



MOA50

Anchorage 50th Year Anniversary

ANCHORAGE EQUAL RIGHTS COMMISSION

ANNUAL REPORT 2025





LEADERSHIP STATEMENT

As we close 2025, the Anchorage Equal Rights Commission proudly reflects on a year of progress and celebration. Marking our 50th anniversary was more than a milestone; it was a reaffirmation of our enduring commitment to equality and justice for all residents of Anchorage. This year, we strengthened partnerships, expanded education and outreach, and welcomed new leadership and staff dedicated to advancing our mission. Our work in investigating discrimination complaints, delivering community education, and collaborating with state and federal agencies underscores the vital role AERC plays in protecting civil rights.

While challenges remain, our focus on accessibility, fairness, and accountability ensures that we continue to make meaningful strides toward a more welcoming community.

Looking ahead, we remain committed to innovation, engagement, and equal treatment for all. Thank you to our commissioners, staff, partners, and community members for your unwavering support. Together, we will continue building a Municipality where every individual is treated with dignity and respect.

ELAN AQUA *Commission Chair*
JENNIFER BOOZ *Executive Director*

FUNCTION AND DUTIES

Function of the Anchorage Equal Rights Commission

The Anchorage Equal Rights Commission (AERC) enforces Title 5 of the Anchorage Municipal Code. Established in the Anchorage Charter in 1975, its purpose is to prevent unlawful discrimination. The Commission also enforces the Americans with Disabilities Act of 1990 and Title VII of the Civil Rights Act of 1964 through a work-share agreement with the federal Equal Employment Opportunity Commission.

Powers and Duties

A. The equal rights commission is authorized to:

1. Develop programs designed to bring about the prevention and elimination of unlawful discrimination;
2. Investigate complaints of discrimination brought under this title;
3. Administer oaths and affirmations, certify its official acts, and issue subpoenas, subpoenas duces tecum, and other legal process to compel the attendance of witnesses and the production of testimony, books, records, papers, accounts, documents or things in any inquiry, investigation, hearing or proceeding before the commission; the commission may petition the superior court of the state having jurisdiction to enforce its subpoenas, subpoenas duces tecum, and other legal process;
4. Conduct exit interviews with parties to the commission proceedings;
5. Hold public hearings and issue orders under this title;
6. Grant all appropriate forms of relief as described in this title;
7. Intervene in any court proceeding brought under this title;
8. Enter into agreements with counterpart agencies at all governmental levels to promote effective and efficient enforcement of the law;
9. Review complaints of discriminatory acts and practices made to the commission and prioritize allocation of its staff and commission resources among complaints received to best fulfill the purposes of Charter Article XVII, Section 17. In prioritizing its investigatory and enforcement activities, the commission shall seek to eliminate unlawful discriminatory practices in the most cost efficient and effective manner possible;
10. Hire an executive director, subject to the approval of the mayor, who shall serve at the pleasure of the commission; and hire administrative staff as is required in the execution of its duties;
11. Exercise general supervision of and direct the activities of the executive director;
12. Delegate to the executive director all powers and duties given it by this title, except the powers to designate hearing panels and reconsideration panels, hold public hearings, issue orders, and hire the executive director;
13. Recommend to the mayor and assembly new legislation, and adopt such procedural and evidentiary rules as are necessary to fulfill the intent of this title; and
14. Provide an annual report to the mayor and assembly.

POWERS & DUTIES REPORT

Outreach

AERC conducts outreach to raise awareness, share information, and build relationships. This year the AERC attended outreach events with organizations such as the Anchorage Police Department, the Anchorage Community Police Relation Task Force, local middle schools, and a municipal Civics Fair.

Education

The purpose of education is delivering structured learning sessions with clear objectives, curriculum, and assessment. In 2025, the AERC delivered educational programming to organizations such as the Alaska Air Carriers Association, the International Association of Human Rights Associations (IAHORA) annual conference in Anchorage, and the Anchorage Chamber of Commerce.



AERC 50th Anniversary

In 2025, the Anchorage Equal Rights Commission proudly celebrated its 50th anniversary, marking five decades of commitment to promoting and protecting civil rights in Anchorage. The milestone was commemorated with a community-wide event featuring a Commission meeting, historical exhibits, a community gathering and recognition of past and present leaders who have shaped the Commission's legacy. The celebration served as a powerful reminder of the progress made and the ongoing work to ensure equality and justice for all residents.

