



ANCHORAGE EQUAL RIGHTS COMMISSION

REGULAR MEETING
TUESDAY, FEBRUARY
24th, 2026

6:00 P.M. to 7:00 P.M.

EQUAL RIGHTS COMMISSION CONF. ROOM (1ST FLOOR OF CITY
HALL) AND VIA MICROSOFT TEAMS
632 W. 6TH AVE. STE 110

Minutes

1. Call to Order

Called to Order by Chair Aqua at 6:03 pm.

2nd: Commissioner Harrod

2. Roll Call

a. Members Present

Elan Aqua, Chair
Doreen Brown, Vice Chair
May Ramirez-Xiong
Antavia Hamilton
Stephanie Harrod

b. Members Absent

Gabriel Garcia
Heather Barbour

c. Staff Present

Jennifer Booz, Executive Director
Lanette Harley, Investigator
Paul Ervasti, Municipal Attorney and Legal Advisor

d. Public Present

3. Land Acknowledgment.

a. Read by Vice Chair Brown

4. Mission Statement.

5. Approval of Previous Minutes

- a. January 15th, 2026.
Motion: To approve the previous minute
Maker: Chair Aqua
2nd: Commissioner Ramirez-Xiong

6. Disclosures

- a. None.

7. Unfinished Business

- a. None.

8. New Business

- a. Executive Director's Report
 - i. Executive Director Booz presented this report.
 - ii. Chair Aqua, Commissioner Hamilton, Investigator Harley, and Commissioner Ramirez-Xiong spoke.
- b. Commissioner Hamilton-Statement
 - i. Commissioner Hamilton read this statement.
 - ii. Chair Aqua and Commissioner Hamilton discussed this agenda item.
- c. Executive Session (with a motion and affirmative majority) to discuss Commissioner Hamilton's submitted grievances. Members of the public may be dismissed at this time.
 - i. Commissioner Aqua spoke.
Motion: to enter Executive Session
Maker: Commissioner Ramirez-Xiong
2nd: Chair Aqua
 - ii. Investigator Harley exited the meeting.
 - iii. The Commission, Executive Director Jennifer Booz, and Municipal Attorney and Legal Advisor Paul Ervasti discussed this agenda item in Executive Session.
Motion: To end the Executive Session, enter Public Meeting Session to extend the Executive Session
Maker: Commissioner Ramirez-Xiong
2nd: Chair Aqua
Vote: Unanimous approval
Motion: To Extend Executive Session time by 15 minutes and enter Executive Session
Maker: Chair Aqua
2nd: Commissioner Ramirez-Xiong
Vote: Unanimous approval
 - iv. The Commission, Executive Director Jennifer Booz, and

Municipal Attorney and Legal Advisor Paul Ervasti discussed this agenda item in Executive Session.

Motion: To leave executive Session

Maker: Chair Aqua

Vote: Unanimous approval

v. Chair Aqua spoke.

vi. Commissioner Hamilton Spoke

Motion: To add Discussion of Re-Writing of Title V of Anchorage Municipal Code to the AERC Regular Meeting Agenda for April 2026.

Maker: Commissioner Hamilton

2nd: Chair Aqua

Vote: Unanimous approval

vii. Commissioner Ramirez-Xiong spoke.

Motion: Add Creation of the AERC Hiring Process Subcommittee to the AERC Regular Meeting Agenda for April 2026.

Maker: Commissioner Ramirez-Xiong

2nd: Chair Aqua

Vote: Unanimous approval

Motion: Add Discussion of Commissioner Onboarding to the AERC Regular Meeting Agenda for May 2026.

Maker: Commissioner Ramirez-Xiong

2nd: Chair Aqua

Vote: Unanimous approval.

9. Commissioners-Requests for Future Agenda Items and Comments

- a. Commissioner Aqua requested to see the court finding from a case that went to Superior Court for Appeal.
- b. Commissioner Ramirez-Xiong requested Executive Director Reports be presented with hard copies.
- c. Vice Chair Brown recommended collaborating with Fort Richardson's Equal Opportunity Office.
- d. Commissioner Harrod proposed collaborating with the Alaska Barr Association for outreach and education opportunities.
- e. Chair Aqua recommended that we increase our outreach and education activities.
- f. MOA Robert's Rules Annual Training for next meeting (30 minutes)

10. Public Comments and Participation

11. Date for Next Meeting

- a. March 19th, 6:00 pm

Motion: To move the next meeting to March 24th at 6:00 pm.

Maker: Chair Aqua

2nd: Vice Chair Brown

Vote: Unanimous Approval

- b. Commissioner attendance – In Person or Online

- i. In person.

12. Adjournment

Motion: To adjourn this meeting at 7:41 pm.

Maker: Chair Aqua

2nd: Commissioner Ramirez-Xiong

Vote: Unanimous Approval