

ASSEMBLY HUMAN RESOURCES COMMITTEE THE CITY AND BOROUGH OF JUNEAU, ALASKA

July 13, 2020 5:30 PM

Zoom Webinar

webinar: <https://juneau.zoom.us/j/98972219169> or call: 1-346-248-7799 Webinar ID:

989 7221 9169

AGENDA

I. ROLL CALL

II. APPROVAL OF AGENDA

III. APPROVAL OF MINUTES

IV. PUBLIC PARTICIPATION

(Not to exceed a total of 10 minutes nor more than 2 minutes for any individual).

V. AGENDA TOPICS

A. Board Matters

1. Bidding Review Board - Appointment

53.50.061 Bidding review board.

The bidding review board shall consist of five persons appointed by the assembly. To the extent possible, one of the members shall be an attorney licensed to practice law in the state. The members of the bidding review board shall serve three-year terms. The bidding review board shall adopt written rules of procedure for the purpose of ensuring the expeditious resolution of protests. No member of the bidding review board who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened.

One of the incumbents, Roger Healy, has applied for reappointment for a term beginning immediately and ending May 31, 2023. The other incumbent with a term due has not reapplied at this time, communicating with the Clerk's Office he will wait until the Fall due to work commitments.

2. Juneau Commission on Sustainability - Annual Report and Appointments

The Juneau Commission on Sustainability has submitted it's annual report to the Assembly Human Resources Committee for review.

Per Resolution 2755; the Juneau Commission on Sustainability consists of nine members appointed by the Assembly for staggered three-year terms. In addition to the nine voting members there is one non-voting Assemblymember liaison and one non-voting Planning Commissioner sitting on the commission.

There are currently three seats with terms up for renewal beginning July 1, 2020 and ending June 30, 2023. Two of the three incumbents have applied for reappointment.

3. EOC Discussion on COVID-19 Local Testing Equipment

B. Other Business

1. Juneau Human Rights Commission on Draft Anti-Racism Resolution

The Juneau Human Rights Commission {JHRC} submitted a memo and draft anti-racism resolution to the Assembly Human Resources Committee. At the June 29 meeting it was decided to hold a joint meeting with the JHRC to further discuss and move forward the resolution.

If JHRC Chair Sadihi and other members of the commission are available on August 3 this topic will be added to the Monday, August 3 Human Resources Committee agenda for further discussion between the JHRC and the HRC.

2. Discussion on Assembly & Staff Work Loads ie: Avoiding Burnout

VI. STAFF REPORTS

VII. COMMITTEE MEMBER COMMENTS AND QUESTIONS

VIII. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 72 hours prior to any meeting so arrangements can be made to have a sign language interpreter present or an audiotape containing the Assembly's agenda made available. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.org



City and Borough of Juneau, AK
Bidding Review Board

Board Roster



Roger Healy

1st Term Apr 01, 2019 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public



Edward King

1st Term Jun 05, 2017 - May 31, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 1



Alexander Smith

1st Term Nov 05, 2018 - May 31, 2021

Position Voting Member

Category Public



Stephen Sorensen

3rd Term Jun 01, 2018 - May 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public/Attorney

Dais Seat 2



Brad Waldron

2nd Term Jun 01, 2019 - May 31, 2022

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Roger _____ Healy _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

Retired _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Bidding Review Board: Submitted

Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

To share my knowledge of bidding and contracting with the Bidding Review Board and provide unbiased determinations regarding bidding disputes.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

None

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

Staff liaison to CBJ Utility Advisory Board

Education/Training: Please list both formal and informal education & training experiences:

BS Civil Engineering.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

Caucasian/Non-Hispanic

Gender

Male



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

I Agree



JUNEAU COMMISSION ON SUSTAINABILITY ANNUAL REPORT JUNE 2019 - MAY 2020

This report summarizes the activities of the Juneau Commission on Sustainability (JCOS) during the past year.

I. HIGHLIGHTS – Actions Undertaken by JCOS

The Commission and its committees met regularly until the Covid-19 emergency shut down its meetings in mid-March through May, 2020. Some individual work continued during the Spring as reflected below, and JCOS resumed its meetings on June 10, 2020.

- Assisted CBJ Capital Transit in its successful \$5 million 2020 federal grant application for additional electric buses and charging infrastructure by gathering 14 public support letters from a range of Juneau organizations.
- Drafted the Mayor’s letter supporting the proposed Alaska Climate Change Planning Cohort, which would provide Juneau with technical assistance to strengthen its adaptive capacity and ability to implement climate actions over time.
- Provided a letter of support for the Alaska Energy Authority’s grant application to the US Dept. of Energy for technical assistance to implement the State of Alaska’s EV Charging Network and Fleet Adoption project.
- Drafted the Mayor’s proclamation *50/50/50 Day – April 22, 2020*, which celebrates 50 years of Earth Day, 50 years of Sea Week, and State of Alaska’s policy calling for 50% renewable energy by 2025.
- Provided comments to the Visitor Industry Task Force on “Clean Port” incentives to reduce traffic congestion, replace plastic bottle with reusables, and replace single-use plastic bags with *Juneau* (marketing) reusable shopping bags. Also submitted information on dock electrification.
- In January 2020, recommended to the Assembly that then-anticipated FY21 Marine Passenger Fees be used to create bid-ready documents for Berth 16B dock electrification as part of a comprehensive dock electrification action plan.
- In December 2019, recommended several projects for then-anticipated FY2021 CIP funding focused on the *Juneau Renewable Energy Strategy* (JRES) – CBJ energy costs tracking and benchmarking energy use in CBJ facilities, research on energy efficiency

financing for Juneau private and public buildings, continued electrification of CBJ vehicle fleets, and community EV charging infrastructure. Also recommended strategy for solid waste volume reduction to Juneau landfill, and continued work on dock shore power infrastructure and facilities.

- Provided recommendations to the Assembly for its 2020 Community Sustainability goals – 1) continued work to implement the JRES in transportation, buildings, CBJ energy management, and long-term planning on energy demand and supplies; 2) identification of impacts of climate change on Juneau’s infrastructure and utilities; and 3) solid waste reduction, recycling and landfill diversion strategies.
- Hosted a Sustainability Session (October 30, 2019) with Tlingit Haida Central Council staff presenting its *Climate Adaptation Plan*, which begins to identify climate impacts in Southeast Alaska, with an initial focus on salmon, cedar, and shellfish resources.
- Prepared a summary of recent/ongoing work in 2020 and “go forward” recommendations on implementation of the JRES for Assembly Public Works/Facilities Committee, City Manager, and Engineering & Public Works Dept Director.
- Developed a new, more informative JCOS website.
- Advocated for and secured modest CBJ funding as partial support for an UAS update of the 2007 report: *Climate Change: Predicted Impacts on Juneau*

II. 2020 PRIORITIES BY JCOS COMMITTEE

The Commission held its annual retreat on January 18, 2020 to identify goals and strategies for the calendar year while at the same time cognizant of the CBJ Assembly’s 2020 goals. The Commission established four Committees to address its 2020 priorities:

Energy Committee— Steve Behnke (Chair), Gretchen Keiser, Anjuli Grantham, Duff Mitchell

- Support, research and assist electrification of transportation (Juneau EV plan and charging infrastructure, federal grants for electric buses, cruise ship dock electrification)
- Support, research and assist in reducing fossil fuel use in buildings through energy efficiency and electrification of space heating (Alaska Heat Smart heat pump program and use of forthcoming energy data)
- Support, research and assist staff in the development of a CBJ Energy Management Program (project to “benchmark”/consolidate energy use data for CBJ facilities and operations; energy tracking structure and software)
- Begin to identify incremental steps to achieve 80% renewable energy by 2045

Solid Waste Committee – Lisa Daugherty (Chair), Anjuli Grantham, Ed King, Duff Mitchell

- Research and identify recommendations for waste reduction to landfill
- Identify actionable pilot projects (food waste; cost-effective recycling) and partner

-
- with local groups
 - Undertake public education

Outreach Committee - Christine Woll (Chair), Jim Powell, Gretchen Keiser, Lisa Daugherty

- Continue and expand Sustainability Sessions - solid waste reductions/composting, energy, other community topics
- Develop Sustainability Awards process for Assembly consideration
- Maintain new JCOS website and post success stories

Sustainability Indicators and Impacts Committee -Jim Powell (Chair), Duff Mitchell, Ed King

- Identify measurable sustainability indicators
- Collaborate to integrate sustainability indicators into Comprehensive Plan revision
- Support and assist UAS in its update of the 2007 report on the impact of climate change on Juneau
- Develop Sustainability Awards process with JCOS Outreach Committee

III. OVERVIEW OF JCOS

The Juneau Commission on Sustainability, established by the Assembly in 2007, researches and advises the CBJ on community sustainability. The Commission's mission is to promote the economic, social, environmental, and governmental well-being of Juneau and all its inhabitants, now and in the future.

