



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING AGENDA
FEBRUARY 11, 2025, 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 January 14, 2025
6. CITIZENS' COMMENTS (Limited to 3 Minutes)
7. REPORT FROM THE CHAIR
 - a) FDC Member Attendance Report
8. UNFINISHED BUSINESS
 - a) Human Library Update – Event Coordinators: Oss, Marney, Webb
 - b) Diversity Fair Update – Event Coordinators: Webb, Blackburn
 - c) Race Against Racism Update – Event Coordinators: Webb, Oss, Blackburn
 - d) Diversity Activity Book
9. NEW BUSINESS
 - a) Letter Re: Nunamiut Teams and Lathrop High School Sports Event
 - b) Discussion on Diversity, Equity, and Inclusion (DEI) Methodology
10. FDC MEMBERS' COMMENTS
11. MEETING DATES
 - a) Next Regular Meeting Date, March 11, 2025
12. ADJOURNMENT



FAIRBANKS DIVERSITY COUNCIL
REGULAR MEETING MINUTES
JANUARY 14, 2025, 5:30 – 7:00 P.M.



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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 Juanita Webb** (Seat D) was physically present, and the following members were in attendance:

Members Present (In Person):

June Rogers, Seat C
Herb Butler, Seat J
Lonny Marney, City Council Member

Members Present (Zoom):

Marsha Oss, Seat E
Jonathan Bagwill, Seat G
Karen Blackburn, Seat I
Jake Merritt, HR Director

Members Absent:

Vacant, Seat A
Richard Basarab, Seat B
Dorothy Shockley, Seat F (excused)
Wendy Tisland, Seat H
Vacant, Seat K
David Pruhs, Mayor

Also Present:

D. Danyielle Snider, City Clerk

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

Chair Webb called the meeting to order at 5:30 p.m. The Land Acknowledgement was read by K. Blackburn, and the Mission Statement was not read.

PLEDGE OF ALLEGIANCE

H. Butler led the group in the Pledge of Allegiance.

APPROVAL OF AGENDA

Chair Webb amended the proposed agenda by adding a new item (e) under New Business titled, Volunteer to Monitor City Council

J. Bagwill, seconded by **H. Butler**, moved to approve the amended agenda.

Chair Webb called for a voice vote on the motion to APPROVE the amended agenda, and all members voted in favor.

APPROVAL OF PREVIOUS MINUTES

a) Regular Meeting Minutes of November 12, 2024

J. Bagwill, seconded by **M. Oss**, moved to APPROVE the minutes.

Chair Webb called for a voice vote on the motion to APPROVE the minutes, and all members voted in favor.

CITIZENS' COMMENTS (Limited to 3 Minutes) – None

REPORT FROM THE CHAIR

Chair Webb expressed hope that L. Marney would serve as the FDC member to monitor City Council items. **L. Marney** volunteered. **Chair Webb** stated that the FDC missed an opportunity to weigh in on the Martin Luther King, Jr. (MLK) Day issue that the City Council was considering. L. Marney gave a brief report on the recent happenings regarding the MLK topic at the Council level. He briefly discussed the complications and cost of making MLK Day a paid City holiday.

UNFINISHED BUSINESS

- a) Human Library – Event Coordinators: Oss, Marney, Webb

Chair Webb stated she had no update. **M. Oss** stated that she could begin working on the event planning in February. **Chair Webb** requested to have a proposed event date by the next meeting.

- b) Diversity Fair – Event Coordinators: Webb, Blackburn

Chair Webb stated she had no update. **K. Blackburn** added that she and Chair Webb are supposed to meet soon, and she looks forward to it. **Chair Webb** stated they will try to select an event date.

- c) Race Against Racism – Event Coordinators: Webb, Oss, Blackburn

Chair Webb shared that she recently attended a meeting for runners at the Mushers Hall and that the Race Against Racism event will take place on May 31, beginning and ending at the JP Jones Center. She explained that there is a 5k run and a 10k run and that some of the businesses and organizations that have served as designated stops along the race route no longer want to participate. She stated that she would like to see the event become a signature event of the FDC.

NEW BUSINESS

Clerk Note: Chair Webb, with the consent of FDC members, addressed item (d) of new business first, then proceeded in order for the remaining items of New Business.

- d) America's 250 Kickoff Share Fair

Chair Webb invited guest speakers Adia Cotter and Libby Rhodes to come forward.

Libby Rhodes stated that she is the intern for the America 250 event through the National Park Service. She gave a presentation to explain what the Semiquincentennial is, to share the themes and goals of the National Park Service in relation to the America 250 event, to discuss the current projects they are working on, and to gather new ideas.

J. Rogers suggested reaching out to the Denali Borough. **M. Oss** noted a couple of things that were missing from the presentation: mining and subsistence in Interior Alaska.

