Members Present (in person):

Alyssa Quintyne, Seat B
Rachel DeTemple, Seat D
Dorothy Shockley, Seat F
Lainey Appel, Seat G
Mary Jo Skaggs, Seat H
Herb Butler, Seat J
Jake Merritt, HR Director

Members Absent:

Erica Dillard, Seat A
Vacant, Seat C
Terry Norman, Seat E
Deirdre Hamilton, Seat K
Mindy O'Neill, Mayor (excused)
Lonny Marney, Councilmember (excused)

Members Present (via Zoom) – none

Also Present:

D. Danyielle Snider, City Clerk

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

K. Blackburn called the meeting to order at 5:30 p.m.

A. Quintyne read the FDC Mission Statement; **M.J. Skaggs** read the Land Acknowledgement.

APPROVAL OF AGENDA

D. Shockley, seconded by **M.J. Skaggs**, moved to APPROVE the agenda. There being no discussion or objection, the agenda was approved.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of June 9, 2026

A. Quintyne, seconded by **L. Appel**, moved to APPROVE the minutes. There being no discussion or objection, the minutes were approved.

CITIZENS' COMMENTS – None

GUEST SPEAKER – FAIRBANKS QUEER COLLECTIVE

Fairbanks Queer Collective Director and Co-Founder Nikan-coa Malbert Narvaez and Co-Founder Wii ho'o' Kowalski (aka Rinam) presented to the FDC. They outlined the FQC's mission to create safe, low-barrier, affirming community spaces for LGBTQIA+ residents in Interior Alaska.

Key Programs:

- Lavender Lounge: The Interior's first explicitly LGBTQ resource center offering weekly drop-ins, peer support, resource navigation, and basic-needs assistance.
- Mutual Aid Network: Peer-to-peer support including transportation help, skill-sharing, community meals/pantry, a free queer closet, and the Legal Café.
- Youth Initiatives: Provides safe spaces, mentoring, leadership, peer education, advocacy, suicide-prevention awareness, joy-centered wellness activities, and community service projects. Youth identified major challenges such as dead-naming, bullying, lack of representation, unsafe environments, and limited mental-health access.
- Community Events: PrideFest, housing mixers, skill-shares, queer history gatherings, sober social/wellness events, youth lock-ins, and the Aurora Queers Youth Museum.

Needs & Challenges:

FQC reported significant strain on its volunteer-run operations, especially after the closure of Anchorage's Identity in May 2026. They spoke about how political climate pressures have complicated partnerships with schools and volunteer recruitment.

Requests for City Partnership:

- Support through fee waivers for public spaces, small grants/micro-grants, and collaboration through City Human Services channels.
- Protect LGBTQ+ residents by updating nondiscrimination language.
- Explore counselor-partnership models to support youth mental-health needs.

Council Discussion & Follow-Up:

FDC members suggested outreach to nonprofit bingo license holders for funding, discussed safety and prevention strategies, requested draft ordinance language, and noted school system challenges.

REPORT FROM THE CHAIR

a) Introduction of FDC Members

K. Blackburn shared that she is a long-time Fairbanks resident and the Executive Director at Northern Hope Center. She stated she has many community and school district ties and was invited to serve on the FDC by a prior Mayor.

M.J. Skaggs stated that she is the President of the Filipino American Society of Fairbanks (FASF) and a family-support and immigrant advocate. She stated that the FASF provides resources to and helps create welcoming spaces for newcomers.

L. Appel stated that she is an accountant and recently finished her college education; she added that she is planning to stay in Fairbanks. She stated that a mentor and former teacher of hers recommended she join the FDC.

R. DeTemple shared that she is an educator and a musician. She spoke about the importance of music to a community and discussed the downtown music community particularly. She stated that she advocates for all-ages music venues and inclusive downtown infrastructure; she stated that she sees music as community-building.

D. Shockley stated that she is Upper Koyukon Athabascan and shared briefly about her family's history. She stated that she has served on the FDC for 4 – 5 years and has been involved in politics and civic engagement her whole life. She spoke about the importance of keeping youth safe in the community.

A. Quintyne stated that she is an organizer and an artist and has helped draft LGBTQ+ legislation. She shared that she is also the founder of “Black Alaskan Art Matters” which helps identify ways to highlight Black creatives. She explained that she takes an impact- and community-oriented approach to things.

H. Butler shared that he authored a book titled, *Assimilation Trail*, available in e-book form on Amazon. He stated that he is a U.S. veteran and has a long-standing record of advocacy within the American Indian community. He explained that he served on the FDC some years ago but was driven away by the Mayor at the time. He indicated that he is happy to serve again on the FDC.

UNFINISHED BUSINESS

a) Review of Diversity Action Plan (DAP)

With no objection from members, this item was postponed to the next meeting so that Mayor O'Neill could participate. Members were requested to provide further input on the DAP. Members were reminded to email notes and bios to the City Clerk ahead of the next meeting.