The Commission's powers and duties are to:

- *Coordinate, propose, and promote sustainability initiatives among residents, businesses, government, and non-governmental agencies and education organizations through education and outreach programs;*
- *Make recommendations to the Juneau Assembly and CBJ Boards and Commissions on policies and programs that promote sustainability;*
- *Research and apply for grants or other funds or CIPs from public or private agencies for the purpose of carrying out any of the provisions or purposes of the resolution establishing the commission;*
- *Serve as an advisory group to the CBJ in reducing greenhouse gas emissions to target levels as adopted by the CBJ Assembly and;*
- *Act as liaison between the public and the CBJ Assembly on sustainability-related issues.*

The JCOS is charged with additional duties from the Assembly when it adopted *Juneau's Climate Action and Implementation Plan* (CBJ Resolution 2593; November 14, 2011).

Membership

The 11-member Commission includes nine public members appointed by the Assembly, and one non-voting member each of the Assembly and the Planning Commission. The Commission is supported by CBJ/CDD staff liaisons. The Commission’s membership reflects environmental, social, economic, and governmental perspectives unified by the common interests of sustainability.

The JCOS members currently serving are:

Member	Term Expires	Member	Term Expires
<i>Gretchen Keiser</i>	6/30/2021, Chair	<i>Anjuli Grantham</i>	6/30/2021, Vice Chair
<i>Christine Woll</i>	6/30/2020, Secretary	<i>Duff Mitchell</i>	Past Chair, 6/30/2022
<i>Edward King</i>	6/30/2020	<i>Steve Behnke</i>	6/30/2021
<i>Jim Powell</i>	6/30/2020	<i>John Smith III</i>	6/30/2022
<i>Lisa Daugherty</i>	6/30/2022		
<i>Alicia Hughes-Skandjics</i>	CBJ Assembly Liaison (non-voting member)	<i>Erik Pedersen</i>	Planning Commission Liaison (non-voting member)
<i>Tim Felstead</i>	CBJ Staff Liaison	<i>Beth McKibben</i>	CBJ Staff Liaison

The JCOS thanks Commissioner Duff Mitchell for his leadership for three years as Chair and two years as Vice-Chair.

Also, JCOS thanks others who served on the Commission during the past year:

- Assembly Liaison:** Michelle Hale
- Planning Commission Liaison:** Mike Levine
- Public Members:** Jim Rehfeldt, Iura Leahu

Meetings and JCOS Committees

The Commission holds its regular meeting on the 1st Wednesday of each month. JCOS Committees meet at monthly work sessions, usually the 4th Wednesday of each month. For this report’s time period, the Commission held nine regular commission meetings, one special meeting, numerous work sessions, and the aforementioned annual retreat.

For additional background about the Commission, see Attachment 1.

IV. ACCOMPLISHMENTS FOR 2019-20

A. Implementation of the Juneau Renewable Energy Strategy

A continuing JCOS priority for 2019-2020 was advocating for implementation of the *Juneau Renewable Energy Strategy* (2018), and related areas in the *Juneau Climate Action & Implementation Plan* (2011) – both adopted by the CBJ Assembly. It should be noted that the Assembly’s 2019 goals included “develop and implement a CBJ energy management program” and “implement Juneau Renewable Energy Strategy”.

The JCOS Energy Committee is tasked with providing recommendations, and assistance when requested, to CBJ Assembly and staff on implementation of the four strategic areas of JRES:

1. Implement a CBJ energy management program
2. Reduce Juneau’s dependence on fossil fuels for space heating
3. Reduce Juneau’s dependence on fossil fuels for transportation
4. Support efforts to provide new renewable energy supplies

The Energy Committee appreciates the Assembly’s goal setting and also the FY20 CIP and grant funds directed toward JRES implementation for: partial (energy) staffing in Engineering & Public Works Dept (E&PW), a community EV planning contract, EV charging infrastructure, and a residential heat pump conversion project by Alaska Heat Smart. As noted previously in the Highlights section of this report, JCOS recommended FY21 CIP funding for CBJ energy management projects, research on energy efficiency financing options for Juneau buildings, and continued electrification of CBJ’s vehicle fleet and community EV charging infrastructure.

1. CBJ Energy Management

The goal of this initiative is for CBJ to develop a comprehensive energy management program that allows for systematic consideration of energy use and costs in decision-making at all levels to identify potential energy savings. Internal actions by CBJ can also provide “success stories” as models for the public and private sectors.

JCOS has repeatedly offered recommendations and assistance on incremental steps that could be taken to get this effort underway. Key starting points are 1) to develop a system for tracking and reporting energy use and costs by facility and program, and 2) to consolidate recent CBJ energy data as a “benchmark” in order to document and target cost-effective energy efficiencies going forward.

JCOS Energy Committee members met with Director Mike Vigue E&PW about the partial staffing for Energy/JRES work, but subsequent departmental staffing changes have stalled

this effort in FY20.

Later in the year, Commissioners encouraged routine consideration of sustainability when CIP projects are proposed and developed. As noted in previous years, the JCOS believes that the CBJ is missing significant opportunities to save money, increase transparency and improve public support for CBJ programs by failing to systematically include information on energy use and expenditures in the CIP.

2. Space Heating and Buildings

Over the past year, JCOS liaisons have continued to participate in the development of the Juneau Heat Pump Conversion project and the creation of the Alaska Heat Smart nonprofit organization. Under CBJ funding, Alaska Heat Smart launched the heat pump project in late October, 2019. Through May 2020, the project has assisted over 100 Juneau homeowners, and Juneau-specific heat pump calculations indicate an average savings of 42% in annual heating costs. The typical Juneau household heating system conversion will avoid 10,000 lbs. of CO₂ – the amount emitted by the average U.S. car.

JCOS is gaining useful information, through a collaboration among Alaska Heat Smart, Cold Climate Housing Research Center at UAF, and Alaska Energy Light & Power, under US Dept of Energy funding, that in part focuses on energy efficient heating in multi-family housing in Juneau. JCOS continues to work with the full range of groups involved in energy efficiency and heating, including a coordinated effort on electrification of heating loads.

3. Transportation: Electric Vehicles

The JCOS has advocated for electric vehicles (EV) and charging infrastructure for more than six years, helping to provide information and promote electric vehicle adoption in the community. Unlike many communities that rely either on private industry or government to provide public EV charging infrastructure, Juneau has benefitted from collaborative private-public partnerships.

Juneau is a leading EV adopting community and is one of the fastest growing EV communities in America. In the past 6 years, the number of electric vehicles has grown to over 500, with 1 to 2 new electric vehicles arriving in Juneau weekly. According to a 2019 report by Experian Information Solutions, which examined all EV sales, Juneau ranked 3rd in the Nation.

The JCOS Energy Committee drafted an EV plan outline in 2018 to contribute to meeting the JRES Transportation goal (“Why Juneau should support EVs, and why the CBJ should adopt an EV plan” draft).

JCOS continues to support efforts to acquire electric buses, both by the city and private companies. In February 2020, JCOS assisted Capital Transit staff developing a 2020 federal Lo-No grant by gathering 14 letters of support from a variety of Juneau organizations. Recently, it was announced that Juneau was awarded a \$5 million grant for more electric

buses to be delivered beginning in 2022.

4. New Renewable Energy Supplies

JCOS's focus in this area is to help share information about the status of renewable energy supplies and projects in Juneau. As proposals to meet the other JRES goals through electrification of heating and transportation are developed, there is a need for better information about electricity supply, demand and costs, which is provided by the industry. JCOS sees its role as helping to make this information available to the public.

B. Solid Waste

JCOS formed a new Solid Waste Committee at its January 2020 retreat because of the ongoing issues and efforts regarding the Juneau landfill's lifespan, recycling, composting, and waste reduction. Before the March 2020 lockdown, the Solid Waste Committee began meeting with CBJ staff and an interested Assembly member to understand the current circumstances, needs, and challenges. The Committee intends to continue its research, gather information, and make recommendations to the Assembly Public Works and Facilities Committee later this year. As conditions allow, the Committee may hold a virtual sustainability session to educate the public about Juneau's solid waste challenges and opportunities.

