

**EQUAL RIGHTS
COMMISSION**

EQUAL RIGHTS COMMISSION

Assembly

Mayor

Equal Rights
Commission
1050



Anchorage Equal Rights Commission

Our Mission: To enforce Municipal anti-discrimination laws and provide equal opportunity to all persons in Anchorage

Core Services

- Respond to public inquiries about discrimination and related issues
- Respond to complaints and investigate allegations of discrimination, and in substantial evidence cases, resolve the case or conduct public hearings
- Eliminate discriminatory practices

Direct Services

Direct Services Provided by Divisions

Focus Areas

- 24 hour response to public inquiries
- Conduct and complete thorough investigations within 240 days as required by Municipal code
- Address public policy concerns of discriminatory acts

We will measure our success by:

- Percent of inquiries responded to within 24 hours

Q1-2002	Q2-2002	Q3-2002	Q4-2002
99.2%	99.3%		

- Percentage of cases with findings investigation reported or otherwise resolved within 240 days

Q1-2002	Q2-2002	Q3-2002	Q4-2002
14.3%	28.1%		

- Percentage of cases closed without reconsideration or appeal

Q1-2002	Q2-2002	Q3-2002	Q4-2002
100%	96%		

- Percentage of resolved cases that include elimination of discriminatory policies and practices (reinstatement, policies, training, posters, and other remedies)

Q1-2002	Q2-2002	Q3-2002	Q4-2002
75%	100%		

- Ask a Question about Anchorage Equal Rights Commission
- Make a Comment about Anchorage Equal Rights Commission

Questions and Comments about Anchorage Equal Rights Commission



Find

**Anchorage Equal Rights Commission
Costs Allocated to Core Services**

Core Services	Total Service Cost
Respond to public inquiries about discrimination and related issues	\$157,101
Respond to complaints and investigate allegations of discrimination, and in substantial evidence cases, resolve the case or conduct public hearings	\$235,652
Eliminate discriminatory practices	\$130,917
Total Division Costs	\$523,670

2003 Resource Plan

Department: Equal Rights Commission

Division	Financial Summary		Personnel Summary							
	2002	2003	2002 Revised				2003 Proposed			
	Revised	Proposed	FT	PT	Temp	Total	FT	PT	Temp	Total
Equal Rights Commission	488,880	523,670	6			6	6		1	7
Operating Cost	488,880	523,670	6	0	0	6	6	0	1	7
Add Debt Service	0	0								
Direct Organization Cost	488,880	523,670								
Charges From/(To) Others	121,160	129,970								
Function Cost	610,040	653,640								
Less Program Revenues	(36,500)	(17,000)								
Net Program Cost	573,540	636,640								
Grant Resources	20,000	20,000				0				0

2003 Resource Costs by Category

Division	Personal Services	Supplies	Other Services *	Capital Outlay	Total Direct Cost
Equal Rights Commission	449,080	1,450	73,140		523,670
Operating Cost	449,080	1,450	73,140	0	523,670
Add Debt Service					0
Total Direct Organization Cost	449,080	1,450	73,140	0	523,670

* Travel budgeted by this department within the Other Services category is \$2,630

2003 Budget Highlights

- Additional funds are provided to enhance the commission's outreach and education efforts. These funds will provide a coordinator to support expanded outreach and education activities. Additional funds are also included for investigative assistance, as well as support for program events, brochures, and advertising.

2003 P R O G R A M P L A N

DEPARTMENT: EQUAL RIGHTS COMMISSION DIVISION:
 PROGRAM: Agency Operations/Code Enforcement/Legal

PURPOSE:

The AERC enforces Title 5, prohibiting discrimination in employment, housing, public accommodations, education, financing practices, & services of the Municipality based on race, color, sex, religion, national origin, marital status, age, or physical or mental disability.

2002 PERFORMANCES:

See Strategic Framework

2003 PERFORMANCE OBJECTIVES:

See Strategic Framework

RESOURCES:

	2001 REVISED			2002 REVISED			2003 BUDGET		
	FT	PT	T	FT	PT	T	FT	PT	T
PERSONNEL:	6	0	0	6	0	0	6	0	0
PERSONAL SERVICES	\$	396,640		\$	440,720		\$	432,110	
SUPPLIES		2,500			1,300			950	
OTHER SERVICES		65,160			46,860			20,610	
TOTAL DIRECT COST:	\$	464,300		\$	488,880		\$	453,670	
PROGRAM REVENUES:	\$	46,000		\$	36,500		\$	17,000	

WORK MEASURES:

See Strategic Framework 0 0 0

2 SERVICE LEVELS ARE FUNDED FOR THE DEPARTMENT. THIS PROGRAM HAS LEVELS:

1

2003 P R O G R A M P L A N

DEPARTMENT: EQUAL RIGHTS COMMISSION DIVISION:
PROGRAM: Education and Outreach

PURPOSE:

AMC Title 5 requires the Equal Rights Commission to develop outreach & education programs and a new standing committee. Activities may include coordinating training requests, participation in or sponsorship of local events preparing press releases and developing a speakers bureau.

2002 PERFORMANCES:

See Strategic Framework

2003 PERFORMANCE OBJECTIVES:

See Strategic Framework

RESOURCES:

	2001 REVISED			2002 REVISED			2003 BUDGET		
	FT	PT	T	FT	PT	T	FT	PT	T
PERSONNEL:	0	0	0	0	0	0	0	0	1
PERSONAL SERVICES	\$		0	\$		0	\$		16,970
SUPPLIES			0			0			500
OTHER SERVICES			0			0			52,530
TOTAL DIRECT COST:	\$		0	\$		0	\$		70,000

WORK MEASURES:

2 SERVICE LEVELS ARE FUNDED FOR THE DEPARTMENT. THIS PROGRAM HAS LEVELS:

2

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OPERATING GRANT FUNDED PROGRAMS

GRANT PROGRAM	FY 2002 (Grants beginning in 2001)				FY 2003 (Grants beginning in 2002)				LATEST GRANT PERIOD
	Amount	FT	PT	T	Amount	FT	PT	T	
GRANT FUNDING	\$ 20,000	-	0	-	\$ 20,000	-	-	-	
EQUAL RIGHTS COMMISSION GENERAL GOVERNMENT OPERATING BUDGET	\$ 488,880	6	-	-	\$ 523,670	6	-	1	
	\$ 508,880	6	0	-	\$ 543,670	6	-	1	
GRANT FUNDING REPRESENTED	4.1%	OF THE DEPARTMENT'S REVISED 2002 DIRECT COST OPERATING BUDGET.							
GRANT FUNDING WILL REPRESENT	3.8%	OF DEPARTMENT'S DIRECT COST IN THE MAYOR'S 2003 OPERATING BUDGET.							
ANCHORAGE FAIR HOUSING EDUCATION GRANT	\$ 20,000				\$ 20,000 estimate				2003
- Monies will be used to assist in compiling information and providing educational information to the public regarding fair housing rights.									
Total	\$ 20,000	-	-	-	\$ 20,000	-	-	-	