H. Butler asked whether there were others involved statewide. L. Rhodes confirmed that there were and that a committee, just formed in November, is working on events statewide. **H. Butler** suggested that they reserve a table at the AFN Convention in Anchorage. A. Cotter, Lead Park Ranger, stated that Governor Dunleavy appointed the committee, which is still in the early planning stages. She added that the State Historian is leading the planning effort with the commission. She stated that the goal is to get people to think about the Semiquincentennial ahead of time. She stated that they are starting small and planting seeds. L. Rhodes added that those interested in participating in the upcoming local America 250 event should RSVP by February 1.

M. Oss suggested including the World Eskimo-Indian Olympics (WEIO) in the event and have some games. She also mentioned the Tanana Chiefs Conference (TCC) Convention.

J. Rogers suggested that they go through Jim Matherly to contact Governor Dunleavy. A. Cotter stated that her team will not contact the governor – only the committee. **J**

Chair Webb offered up the idea of creating a time capsule. She also suggested involving the military in the local events. She stated that she has already spoken with Adia about ways to tie in a Human Library event.

A. Cotter stated that the National Park Service values multiple perspectives. She stated that if you visit any national park, the workers should be very good at telling stories about the area – even ones that are not commonly known. She commented that a lot of her time is spent helping visitors but stated that she is interested in finding people who have made an impact on national parks and lands. She stated that diversity is an important part of what she does and that she and Juanita have great conversations. She commented that it is important to showcase the people who live in the community, and she asked everyone to share about the National Park Service's events.

J. Rogers stated that people do not always have access to history that has been recorded, so people have an obligation to research and share history. A. Cotter thanked the FDC for all the input.

H. Butler spoke about historic events in Alaska that are not well known by current residents.

Chair Webb thanked A. Cotter and L. Rhodes for attending and presenting to the FDC.

a) Dr. Martin Luther King, Jr.

Chair Webb reminded everyone that MLK Day is January 20 and encouraged helping others.

b) Diversity Activity Book

Chair Webb distributed a handout about “Bobbify,” a business owned by Juliana Miller who illustrates, designs, and publishes children's books. She stated that she met J. Miller at the fair, and J. Miller called her about a month ago to see if she was still interested in creating a diversity book for children. **J. Webb** stated that she has personally hired her J. Miller on her own dime to create such a book, and she would like the FDC's input on it once part of the project is complete. She explained that it will be a 24-page workbook, and it could become a series of workbooks to help educate youth about diversity.

J. Rogers suggested that the Stars of Gold Readers could help also. **Chair Webb** stated that J. Rogers introduced her to that program, which takes books that are being removed from libraries, sorts them by topics, and redistributes them for more use. She stated that she has requested children's books on diversity so that the FDC can distribute the books at its diversity fair.

c) Juneteenth 2025 – Juneteenth will be an official Alaska state holiday starting June 19

Chair Webb shared that the FDC hosted a table at the 2024 Juneteenth local event. She stated that Juneteenth will become an official State holiday starting in 2025. She stated that she has not heard the date for the 2025 event yet.

e) Volunteer to Monitor City Council

Clerk Note: This item was addressed under the Report from the Chair.

FDC MEMBERS' COMMENTS

L. Marney mentioned an email that the City Clerk had sent to the Council about different things to participate in over the MLK Day weekend. He asked whether there were other recommended volunteer opportunities. **Chair Webb** stated that various organizations around town need volunteers, and serving others can be as simple as making people feel seen. She asked Clerk Snider to send her the information L. Marney had referred to.

J. Rogers encouraged people to help people in need by donating items that local organizations are requesting, such as coats, food, etc. She cautioned against naming specific organizations to volunteer with or give to because she would not want to leave anyone out.

H. Butler stated that just being a member of the FDC is a step in the right direction. He spoke about diversity, equity, and inclusion (DEI) and stated that there is a decent writeup on Wiki about what it means nationally and within the justice system, labor, politics, and governments. He stated it is worthwhile for everyone to become knowledgeable about DEI. He asked if there was a "committee comments" section on the City Council's regular agenda. **Chair Webb** stated that she has made informal reports to City Council on several occasions. L. Marney pointed out that the City Council also receives copies of all the FDC's meeting minutes. **H. Butler** stated that he was glad to hear that. He continued his comments by suggesting that the FDC connect with Anchorage, and he spoke about how a similar group had been formed in Anchorage but did not last. He stated that he is involved with a local organization for Alaska Native veterans, and they are also reaching out to Anchorage in the same way, to spread the word. **H. Butler** spoke about the increasing number of missing Alaska Native people and stated that it is an ongoing issue more so in the Interior than in other urban areas of Alaska. Finally, he reminded everyone of the book he wrote, which is virtually free on Amazon.

J. Rogers shared that the FDC has been in existence since 2014. She stated it is an asset to the community.

J. Bagwill stated that he would like to help with the diversity fair, but he does not know much about what it is. **Chair Webb** welcomed J. Bagwill's help. She explained that the diversity fair is

still in the idea stages, and a date has not yet been set. She stated she would have more information at the next meeting, to include a date and an outline.