C. Outreach and Public Education

1. Website

With cooperation from CBJ staff, the JCOS Outreach Committee completed a full redesign of the Sustainable Juneau website with relevant sustainability resources for Juneau, including those produced by JCOS. The goal has been to make it easier to navigate and aesthetically pleasing. The new website went live June 2019. JCOS has also been active in using their Facebook page (<https://www.facebook.com/SustainableJuneau>) for announcing upcoming events hosted by JCOS and in the Juneau community and sharing local, national, and global stories relevant for JCOS stakeholders.

2. Sustainability Sessions

The sustainability sessions are intended to raise public awareness, discourse and education about sustainability topics relevant to Juneau. The Outreach Committee organized one sustainability session during this reporting period:

Climate Adaptation Plan presented by Tlingit Haida Central Council staff based on ongoing information they are collecting on the effects of climate change throughout Southeast Alaska. THCC staff noted that habitat conditions are changing due to warming water temperatures, increasing ocean acidity, and isostatic rebound. About 30 people attended the session.

3. Sustainability Awards

Under the lead of the JCOS Sustainability Indicators and Impacts Committee, the Outreach Committee began developing a Sustainability Awards process.

D. Sustainability Indicators and Impacts

1. Sustainability Awards

Drawing on models in other municipalities, the Sustainability Committee began developing a Sustainability Awards concept, whereby a community individual, organization, business, or agency would be recognized for their efforts that achieve sustainability addressing a resilient economy, climate change and adaptation, energy efficiency in the built environment, public policy, natural ecosystems, transportation, solid waste reduction, food security, or public/community health. The JCOS would solicit and review applications and make a recommendation to the Assembly, which would select the annual award recipient.

2. Update 2007 Predictions of Climate Change Impacts

The JCOS Sustainability Committee, in collaboration with the UAS School of Arts and Sciences has reviewed the 2007 Report with the intent to update it based on the latest information and understanding. Initial meetings with UAS faculty collaborators have been held, and three graduate students from the UAS Master of Public Administration program worked on the social and economic sections of the revised report. CBJ has contributed \$5,000 to UAS to help support UAS's collaboration and leadership in updating the report.

ATTACHMENT 1: History of the Juneau Commission on Sustainability

The governing legislation for the Juneau Commission on Sustainability is CBJ Resolution 2401am, July 9, 2007. The policy and purpose of the Commission incorporated the mission of the former Juneau Energy Advisory Committee, which was also repealed by Resolution 2401am. The Commission's 2010 sunset date was removed by CBJ Resolution 2528, May 19, 2010.

The membership structure of the Commission was altered in 2015. Resolution 2755; February 5, 2015 renewed the Commission and repealed an earlier Resolution 2718. The Planning Commission and Assembly Liaison members are now non-voting members and do not count towards a quorum.

In the past, many persons have actively served on the Commission:

Public Member: Carol Anderson, Nathan Arentsen, Kaley Bangston, Bob Bellagh, Kate Bevegni, Eva Varadi Bornstein, Sandy Boyce, Alida Bus, Amy Condra, Robert Deering, Susan Ely, Catherine Fritz, Myrna Gardner, Clint Gundelfinger, Dave Hanna, Lauren Heine, Scott Jackson, Zane Jones, Jonathan Kamler, Linda Kruger, Iura Leahu, Jeni Lefing, Sarah Lewis, Sean Lynch, Greg McEwen, Jim Rehfeldt, Sally Schlichting, Amy Skilbred, Kate Troll, Sara Truit, Greg Smith, Nancy Waterman, , Rick Wolk, Gayle Wood, Lisa Weissler.

Assembly Liaison: Bob Doll, Karen Crane, Mary Becker, Jerry Nankervis, Kate Troll, Maria Gladziszewski, Rob Edwardson, Michelle Hale.

Planning Commission Liaison: Dan Miller, Nancy Waterman, Nicole Grewe, Ben Haight, Mike Levine.

CBJ Staff Liaison: Maria Gladziszewski.

Previous JCOS Chair: Gayle Wood, Sarah Lewis, Sandy Boyce, Sean Lynch, Alida Bus, Nancy Waterman, Kate Troll, Lisa Weissler, Steve Behnke, Duff Mitchell.

Over the years, JCOS worked on several aspects of community sustainability through several past committees, including: Food Security (2016-2018; 2009-2011) Climate Action Plan Implementation (2012), Sustainability Indicators (2010-2012), Initiatives (2012), Energy (2014-2015), Energy/Greenhouse Gas (2009-2011), Solid Waste (2014-2016), Sustainability Chapter/Comprehensive Plan Update (2014), Built Environment, City Operations, and Transportation; Outreach /Accountability(2014-2015).

Juneau Committee on Sustainability (JCOS) Attendance Record

June 2019 – May 2020

Name	Member Type	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Jan (Retreat)	Feb	Mar	Apr	May	Total meetings possible	% attended
Duff Mitchell	Regular	X	X	X	X	?	X	X	X	X	X	X	CXL	CXL	10	100
Steve Behnke	Regular	X	X	X	X	?	X	X	X	X	X	X	CXL	CXL	10	100
John Smith III	Regular	X			X	?		X	X	X	X	X	CXL	CXL	10	70
Christine Woll	Regular	X	X	X		?		X		X		X	CXL	CXL	10	60
Ed King	Regular				X	?			X		X		CXL	CXL	10	46
Iura Leahu	Regular	X			NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	3	33
Jim Powell	Regular	X	X		X	?	X		X	X		X	CXL	CXL	10	70
Jim Rehfeldt	Regular	X		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	50
Gretchen Keiser	Regular		X	X	X	?	X	X	X	X		X	CXL	CXL	10	77
Lisa Daugherty	Regular	NA	NA	X	X	?	X	X	X	X	X	X	CXL	CXL	8	100
Anjuli Grantham	Regular	NA	NA	NA	NA	NA	X	X	X	X	X	X	CXL	CXL	6	100
Alicia Skandis-Hughes	Assembly	NA	NA	NA	NA	NA	X		X		X	X	CXL	CXL	6	66
Michelle Hale	Assembly	X	X	X	X	?	NA	NA	NA	NA	NA	NA	NA	NA	4	100
Michael Levine	Planning Commission						X								10	10
Erik Pedersen	Planning Commission															

X= Present at meeting
 CXL = meeting cancelled
 NA = Not a member meeting
 ? = No meeting record



City and Borough of Juneau, AK

Juneau Commission on Sustainability

Board Roster



Gretchen Keiser

1st Term Feb 12, 2018 - Jun 30, 2021

Appointing Authority Assembly

Position Voting Member

Office/Role Chair

Category Public

Dais Seat 3



Duff Mitchell

3rd Term Jul 22, 2019 - Jun 30, 2022

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 5



Christine Woll

1st Term Aug 21, 2017 - Jun 30, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 9



James Powell

1st Term Jul 09, 2018 - Jun 30, 2020

Position Voting Member

Category Public



Edward King

1st Term Jul 01, 2017 - Jun 30, 2020

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 4



Alicia Hughes-skandijs

1st Term Oct 15, 2019 - Oct 20, 2020

No Recruitment

Appointing Authority Assembly

Position Ex-Officio

Office/Role Assemblymember

Category Assembly Liaison

Dais Seat 11



Michael LeVine

2nd Term Jan 01, 2019 - Dec 31, 2020

Appointing Authority Assembly

Position Ex-Officio

Office/Role Planning Commissioner

Category Planning Commissioner

Dais Seat 10



Anjuli Grantham

1st Term Nov 04, 2019 - Jun 30, 2021

Position Voting Member

Category Public



Steve Behnke

3rd Term Jul 01, 2018 - Jul 01, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 2



John Smith Iii

3rd Term Jul 22, 2019 - Jun 30, 2022

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 7



Lisa Daugherty

1st Term Jul 22, 2019 - Jun 30, 2022

Position Voting Member

Category Public

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

James _____ Powell _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

UAS _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Residence State

Residence Postal Code

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Commission on Sustainability: Submitted

Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have enjoyed serving on the JCOS and would like to finish several project I am currently working toward finishing including the Sustainability Award project, Updating the Climate Change Predictions report, and supporting the commission with evidence based information.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

JOCS, Alaska Ocean Center, Josyln Institute for Sustainable Communities.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

CBJ Assembly - 1994-2004 I've served on many nonprofit boards during my 40 plus years in Alaska. 33 in Juneau such as a Board member community boards and commission such as Big Brothers Big Sisters, Sealtrust, Juneau Nordic Ski Club. Several statewide boards - Arctic Winter Games from 1990 - 2018.