NEW BUSINESS

a) Discussion on Activities and Duties of the FDC

With no objection, this item was postponed, along with the DAP, to the next meeting.

CALENDAR OF EVENTS

Members discussed adding the Stand Down veterans event and election dates to the shared calendar. Clerk Snider stated she would update the calendar and distribute to members.

FDC MEMBERS' COMMENTS

A. Quintyne asked how to use the two-month window productively if the DAP discussion is postponed. **K. Blackburn** recommended that members review the documents, submit questions to staff, and prepare for a more robust discussion at the next meeting.

A. Quintyne asked if staff members present would like to introduce themselves. **K. Blackburn** gave the floor to J. Merritt and Clerk Snider.

J. Merritt stated that he serves as a non-voting member of and resource to the FDC. He indicated that he could answer questions regarding staff and organizational structure.

Clerk Snider stated that her role is to provide administrative support to the FDC by coordinating agendas and packets. She emphasized the FDC's momentum and unrealized potential.

M.J. Skaggs invited FDC members to attend the October 2–3 Filipino leadership convening and cultural celebration. Clerk Snider advised sending an email to the Mayor, copying the Clerk, to align logistics.

MEETING DATES

- a) Next Regular Meeting Date, October 13, 2026

ADJOURNMENT

K. Blackburn declared the meeting adjourned at 6:57 p.m.

Mayor O'Neill, Chair

D. Danyielle Snider, MMC, City Clerk

Transcribed by: DS

CITY OF FAIRBANKS DIVERSITY ACTION PLAN V.2
(DRAFT version presented to FDC June 9, 2026)

						Member Notes	Fiscal Notes
						HB - Entire document: Set date for each task. <i>MO - See Action Plan/Gantt Chart</i>	\$2,000
Goal	Strategic Outcomes	Tasks	Reso	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	AQ - G1, T1: I can help on the one-pager, business card design, logo, etc. Does FDC have a tab on City website? Does FDC have social media account? <i>MO - AQ thanks for volunteering in this capacity. FDC does have a tab on the city website, but it can be improved, and there is currently not a Fairbanks Diversity Council Facebook page.</i>	
		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		AQ - G1, T2: What does that partnering look like? Volunteering at events? Sponsoring? Tabling? Helping with logistics?	
		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	AQ - 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? <i>MO - I suggest we start broadly - hosting a listening session or panel about diversity in general and from that make a decision about what topic to address next.</i>	
		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	AQ - G1, T4: What does that support look like? Volunteering at events? Sponsoring? Tabling? Helping with logistics? HB - G1, T4: Divide into two lists, a) Holidays and b) Events.HB - G1, T4: Divide into two lists, a) Holidays and b) Events. <i>MO - suggest a form on the website for organizations to request support from the FDC. Would need to determine deadlines and timelines to secure capacity of the group. In our outreach, we could advertise that the FDC may be available to support through means accessible to the committee and the city.</i>	\$300 to put together a tabling kit with FDC branded information and resources \$1000 for swag (stickers, etc.)
		5. Share positive stories about community resilience, culture, and inclusion through speaking engagements, public events, report to council, etc.		FDC + Mayor's Office		<i>MO - offer this on the website and through the form to request from committee</i>	
						HB - G1, T6: Add task 6 to develop a partnership with the 2 military bases, the most transit portion of our population. Make this a budget line item.	

Goal	Strategic Outcomes	Tasks	Reso	Responsibilit	By When?		
Goal 2 — Community Education & Public Learning <i>(Revised from Goal 4)</i> 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	HB - G2: I agree with the comment.	
		2. Facilitate public education sessions, forums, or speaker events in partnership with local organizations.	1-3 events/year	Mayors Office with FDC support	yearly	HB - G2, T1: In conjunction with G1, T4(a)&(b). HB - G2, T2: Voluntary.	
		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	AQ - G2, T3: FDC could have a webpage or linktree where we share existing community information and resources. <i>MO: could also provide links to other pages that are consistently updating the resources.</i> HB - G2, T3: Produce a library of materials and documented resources. <i>MO - Consider resourcing materials and documents on the website.</i>	
		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> .		FDC		<i>MO: we have started to hear presentations from community groups - is this sufficient?</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>					May include a fee for training. Possibly could be funded through the Mayor's office training budget.
						HB - G2: Invite the community to attend FDC meetings, especially to convince the attendee to join the FDC.	
Goal	Strategic Outcomes	Tasks	Reso	Responsibilit	By When?		
Goal 3 — Policy Insight & Advisory Support <i>(Revised from existing Goal 3)</i> 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	AQ - G3: Interested in advancing this goal overall. Is this direct work with the City Council or departments? <i>MO - I think it could be either/both.</i> HB - G3: I agree with the comment. Strategic Outcomes and Tasks are suitable if the FDC is offered a one-day seminar on City policies. <i>MO - I agree with this idea.</i>	
		2. <i>When requested</i> , offer community centered perspectives on City policies related to inclusion, cultural safety, and access.				<i>MO - consider this as potentially duplicative from G3:T1; suggest combining to: When requested by the Mayor or City Council, provide high level input on internal policies and procedures, related to inclusion, cultural safety, and access.</i>	
		3. Recommend opportunities to improve accessibility <i>to</i> 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	Reso	Responsibilit	By When?	HB - G4: All of this goal needs much more study & discussion.	
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	AQ - G4, T2: What metrics is the Mayor's Office monitoring currently? Does the City have funds to support local research and data collection? MO - current administration (and any past that I am aware of) has not included monitoring or metrics. The city does not fund local research and data collection, however, this may be an area we could find grant funding.	grant funding?
		3. Participate in collaborative efforts with City departments to promote inclusive communication when requested.		FDC		AQ - G4, T3: When do these suggestions on inclusive language begin? Does the FDC get to review department communications or projects? MO - I see this more as a passive role in case a department would want this type of collaboration. Overall, the city communications plan is very organic and mostly responsive.	
						HB - G4: Invite the community to attend FDC meetings, especially to convince the attendee to join the FDC.	
Goal	Strategic Outcomes	Tasks	Resources	Responsibilit	By When?	HB - G5: I agree with all that is proposed.	
Goal 5 — Operational Sustainability & Council Continuity (New) Ensure the Council's work endures beyond membership turnover.	• 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		\$100 for food/materials
		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		some web costs may be incurred, but may be avoided.