K. Blackburn stated that she had no comments.

M. Oss shared that she does not know how she feels about the America 250 event and expressed fear that history would be whitewashed. She stated that , as a person of color, she feels that the last 250 years have not been that great. She expressed hope that the event organizers would “keep it real” and show the show the real impacts in Alaska’s history. **Chair Webb** stated that she works with Adia and the two of them share much of the same mindset about things. She indicated that she would be shocked if the National Park Service put on an event like the one M. Oss feared. **M. Oss** spoke about things like multigenerational trauma, missing and murdered women, and human trafficking and indicated that things like that should not be celebrated. She stated that she agrees with J. Rogers’ earlier comment about not naming specific organizations to volunteer at or give to and added that she has never seen a community work as hard as Fairbanks in reaching out and taking care of people. She shared that the Alaska Historical Society (AHS) will hold its annual convention in Fairbanks in September, and the theme will be the Trans-Alaska Pipeline. She stated she is involved with a group that has put on a play all over the state, and they hope to put it on at the AHS convention.

Chair Webb encouraged M. Oss to contact Adia to express her concerns about the America 250 event. **J. Rogers** suggested to M. Oss that the best thing to do may be to not participate. She agreed with J. Webb’s comments as well.

MEETING DATES

- a) Next Regular Meeting Date, February 11, 2025

ADJOURNMENT

Chair Webb declared the meeting adjourned at 6:52 p.m.

Juanita Webb, Chair

D. Danyielle Snider, MMC, City Clerk

Fairbanks Diversity Council Member Attendance Report: 2024 - Jan. 2025

Member	Jan 09, 2024	Mar 12, 2024	Apr 09, 2024	May 14, 2024	Jun 11, 2024	Jul 09, 2024	Aug 13, 2024	Sep 10, 2024	Oct 08, 2024	Nov 12, 2024	January-25	TOTALS
Marsha Oss	E	E	A	P	P	P	P	P	P	P	P	72.72%
RICHARD BASARAB	P	A	A	P	P	A	P	E	E	P	A	45.45%
Jonathan Bagwill	A	P	A	P	A	E	A	A	P	P	P	45.45%
Juanita Webb	P	P	P	P	E	P	P	P	P	P	P	90.90%
Dorothy Shockley	E	P	P	A	A	P	P	A	A	A	E	36.36%
Jazzanne Gordon Fretwell	E											0.00%
Timothy Ledna	A	A	P	P	P	P	A	P				62.50%
Roscoe Britton	P	A	P	P	P							80.00%
Rachael Kvapil	P	E	A	A	A							20.00%
Karen Blackburn	P	A	P	E	P			P	P	P	P	77.77%
David Pruhs	A	A	A	A	A	E	E	E	A	A	A	0.00%
June Rogers	P	P	P	P	P	P	P	P	P		P	100.00%
Jake Merritt	P	P	P	P	P	P	P	E	P	P	P	90.90%
Wendy Tisland		P	P	P	P	P	P	P	P	E	A	80.00%
Herb Butler								P	P	P	P	100.00%
Lonny Marney										P	P	100.00%

Present:	7	6	8	9	8	7	7	7	8	8	8	
Absent:	3	5	5	3	4	1	2	2	2	2	3	
Excused:	3	2	0	1	1	2	1	3	1	1	1	
Vacancies:	1	1	1	1	1	4	4	2	3	3	2	

* P = Present

* A = Absent

* E = Excused

From: [Marsha JT Oss](#)
To: [Dani Snider](#)
Subject: Diversity Council issue?
Date: Tuesday, February 4, 2025 8:49:43 AM

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.

#SHAMEONYOULATHROPHIGHSCHOOL

I really enjoyed watching the Nunamiut teams play scrimmage at Lathrop, but I feel like I need to voice my concerns. Lathrop had very poor sportsmanship. We heard yelling like, “go home!” Among other cruel things. A mother of one of the players tried to go and suak one of the AKP boys. I’m glad we were there. It really helps to have that support. The boys never gave up, hustled till the end, and the game was close! A 1A team versus a 4A JV, and the Nunamiut boys held their own.

It didn’t stop at the end of the game either. Those bad kids were hanging around the qanitchaq. Finally when the Nunamiut teams were walking out, there were multiple vehicles, windows wide open, yelling all kinds of things when the Nunamiut teams walked out.

No respect. I hate to say it, but I would suggest our Arctic slope teams never play at Lathrop again. I guess this is just the world we live in. So divided. If you are a parent of a player, I encourage you to talk to your kids. Let them know they are awesome and to nevermind that nonsense. Do not let the toxic world affect their self-esteem or self-worth.

Copied post of north slope parent

A parent hollering at our team is not okay,,a parent hollering in a Coach's face is not okay! Let not normalize this! I dont want mine,,or anyone from our village to think that,,that's okay! Lucky people from our village and other villages stayed back with our kids as the hollering continued outside and in the porch! Let's not normalize racism!