Education/Training: Please list both formal and informal education & training experiences:

PhD from UAF in Natural Resources and Sustainability Science. MPA from UAS, and a BS from Eisenhower College. I also did Post doc work on assessing climate change perceptions among Southeast Subsistence harvesters.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

Caucasian/Non-Hispanic

Gender

Male



Date of Birth

Acknowledgement/Certification

In order to submit this application, please read and agree to the following statement:

I understand that this is a volunteer position appointed by the City and Borough of Juneau Assembly and requires regular attendance at meetings. I further understand that this application is public information and the merits of my appointment may be discussed at a public forum. In addition, my name may be published in a newspaper or other media. I agree that if I am appointed to serve on a board or commission, I will follow all the laws, procedures, and practices associated with the service of a CBJ boardmember. I certify that the information in this application is true and accurate.

I Agree

Application Form

Profile

NOTE: PLEASE BE AWARE THAT ALL INFORMATION YOU PROVIDE ON THIS FORM AND ATTACHMENTS ARE OPEN TO PUBLIC REVIEW AND DISCLOSURE PURSUANT TO THE ALASKA PUBLIC RECORDS ACT.

[When completing the application, please put your "**MAILING**" address in the first address block labeled "**HOME.**" The optional secondary address field is for your "**RESIDENCE**" address.]

Christine _____ Woll _____
First Name Middle Initial Last Name

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Alternate Phone

The Nature Conservancy _____ Program director _____
Employer Job Title

Residence Address if different from your Mailing "Home" Address listed above

Residence Address Line 2

Residence City

Juneau

Residence State

AK

Residence Postal Code

99801

Comments

Secondary Email Address (if any)

Which Boards would you like to apply for?

Juneau Commission on Sustainability: Appointed

Are you applying for reappointment to this board?

Yes No

If you are applying for more than one board, how many total boards are you willing to serve on?

None Selected

Special Needs - please list any special needs below such as need for sign language interpreter, etc...

Interests & Experiences

Please tell us about yourself and why you want to serve. [Please respond to each of the below questions and don't just write "see attached resume."]

Please explain, with specificity, your reasons for applying to serve on this particular board.

I have served on this board for the past three years. I am looking forward to continuing my role as Secretary and helping organize a variety of outreach activities.

Please select the type of board seat for which you are applying *

General Public Seat

Please list any organizations for which you currently serve as a board member, officer, or employee.

I am currently employed at the Nature Conservancy. I also serve on the Juneau Blueprint Downtown Steering committee.

Employment/Volunteer History: Please list any previous work or volunteer experience you have serving on a board.

I currently serve on the steering committees of the following groups: Juneau Blueprint Downtown; the Sustainable Southeast Partnership; the Hoonah Community Forest Partnership; and the Keex Kwaan Community Forest Partnership. In the past I have served on the Juneau Adult Hockey Association board.

Education/Training: Please list both formal and informal education & training experiences:

I have a master's of science from the University of Alaska Fairbanks in Fisheries, and. Bachelor of Sciences from Bates College.

Licenses/Certifications etc... Please list any professional licenses, certifications, or registrations that may be considered a qualifying criteria for the board to which you are applying.

Upload a Resume

Demographics

The following *optional* information is requested so appointments to boards and commissions reflect the diversity of individuals within the community. If you are applying for a board with age criteria such as the Juneau Commission on Aging or the Youth Activities Board, please include your D.O.B. in the field below.

Ethnicity

Caucasian/Non-Hispanic

Gender

Female



Date of Birth

Acknowledgement/Certification

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I Agree

June 24, 2020

*The Honorable Mayor Beth Weldon
Assembly Members
City and Borough of Juneau
150 South Seward St.
Juneau, AK
99801*

Dear Mayor Weldon and Assembly Members:

The attached resolution presented to the Human Resource Committee expresses the concerns of the Juneau Human Rights Commission regarding systemic and structural racism within the City and Borough of Juneau.

The foci identified in this resolution are in education, health, law enforcement, and economic justice, this is just the beginning. Community advocacy groups and individuals have voiced their concerns in public and private settings, such as the silent vigil, the anti-racism protest and march, Central Council of Tlingit and Haida's session, and CBJ community listening sessions. Over the past few weeks the Juneau Human Rights Commission has hosted four meetings with public participation in the process of drafting this resolution.

Solutions have been given to us as well as to the City. The process of anti-racism is visionary and long-term. The process of anti-racism requires ensuring that the voices of those directly impacted by racism are heard. We have the resources we need in Juneau to transform and to do this work.

In sum, we are endeavoring, as charged, to return to the Universal Declaration of Human Rights as the guiding light and principle to address the inequality of human rights protections in our community. We have provided some additional framing from the lens of Human Rights as the City proceeds to address the community. We are hoping to play an active role in the steps moving forward, to be consulted, and to have increased City representation. Please review the attached resolution, the ten demands as put forth by Black leadership in Juneau, the Universal Declaration of Human Rights, and the Convention on the Rights of the Child.

Respectfully,

Haiifa Sadighi (Chair), Ibn Bailey, and Britta Tonnessen.

Juneau Human Rights Commission

Resolution of the City and Borough of Juneau, Alaska

Serial No. _____

A Resolution ...

WHEREAS, The Universal Declaration promises to all the economic, social, political, cultural and civic rights that underpin a life free from want and fear. They are not a reward for good behaviour. They are not country-specific, or particular to a certain era or social group. They are the inalienable entitlements of all people, at all times, and in all places — people of every colour, from every race and ethnic group; whether or not they are disabled; citizens or migrants; no matter their sex, their class, their caste, their creed, their age or sexual orientation. (UNHR)

WHEREAS, the City and Borough of Juneau recognizes that the reverberations of the symptoms felt as a direct cause of systemic racism written into policies worldwide is by its very nature also within our own community. The City and Borough of Juneau recognizes within our own community historic systemic racism requires systematic change; and

WHEREAS, the nation grapples with a surge in protests and demands justice in response to the eight minute execution of George Floyd, one case of endless cases since the beginning of this nation, that has catalyzed widespread protests and calls for equality, human security, dismantling of white supremacy. Within Juneau, local Black leadership has ten demands; and

WHEREAS, Black Lives Matters is a catalyst for this change, the City and Borough of Juneau must face the unique and local history of racism; and

WHEREAS, the Juneau Human Rights Commission has named four main issues of human rights (Article 1 and Article 2): racial justice, economic justice, education justice, and health care justice; and

Now, Therefore, Be it Resolved that the Assembly of the City and Borough of Juneau unequivocally identifies, recognizes, and embraces the diversity and cultural values of our community. The Assembly of the City and Borough of Juneau must hold itself accountable to the reality of racism in our Juneau community and explores short and long-term anti-racism measures and accountability systems both systemic and individual.

Be it further Resolved that the City of Juneau embraces the ten demands presented by Juneau's Black Leadership (see addendum). How is the City and Borough of Juneau ensuring transparency and equity, while acknowledging the historical trauma and colonization affecting groups and individuals in our communities, in the planning and implementation of:

Police activity -- included but not limited to: police department hiring procedures (equity in hiring and retention), recertifications, safety trainings, equity training, de-escalation, use of force policies and practices, diverse community outreach and connections reflective of our community, equal enforcement of policies and practices - is transparent and inclusive of community involvement.

How does the City and Borough of Juneau support and fund the diversity of institutions and community members in Juneau dedicated to the resiliency of the community: education, social

justice, non-profit organizations, economic equalization, coalitions (e.g. Re-entry Coalition), equity in health and social service delivery and care, law enforcement.

How is the City and Borough of Juneau strengthening and clarifying its relationship with the Department of Corrections to address the diversity within corrections, including but not limited to race, national or ethnic origin, heritage, language, lineage, cultural roots, sexual orientation, gender identity, disability, and mental health, of our population.

How do the procedures and the institutions that the City and Borough of Juneau has in place protect citizens without harm, with transparency, and with a mindset of restoration and justice and establish procedures for individuals to report use of excessive force without fear of retaliation or intimidation?

What procedures are in place to ensure that JPD police officer trainings are data-informed, timely, and the most current available? Such trainings included but are not limited to: racial sensitivity and other systemic issues such as racial bias, trauma-sensitive, domestic violence, human trafficking, sexual assault response, mental illness, gender identity, sexual orientation, mental health, and oppression.