body needs to recommend changes and resolution presented to council to change FDP

[illegible]

FAIRBANKS DIVERSITY COUNCIL 2027 IMPLEMENTATION PLAN

A  marks an event held by/for FDC

JANUARY

Prep & foundational Work (no meeting)

- Finalize FDC Operating Guide (Goal 5: by Q1 2027)
- Finalize New Member Onboarding Process (Goal 5)
- Prepare for Annual Strategic Reflection Session (Goal 5)
- Draft FDC branding items and communications one-pager (Goal 1, Task 1)
- Create/prepare website updates and request-support form structure (Goal 1, Task 4 & 5 notes)

FEBRUARY

MEETING MONTH



- Approve Operating Guide and Onboarding Plan
- Conduct Annual Strategic Reflection Session (Goal 5)
- Identify priority culturally significant holidays/events to support this year (Goal 1, Task 4)
- Review and approve approach for community listening sessions (2 per year)
- Confirm partnerships for public education sessions (Goal 2, Task 2)

MARCH

- Begin outreach to community partners, tribes, schools, nonprofits (Goal 1, Task 2)
- Develop tabling kit and order swag items from approved budget
- Begin planning Listening Session #1 (spring)

APRIL

MEETING MONTH

- Review progress on partnerships, website form, branding materials
- Approve final tabling kit and swag for events
- Finalize schedule and format for Listening Session #1
- Review standing “Meeting Topic” community presentations (Goal 2, Task 4)

MAY



- Conduct Listening Session #1
- Share community insights with the Mayor’s Office (Goal 4, Task 1)
- Begin development of online educational resource library (Goal 2, Task 3)
- Begin planning summer/fall public education event(s)

JUNE

MEETING MONTH

- Review feedback from Listening Session #1
- Approve draft educational materials for web/Linktree
- Confirm plans for 1–3 public education sessions (Goal 2, Task 2)
- Review requests for event/holiday support (Goal 1, Task 4 & 5)

JULY

- Support planning for cultural celebrations (e.g., Indigenous Peoples Day prep begins mid-summer)
- Draft semiannual recommendations for City Council (Goal 4)
- Begin quarterly progress dashboard setup (Goal 5, Task 4)

AUGUST

MEETING MONTH

- Approve and publish the simplified FDC Dashboard
- Review and refine midyear recommendations to City Council
- Work with Mayor’s Office to discuss meaningful metrics (Goal 4, Task 2)
- Begin planning Listening Session #2

SEPTEMBER



- Conduct Listening Session #2
- Summarize community feedback for Council and Mayor's Office
- Continue preparing educational/social media materials
- Begin planning for a fall community event or partnership project

OCTOBER

MEETING MONTH

- Review outcomes from Listening Session #2
- Final check-in on metrics discussions with the Mayor's Office
- Approve fall education session or partner event
- Begin drafting year-end report or recommendation summary
- Select the 2028 Public Learning Theme (Goal 2, Task 1)

NOVEMBER

- Support visibility for MLK Day, Indigenous Peoples Day, and other holidays/events
- Finalize year-end recommendations to City Council
- Prepare summary of annual accomplishments
- Evaluate onboarding and operational guide updates needed for 2028

DECEMBER

MEETING MONTH

- Present final recommendations or annual insights to City leadership
- Review dashboard results and set improvement goals for 2028
- Begin planning next year's Q1 tasks
- Welcome/prepare for new member onboarding cycle