How are police monitored and held accountable for behaviors in off duty abuse of power, conduct and situations including but not limited to domestic abuse, sexual violence (abuse, assault, harassment), use of violent and abusive discourse, and association - online or other - that engage in hateful rhetoric?

How are records on police personnel behavior regarding Missing and Murdered Indigenous and Black Women collected into a national, comprehensive registry dedicated to reporting track records of individual officers that is available and accessible to the public?

How is the Juneau School District held accountable to address racially induced incidents and behaviors among students and staff, the use of N-word and/or other racially derogatory discourse, microaggressions, or any form of verbal assault on or with our black and brown students?

How is the Juneau School District addressing the needs of students who experience the negative repercussions of racism through the delivery of services to support their racially and culturally specific identities with racially and culturally representative advocates, community partnerships, and diverse forms of healing in order to care for and address the challenges these students face?

How does the City and Borough of Juneau create platforms that include local voices and current relevant supporting data to inform anti-racist and violence prevention actions.

This is the beginning of a process with regards to systemic racial equity throughout the City and Borough of Juneau. We bring your attention to the following articles regarding this four starting points: Racial Equity: Articles 1, 2, 3; Law Enforcement: 9, 10, 11; Health Care: Article 25; and Education: Article 26, in addition to the Convention on the Rights of the Child.

Addendum 1:

Juneau Black Leadership Ten Demands - June 6,2020

1. We demand that the city establish a community oversight committee over the Juneau Police Department. This Citizen Committee will monitor police activity, hiring, procedures, and recertification.
2. We demand that the city defund the militarization of the police and reinvest that money into the resiliency of the community.
3. We demand the education of all Department of Corrections Staff regarding the complexities of the populations that they serve including experiences with racial bias, domestic violence, human trafficking, sexual assault, mental illness, substance misuse, and houselessness as well as an end to Rape Culture within the Prison and the Hiring of a Prison Rape Elimination Act Advocate by Lemon Creek Correctional Facility.
4. We demand that JPD begin using body cameras to ensure the community that chokeholds, strangleholds, and knee holds, or any other form of excessive force are not being used. Failure to use a body camera will result in immediate termination from JPD.
5. We demand that JPD require all police officers to undergo racial sensitivity training and be educated on systemic issues such as: racial bias, domestic violence, human trafficking, sexual assault response, mental illness, and oppression.
6. We demand that officers involved in domestic abuse lose their right to have and use firearms, and ultimately lose their jobs as police officers.
7. We demand the release of public records on police personnel, and the release of reports regarding cases involving Missing and Murdered Indigenous and Black Women.
8. We demand that the Juneau School District upgrade their educational and disciplinary policies to ensure that racial incidents do not occur. They must address how they handle students and staff that use the N-word, other racially derogatory terms, or any form of verbal assault on or with our black and brown children. These disciplinary policies need to directly address any incidents which can include education, workshops, and/or suspension. An oversight committee will be established to ensure that these educational and disciplinary steps are accomplished within the school system.
9. We demand that black students who experience the negative repercussions of racism, including overt acts of racism or microaggressions, are given a safe space with a trained advocate, who is black, and understands the challenges they are facing.
10. We demand that you recognize what ally-ship actually means. It means taht you are sitting with discomfort and examining your own privilege and using it to help. Ally-ship means that this is not about you and your peers. Ally-ship is not Virtue Signaling, it is about taking real recognizable action- not sad faces on Social Media. Ally-ship means a commitment to Anti-oppression work including Anti-Racism. Ally-ship means that the branding of movements is not yours to determine. Ally-ship means taking risks and holding yourself and others accountable. Ally-ship means listening. Our movements cannot be led by you. Ask for a seat at our tables, for a place in our movement for justice, and accept the answer. There is no us without us.

Addendum 2: [Universal Declaration of Human Rights](#)

Universal Declaration of Human Rights Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations, Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge, Now, therefore, The General Assembly, Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article I All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2 Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3 Everyone has the right to life, liberty and the security of person.

Article 4 No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5 No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6 Everyone has the right to recognition everywhere as a person before the law.

Article 7 All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8 Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9 No one shall be subjected to arbitrary arrest, detention or exile.

Article 10 Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11 1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence. 2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12 No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13 1. Everyone has the right to freedom of movement and residence within the borders of each State. 2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14 1. Everyone has the right to seek and to enjoy in other countries asylum from persecution. 2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15 1. Everyone has the right to a nationality. 2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16 1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution. 2. Marriage shall be entered into only with the free and full consent of the intending spouses. 3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17 1. Everyone has the right to own property alone as well as in association with others. 2. No one shall be arbitrarily deprived of his property.

Article 18 Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community

with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19 Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20 1. Everyone has the right to freedom of peaceful assembly and association. 2. No one may be compelled to belong to an association.

Article 21 1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives. 2. Everyone has the right to equal access to public service in his country. 3. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22 Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23 1. Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. 2. Everyone, without any discrimination, has the right to equal pay for equal work. 3. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. 4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24 Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. 2.

Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26 1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. 2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace. 3. Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. 2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28 Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29 1. Everyone has duties to the community in which alone the free and full development of his personality is possible. 2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society. 3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30 Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

Addendum 3: [Convention on the Rights of the Child](#)

Convention on the Rights of the Child Adopted and opened for signature, ratification and accession by General Assembly resolution 44/25 of 20 November 1989 entry into force 2 September 1990, in accordance with article 49 Preamble The States Parties to the present Convention,

Considering that, in accordance with the principles proclaimed in the Charter of the United Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, Bearing in mind that the peoples of the United Nations have, in the Charter, reaffirmed their faith in fundamental human rights and in the dignity and worth of the human person, and have determined to promote social progress and better standards of life in larger freedom, Recognizing that the United Nations has, in the Universal Declaration of Human Rights and in the International Covenants on Human Rights, proclaimed and agreed that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status,

Recalling that, in the Universal Declaration of Human Rights, the United Nations has proclaimed that childhood is entitled to special care and assistance,

Convinced that the family, as the fundamental group of society and the natural environment for the growth and well-being of all its members and particularly children, should be afforded the necessary protection and assistance so that it can fully assume its responsibilities within the community,

Recognizing that the child, for the full and harmonious development of his or her personality, should grow up in a family environment, in an atmosphere of happiness, love and understanding, Considering that the child should be fully prepared to live an individual life in society, and brought up in the spirit of the ideals proclaimed in the Charter of the United Nations, and in particular in the spirit of peace, dignity, tolerance, freedom, equality and solidarity,

Bearing in mind that the need to extend particular care to the child has been stated in the Geneva Declaration of the Rights of the Child of 1924 and in the Declaration of the Rights of the Child adopted by the General Assembly on 20 November 1959 and recognized in the Universal Declaration of Human Rights, in the International Covenant on Civil and Political Rights (in particular in articles 23 and 24), in the International Covenant on Economic, Social and Cultural Rights (in particular in article 10) and in the statutes and relevant instruments of specialized agencies and international organizations concerned with the welfare of children,

Bearing in mind that, as indicated in the Declaration of the Rights of the Child, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth",

Recalling the provisions of the Declaration on Social and Legal Principles relating to the Protection and Welfare of Children, with Special Reference to Foster Placement and Adoption Nationally and Internationally; the United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules) ; and the Declaration on the Protection of Women and Children in Emergency and Armed Conflict,
Recognizing that, in all countries in the world, there are children living in exceptionally difficult conditions, and that such children need special consideration,
Taking due account of the importance of the traditions and cultural values of each people for the protection and harmonious development of the child,
Recognizing the importance of international cooperation for improving the living conditions of children in every country, in particular in the developing countries,
Have agreed as follows:

PART I

Article 1 For the purposes of the present Convention, a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.

Article 2 1. States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. 2. States Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

Article 3 1. In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration. 2. States Parties undertake to ensure the child such protection and care as is necessary for his or her well-being, taking into account the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her, and, to this end, shall take all appropriate legislative and administrative measures. 3. States Parties shall ensure that the institutions, services and facilities responsible for the care or protection of children shall conform with the standards established by competent authorities, particularly in the areas of safety, health, in the number and suitability of their staff, as well as competent supervision.

Article 4 States Parties shall undertake all appropriate legislative, administrative, and other measures for the implementation of the rights recognized in the present Convention. With regard to economic, social and cultural rights, States Parties shall undertake such measures to the maximum extent of their available resources and, where needed, within the framework of international co-operation.

Article 5 States Parties shall respect the responsibilities, rights and duties of parents or, where applicable, the members of the extended family or community as provided for by local custom,

legal guardians or other persons legally responsible for the child, to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the present Convention.

Article 6 3 1. States Parties recognize that every child has the inherent right to life. 2. States Parties shall ensure to the maximum extent possible the survival and development of the child.

Article 7 1. The child shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality and, as far as possible, the right to know and be cared for by his or her parents. 2. States Parties shall ensure the implementation of these rights in accordance with their national law and their obligations under the relevant international instruments in this field, in particular where the child would otherwise be stateless.

Article 8 1. States Parties undertake to respect the right of the child to preserve his or her identity, including nationality, name and family relations as recognized by law without unlawful interference. 2. Where a child is illegally deprived of some or all of the elements of his or her identity, States Parties shall provide appropriate assistance and protection, with a view to re-establishing speedily his or her identity.

Article 9 1. States Parties shall ensure that a child shall not be separated from his or her parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child. Such determination may be necessary in a particular case such as one involving abuse or neglect of the child by the parents, or one where the parents are living separately and a decision must be made as to the child's place of residence. 2. In any proceedings pursuant to paragraph 1 of the present article, all interested parties shall be given an opportunity to participate in the proceedings and make their views known. 3. States Parties shall respect the right of the child who is separated from one or both parents to maintain personal relations and direct contact with both parents on a regular basis, except if it is contrary to the child's best interests. 4. Where such separation results from any action initiated by a State Party, such as the detention, imprisonment, exile, deportation or death (including death arising from any cause while the person is in the custody of the State) of one or both parents or of the child, that State Party shall, upon request, provide the parents, the child or, if appropriate, another member of the family with the essential information concerning the whereabouts of the absent member(s) of the family unless the provision of the information would be detrimental to the well-being of the child. States Parties shall further ensure that the submission of such a request shall of itself entail no adverse consequences for the person(s) concerned.

Article 10 1. In accordance with the obligation of States Parties under article 9, paragraph 1, applications by a child or his or her parents to enter or leave a State Party for the purpose of family reunification shall be dealt with by States Parties in a positive, humane and expeditious manner. States Parties shall further ensure that the submission of such a request shall entail no adverse consequences for the applicants and for the members of their family. 2. A child whose parents reside in different States shall have the right to maintain on a regular basis, save in exceptional circumstances personal relations and direct contacts with both parents. Towards that

end and in accordance with the obligation of States Parties under article 9, paragraph 1, States Parties shall respect the right of the child and his or her parents to leave any country, including their own, and to enter their own country. The right to leave any country shall be subject only to such restrictions as are prescribed by law and which are necessary to protect the national security, public order (ordre public), public health or morals or the rights and freedoms of others and are consistent with the other rights recognized in the present Convention.

Article 11 1. States Parties shall take measures to combat the illicit transfer and non-return of children abroad. 2. To this end, States Parties shall promote the conclusion of bilateral or multilateral agreements or accession to existing agreements.

Article 12 1. States Parties shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child. 2. For this purpose, the child shall in particular be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.

Article 13 1. The child shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds, regardless of frontiers, either orally, in writing or in print, in the form of art, or through any other media of the child's choice. 2. The exercise of this right may be subject to certain restrictions, but these shall only be such as are provided by law and are necessary: (a) For respect of the rights or reputations of others; or (b) For the protection of national security or of public order (ordre public), or of public health or morals.

Article 14 1. States Parties shall respect the right of the child to freedom of thought, conscience and religion. 2. States Parties shall respect the rights and duties of the parents and, when applicable, legal guardians, to provide direction to the child in the exercise of his or her right in a manner consistent with the evolving capacities of the child. 3. Freedom to manifest one's religion or beliefs may be subject only to such limitations as are prescribed by law and are necessary to protect public safety, order, health or morals, or the fundamental rights and freedoms of others.

Article 15 1. States Parties recognize the rights of the child to freedom of association and to freedom of peaceful assembly. 2. No restrictions may be placed on the exercise of these rights other than those imposed in conformity with the law and which are necessary in a democratic society in the interests of national security or public safety, public order (ordre public), the protection of public health or morals or the protection of the rights and freedoms of others.

Article 16 1. No child shall be subjected to arbitrary or unlawful interference with his or her privacy, family, home or correspondence, nor to unlawful attacks on his or her honour and reputation. 2. The child has the right to the protection of the law against such interference or attacks.

Article 17 States Parties recognize the important function performed by the mass media and shall ensure that the child has access to information and material from a diversity of national and international sources, especially those aimed at the promotion of his or her social, spiritual and

moral well-being and physical and mental health. To this end, States Parties shall: (a) Encourage the mass media to disseminate information and material of social and cultural benefit to the child and in accordance with the spirit of article 29; (b) Encourage international co-operation in the production, exchange and dissemination of such information and material from a diversity of cultural, national and international sources; (c) Encourage the production and dissemination of children's books; (d) Encourage the mass media to have particular regard to the linguistic needs of the child who belongs to a minority group or who is indigenous; (e) Encourage the development of appropriate guidelines for the protection of the child from information and material injurious to his or her well-being, bearing in mind the provisions of articles 13 and 18.

Article 18 1. States Parties shall use their best efforts to ensure recognition of the principle that both parents have common responsibilities for the upbringing and development of the child.

Parents or, as the case may be, legal guardians, have the primary responsibility for the upbringing and development of the child. The best interests of the child will be their basic concern. 2. For the purpose of guaranteeing and promoting the rights set forth in the present Convention, States Parties shall render appropriate assistance to parents and legal guardians in the performance of their child-rearing responsibilities and shall ensure the development of institutions, facilities and services for the care of children. 3. States Parties shall take all appropriate measures to ensure that children of working parents have the right to benefit from child-care services and facilities for which they are eligible.

Article 19 1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child. 2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Article 20 6 1. A child temporarily or permanently deprived of his or her family environment, or in whose own best interests cannot be allowed to remain in that environment, shall be entitled to special protection and assistance provided by the State. 2. States Parties shall in accordance with their national laws ensure alternative care for such a child. 3. Such care could include, inter alia, foster placement, kafalah of Islamic law, adoption or if necessary placement in suitable institutions for the care of children. When considering solutions, due regard shall be paid to the desirability of continuity in a child's upbringing and to the child's ethnic, religious, cultural and linguistic background.

Article 21 States Parties that recognize and/or permit the system of adoption shall ensure that the best interests of the child shall be the paramount consideration and they shall: (a) Ensure that the adoption of a child is authorized only by competent authorities who determine, in accordance with applicable law and procedures and on the basis of all pertinent and reliable information, that

the adoption is permissible in view of the child's status concerning parents, relatives and legal guardians and that, if required, the persons concerned have given their informed consent to the adoption on the basis of such counselling as may be necessary; (b) Recognize that inter-country adoption may be considered as an alternative means of child's care, if the child cannot be placed in a foster or an adoptive family or cannot in any suitable manner be cared for in the child's country of origin; (c) Ensure that the child concerned by inter-country adoption enjoys safeguards and standards equivalent to those existing in the case of national adoption; (d) Take all appropriate measures to ensure that, in inter-country adoption, the placement does not result in improper financial gain for those involved in it; (e) Promote, where appropriate, the objectives of the present article by concluding bilateral or multilateral arrangements or agreements, and endeavour, within this framework, to ensure that the placement of the child in another country is carried out by competent authorities or organs.

Article 22 1. States Parties shall take appropriate measures to ensure that a child who is seeking refugee status or who is considered a refugee in accordance with applicable international or domestic law and procedures shall, whether unaccompanied or accompanied by his or her parents or by any other person, receive appropriate protection and humanitarian assistance in the enjoyment of applicable rights set forth in the present Convention and in other international human rights or humanitarian instruments to which the said States are Parties. 2. For this purpose, States Parties shall provide, as they consider appropriate, co-operation in any efforts by the United Nations and other competent intergovernmental organizations or nongovernmental organizations co-operating with the United Nations to protect and assist such a child and to trace the parents or other members of the family of any refugee child in order to obtain information necessary for reunification with his or her family. In cases where no parents or other members of the family can be found, the child shall be accorded the same protection as any other child permanently or temporarily deprived of his or her family environment for any reason , as set forth in the present Convention.

Article 23 7 1. States Parties recognize that a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community. 2. States Parties recognize the right of the disabled child to special care and shall encourage and ensure the extension, subject to available resources, to the eligible child and those responsible for his or her care, of assistance for which application is made and which is appropriate to the child's condition and to the circumstances of the parents or others caring for the child. 3. Recognizing the special needs of a disabled child, assistance extended in accordance with paragraph 2 of the present article shall be provided free of charge, whenever possible, taking into account the financial resources of the parents or others caring for the child, and shall be designed to ensure that the disabled child has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child's achieving the fullest possible social integration and individual development, including his or her cultural and spiritual development 4. States Parties shall promote, in the spirit of international cooperation,

the exchange of appropriate information in the field of preventive health care and of medical, psychological and functional treatment of disabled children, including dissemination of and access to information concerning methods of rehabilitation, education and vocational services, with the aim of enabling States Parties to improve their capabilities and skills and to widen their experience in these areas. In this regard, particular account shall be taken of the needs of developing countries.

Article 24 1. States Parties recognize the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health. States Parties shall strive to ensure that no child is deprived of his or her right of access to such health care services. 2. States Parties shall pursue full implementation of this right and, in particular, shall take appropriate measures: (a) To diminish infant and child mortality; (b) To ensure the provision of necessary medical assistance and health care to all children with emphasis on the development of primary health care; (c) To combat disease and malnutrition, including within the framework of primary health care, through, inter alia, the application of readily available technology and through the provision of adequate nutritious foods and clean drinking-water, taking into consideration the dangers and risks of environmental pollution; (d) To ensure appropriate pre-natal and post-natal health care for mothers; (e) To ensure that all segments of society, in particular parents and children, are informed, have access to education and are supported in the use of basic knowledge of child health and nutrition, the advantages of breastfeeding, hygiene and environmental sanitation and the prevention of accidents; (f) To develop preventive health care, guidance for parents and family planning education and services. 3. States Parties shall take all effective and appropriate measures with a view to abolishing traditional practices prejudicial to the health of children. 4. States Parties undertake to promote and encourage international co-operation with a view to achieving progressively the full realization of the right recognized in the present article. In this regard, particular account shall be taken of the needs of developing countries.

Article 25 States Parties recognize the right of a child who has been placed by the competent authorities for the purposes of care, protection or treatment of his or her physical or mental health, to a periodic review of the treatment provided to the child and all other circumstances relevant to his or her placement.

Article 26 1. States Parties shall recognize for every child the right to benefit from social security, including social insurance, and shall take the necessary measures to achieve the full realization of this right in accordance with their national law. 2. The benefits should, where appropriate, be granted, taking into account the resources and the circumstances of the child and persons having responsibility for the maintenance of the child, as well as any other consideration relevant to an application for benefits made by or on behalf of the child.

Article 27 1. States Parties recognize the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development. 2. The parent(s) or others responsible for the child have the primary responsibility to secure, within their abilities and financial capacities, the conditions of living necessary for the child's development. 3. States

Parties, in accordance with national conditions and within their means, shall take appropriate measures to assist parents and others responsible for the child to implement this right and shall in case of need provide material assistance and support programmes, particularly with regard to nutrition, clothing and housing. 4. States Parties shall take all appropriate measures to secure the recovery of maintenance for the child from the parents or other persons having financial responsibility for the child, both within the State Party and from abroad. In particular, where the person having financial responsibility for the child lives in a State different from that of the child, States Parties shall promote the accession to international agreements or the conclusion of such agreements, as well as the making of other appropriate arrangements.

Article 28 1. States Parties recognize the right of the child to education, and with a view to achieving this right progressively and on the basis of equal opportunity, they shall, in particular: (a) Make primary education compulsory and available free to all; (b) Encourage the development of different forms of secondary education, including general and vocational education, make them available and accessible to every child, and take appropriate measures such as the introduction of free education and offering financial assistance in case of need; (c) Make higher education accessible to all on the basis of capacity by every appropriate means; (d) Make educational and vocational information and guidance available and accessible to all children; (e) Take measures to encourage regular attendance at schools and the reduction of drop-out rates. 2. States Parties shall take all appropriate measures to ensure that school discipline is administered in a manner consistent with the child's human dignity and in conformity with the present Convention. 3. States Parties shall promote and encourage international cooperation in matters relating to education, in particular with a view to contributing to the elimination of ignorance and illiteracy throughout the world and facilitating access to scientific and technical knowledge and modern teaching methods. In this regard, particular account shall be taken of the needs of developing countries.

Article 29 1. States Parties agree that the education of the child shall be directed to: (a) The development of the child's personality, talents and mental and physical abilities to their fullest potential; (b) The development of respect for human rights and fundamental freedoms, and for the principles enshrined in the Charter of the United Nations; (c) The development of respect for the child's parents, his or her own cultural identity, language and values, for the national values of the country in which the child is living, the country from which he or she may originate, and for civilizations different from his or her own; (d) The preparation of the child for responsible life in a free society, in the spirit of understanding, peace, tolerance, equality of sexes, and friendship among all peoples, ethnic, national and religious groups and persons of indigenous origin; (e) The development of respect for the natural environment. 2. No part of the present article or article 28 shall be construed so as to interfere with the liberty of individuals and bodies to establish and direct educational institutions, subject always to the observance of the principle set forth in paragraph 1 of the present article and to the requirements that the education given in such institutions shall conform to such minimum standards as may be laid down by the State.

Article 30 In those States in which ethnic, religious or linguistic minorities or persons of

indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practise his or her own religion, or to use his or her own language.

Article 31 1. States Parties recognize the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts. 2. States Parties shall respect and promote the right of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity.

Article 32 1. States Parties recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. 2. States Parties shall take legislative, administrative, social and educational measures to ensure the implementation of the present article. To this end, and having regard to the relevant provisions of other international instruments, States Parties shall in particular: (a) Provide for a minimum age or minimum ages for admission to employment; (b) Provide for appropriate regulation of the hours and conditions of employment; 10 (c) Provide for appropriate penalties or other sanctions to ensure the effective enforcement of the present article.

Article 33 States Parties shall take all appropriate measures, including legislative, administrative, social and educational measures, to protect children from the illicit use of narcotic drugs and psychotropic substances as defined in the relevant international treaties, and to prevent the use of children in the illicit production and trafficking of such substances.

Article 34 States Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse. For these purposes, States Parties shall in particular take all appropriate national, bilateral and multilateral measures to prevent: (a) The inducement or coercion of a child to engage in any unlawful sexual activity; (b) The exploitative use of children in prostitution or other unlawful sexual practices; (c) The exploitative use of children in pornographic performances and materials.

Article 35 States Parties shall take all appropriate national, bilateral and multilateral measures to prevent the abduction of, the sale of or traffic in children for any purpose or in any form.

Article 36 States Parties shall protect the child against all other forms of exploitation prejudicial to any aspects of the child's welfare.

Article 37 States Parties shall ensure that: (a) No child shall be subjected to torture or other cruel, inhuman or degrading treatment or punishment. Neither capital punishment nor life imprisonment without possibility of release shall be imposed for offences committed by persons below eighteen years of age; (b) No child shall be deprived of his or her liberty unlawfully or arbitrarily. The arrest, detention or imprisonment of a child shall be in conformity with the law and shall be used only as a measure of last resort and for the shortest appropriate period of time; (c) Every child deprived of liberty shall be treated with humanity and respect for the inherent dignity of the human person, and in a manner which takes into account the needs of persons of his or her age. In particular, every child deprived of liberty shall be separated from adults unless

it is considered in the child's best interest not to do so and shall have the right to maintain contact with his or her family through correspondence and visits, save in exceptional circumstances; (d) Every child deprived of his or her liberty shall have the right to prompt access to legal and other appropriate assistance, as well as the right to challenge the legality of the deprivation of his or her liberty before a court or other competent, independent and impartial authority, and to a prompt decision on any such action.

Article 38 1. States Parties undertake to respect and to ensure respect for rules of international humanitarian law applicable to them in armed conflicts which are relevant to the child. 2. States Parties shall take all feasible measures to ensure that persons who have not attained the age of fifteen years do not take a direct part in hostilities. 3. States Parties shall refrain from recruiting any person who has not attained the age of fifteen years into their armed forces. In recruiting among those persons who have attained the age of fifteen years but who have not attained the age of eighteen years, States Parties shall endeavour to give priority to those who are oldest. 4. In accordance with their obligations under international humanitarian law to protect the civilian population in armed conflicts, States Parties shall take all feasible measures to ensure protection and care of children who are affected by an armed conflict.

Article 39 States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of a child victim of: any form of neglect, exploitation, or abuse; torture or any other form of cruel, inhuman or degrading treatment or punishment; or armed conflicts. Such recovery and reintegration shall take place in an environment which fosters the health, self-respect and dignity of the child.

Article 40 1. States Parties recognize the right of every child alleged as, accused of, or recognized as having infringed the penal law to be treated in a manner consistent with the promotion of the child's sense of dignity and worth, which reinforces the child's respect for the human rights and fundamental freedoms of others and which takes into account the child's age and the desirability of promoting the child's reintegration and the child's assuming a constructive role in society. 2. To this end, and having regard to the relevant provisions of international instruments, States Parties shall, in particular, ensure that: (a) No child shall be alleged as, be accused of, or recognized as having infringed the penal law by reason of acts or omissions that were not prohibited by national or international law at the time they were committed; (b) Every child alleged as or accused of having infringed the penal law has at least the following guarantees: (i) To be presumed innocent until proven guilty according to law; (ii) To be informed promptly and directly of the charges against him or her, and, if appropriate, through his or her parents or legal guardians, and to have legal or other appropriate assistance in the preparation and presentation of his or her defence; (iii) To have the matter determined without delay by a competent, independent and impartial authority or judicial body in a fair hearing according to law, in the presence of legal or other appropriate assistance and, unless it is considered not to be in the best interest of the child, in particular, taking into account his or her age or situation, his or her parents or legal guardians; (iv) Not to be compelled to give testimony or to confess guilt; to examine or have examined adverse witnesses and to obtain the participation and examination of

witnesses on his or her behalf under conditions of equality; (v) If considered to have infringed the penal law, to have this decision and any measures imposed in consequence thereof reviewed by a higher competent, independent and impartial authority or judicial body according to law; 12 (vi) To have the free assistance of an interpreter if the child cannot understand or speak the language used; (vii) To have his or her privacy fully respected at all stages of the proceedings. 3. States Parties shall seek to promote the establishment of laws, procedures, authorities and institutions specifically applicable to children alleged as, accused of, or recognized as having infringed the penal law, and, in particular: (a) The establishment of a minimum age below which children shall be presumed not to have the capacity to infringe the penal law; (b) Whenever appropriate and desirable, measures for dealing with such children without resorting to judicial proceedings, providing that human rights and legal safeguards are fully respected. 4. A variety of dispositions, such as care, guidance and supervision orders; counselling; probation; foster care; education and vocational training programmes and other alternatives to institutional care shall be available to ensure that children are dealt with in a manner appropriate to their well-being and proportionate both to their circumstances and the offence.

Article 41 Nothing in the present Convention shall affect any provisions which are more conducive to the realization of the rights of the child and which may be contained in: (a) The law of a State party; or (b) International law in force for that State.

PART II

Article 42 States Parties undertake to make the principles and provisions of the Convention widely known, by appropriate and active means, to adults and children alike.

Article 43 1. For the purpose of examining the progress made by States Parties in achieving the realization of the obligations undertaken in the present Convention, there shall be established a Committee on the Rights of the Child, which shall carry out the functions hereinafter provided. 2. The Committee shall consist of ten experts of high moral standing and recognized competence in the field covered by this Convention. The members of the Committee shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution, as well as to the principal legal systems. 3. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals. 4. The initial election to the Committee shall be held no later than six months after the date of the entry into force of the present Convention and thereafter every second year. At least four months before the date of each election, the Secretary-General of the United Nations shall address a letter to States Parties inviting them to submit their nominations within two months. The Secretary-General shall subsequently prepare a list in alphabetical order of all persons thus nominated, indicating States Parties which have nominated them, and shall submit it to the States Parties to the present Convention. 5. The elections shall be held at meetings of States Parties convened by the Secretary-General at United Nations Headquarters. At those meetings, for which two thirds of States Parties shall constitute a quorum, the persons elected to the

Committee shall be those who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting. 6. The members of the Committee shall be elected for a term of four years. They shall be eligible for re-election if renominated. The term of five of the members elected at the first election shall expire at the end of two years; immediately after the first election, the names of these five members shall be chosen by lot by the Chairman of the meeting. 7. If a member of the Committee dies or resigns or declares that for any other cause he or she can no longer perform the duties of the Committee, the State Party which nominated the member shall appoint another expert from among its nationals to serve for the remainder of the term, subject to the approval of the Committee. 8. The Committee shall establish its own rules of procedure. 9. The Committee shall elect its officers for a period of two years. 10. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee. The Committee shall normally meet annually. The duration of the meetings of the Committee shall be determined, and reviewed, if necessary, by a meeting of the States Parties to the present Convention, subject to the approval of the General Assembly. 11. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention. 12. With the approval of the General Assembly, the members of the Committee established under the present Convention shall receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide.

Article 44 1. States Parties undertake to submit to the Committee, through the Secretary-General of the United Nations, reports on the measures they have adopted which give effect to the rights recognized herein and on the progress made on the enjoyment of those rights (a) Within two years of the entry into force of the Convention for the State Party concerned; (b) Thereafter every five years. 2. Reports made under the present article shall indicate factors and difficulties, if any, affecting the degree of fulfilment of the obligations under the present Convention. Reports shall also contain sufficient information to provide the Committee with a comprehensive understanding of the implementation of the Convention in the country concerned. 3. A State Party which has submitted a comprehensive initial report to the Committee need not, in its subsequent reports submitted in accordance with paragraph 1 (b) of the present article, repeat basic information previously provided. 4. The Committee may request from States Parties further information relevant to the implementation of the Convention. 5. The Committee shall submit to the General Assembly, through the Economic and Social Council, every two years, reports on its activities. 6. States Parties shall make their reports widely available to the public in their own countries.

Article 45 14 In order to foster the effective implementation of the Convention and to encourage international cooperation in the field covered by the Convention: (a) The specialized agencies, the United Nations Children's Fund, and other United Nations organs shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their mandate. The Committee may invite the specialized

agencies, the United Nations Children's Fund and other competent bodies as it may consider appropriate to provide expert advice on the implementation of the Convention in areas falling within the scope of their respective mandates. The Committee may invite the specialized agencies, the United Nations Children's Fund, and other United Nations organs to submit reports on the implementation of the Convention in areas falling within the scope of their activities; (b) The Committee shall transmit, as it may consider appropriate, to the specialized agencies, the United Nations Children's Fund and other competent bodies, any reports from States Parties that contain a request, or indicate a need, for technical advice or assistance, along with the Committee's observations and suggestions, if any, on these requests or indications; (c) The Committee may recommend to the General Assembly to request the Secretary-General to undertake on its behalf studies on specific issues relating to the rights of the child; (d) The Committee may make suggestions and general recommendations based on information received pursuant to articles 44 and 45 of the present Convention. Such suggestions and general recommendations shall be transmitted to any State Party concerned and reported to the General Assembly, together with comments, if any, from States Parties.

PART III

Article 46 The present Convention shall be open for signature by all States.

Article 47 The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.

Article 48 The present Convention shall remain open for accession by any State. The instruments of accession shall be deposited with the Secretary-General of the United Nations.

Article 49 1. The present Convention shall enter into force on the thirtieth day following the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession. 2. For each State ratifying or acceding to the Convention after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the deposit by such State of its instrument of ratification or accession.

Article 50 1. Any State Party may propose an amendment and file it with the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate the proposed amendment to States Parties, with a request that they indicate whether they favour a conference of States Parties for the purpose of considering and voting upon the proposals. In the event that, within four months from the date of such communication, at least one third of the States Parties favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of States Parties present and voting at the conference shall be submitted to the General Assembly for approval. 2. An amendment adopted in accordance with paragraph 1 of the present article shall enter into force when it has been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of States Parties. 3. When an amendment enters into force, it shall be binding on those States Parties which have accepted it, other States Parties still being bound by the

provisions of the present Convention and any earlier amendments which they have accepted.

Article 51 1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession. 2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted. 3. Reservations may be withdrawn at any time by notification to that effect addressed to the Secretary-General of the United Nations, who shall then inform all States. Such notification shall take effect on the date on which it is received by the Secretary-General

Article 52 A State Party may denounce the present Convention by written notification to the Secretary-General of the United Nations. Denunciation becomes effective one year after the date of receipt of the notification by the Secretary-General.

Article 53 The Secretary-General of the United Nations is designated as the depositary of the present Convention.

Article 54 The original of the present Convention, of which the Arabic, Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited with the Secretary-General of the United Nations. IN WITNESS THEREOF the undersigned plenipotentiaries, being duly authorized thereto by their respective governments, have signed the present Convention.