COMPLAINTS OF DISCRIMINATION

Case Lifecycle Summary – Inquiries, Perfected Rate, Filings & Closures (2021–2025)					
Metric	2021	2022	2023	2024	2025
Inquiries	385	363	333	331	335
Perfected Complaint	18.70%	20.11%	18.02%	14.80%	21.79%
New Complaints	72	73	60	49	73
Determinations & Closures	97	53	85	78	48

Complaint Filings by Area of Discrimination (2021–2025)					
Note: *As of 2025, complaints against the MOA are filed by area and Practices of the MOA.					
Area of Discrimination	2021	2022	2023	2024	2025*
Employment	57	60	49	42	65
Housing	7	4	3	2	0
Public Accommodations	7	5	6	5	7
Financing	0	0	0	0	1
Educational Institutions	0	3	1	0	0
Practices of the MOA	1	1	1	0	8
TOTALS	72	73	60	49	73

COMPLAINTS OF DISCRIMINATION

Complaint Filings by Basis (2021–2025)					
Note: Complaints can be filed with more than one basis; totals are not additive.					
Basis	2021	2022	2023	2024	2025
Race/Color	22	22	32	4	17
Retaliation	19	22	16	18	18
Physical or Mental Disability	30	25	19	20	33
Sex (incl. pregnancy & parenthood)	11	18	10	11	14
Age	4	5	11	4	6
National Origin	8	8	3	3	2
Religion	2	5	2	1	4
Sexual Orientation	1	2	1	0	1
Gender Identity	0	1	1	0	1
Marital Status	3	2	0	0	0

Relief					
Relief Achieved – Settlements/Conciliations with Remedial Measures (2021–2025)					
Metric	2021	2022	2023	2024	2025
Cases with remedial measures	21	17	11	6	17
Total dollars in settlements	\$106,707	\$62,778	\$131,681	\$65,430	\$110,251

THE COMMISSION

Workshare Agreements

The Anchorage Equal Rights Commission (AERC) serves as a Fair Employment Practices Agency (FEPA) for the U.S. Equal Employment Opportunity Commission (EEOC) through an annual workshare agreement. This partnership allows AERC to investigate employment discrimination complaints under federal laws such as Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. By sharing jurisdiction and coordinating case processing, AERC ensures that Anchorage residents receive timely, local enforcement of both municipal and federal anti-discrimination protections while maintaining compliance with national standards.

The AERC investigated and closed 36 cases by close of the EEOC agreement in 2025. This resulted in a payment to the MOA of \$29,050.00. This funding is treated as intergovernmental revenue and offsets, or reduces, the Municipality's financial burden. The AERC also maintains a collaborative workshare agreement with the Alaska State Commission for Human Rights (ASCHR), which encourages a cooperative relationship.

Welcoming New Leadership & Staff

THIS YEAR BROUGHT EXCITING CHANGES TO THE AERC TEAM, INCLUDING THE APPOINTMENT OF A NEW EXECUTIVE DIRECTOR, JENNIFER M. BOOZ. HER LEADERSHIP BRINGS A RENEWED FOCUS ON COMMUNITY ENGAGEMENT, EQUALITY, AND STRATEGIC GROWTH. IN ADDITION, THE COMMISSION WELCOMED TWO NEW EXPERIENCED INVESTIGATORS, AND AN EXECUTIVE ASSISTANT, STRENGTHENING THE AGENCY'S CAPACITY TO RESPOND TO COMPLAINTS, CONDUCT THOROUGH INVESTIGATIONS, AND SUPPORT THE COMMISSION'S EXPANDING OUTREACH EFFORTS.

THE COMMISSION

Meetings

The Commission held regular meetings at 6:00 p.m. on the third Thursday of the month in City Hall, the Fairview Rec Center, The Muldoon Library, the Main Library, and via Microsoft Teams. The municipal webpage is current with agendas, minutes, recordings, commissioner lists, and meeting schedules.

Bylaws, Training and Disclosures

The commission receives ongoing training in Robert's Rules of Order to ensure effective meeting procedures. Bylaws are established, posted on the AERC website, remain compliant with AMC Title 4, and are updated as needed. Economic disclosure forms are submitted to the Clerk's Office as required. Annual ethics training was completed in March 2025.

2025 Commission and Staff Members	
<i>Commission Members</i>	<i>Staff Members</i>
Elan Aqua, Chair	Jennifer Booz, Executive Director (June 2025)
Doreen Brown, Vice-Chair	Lanette Harley, Investigator
Timothy Baranov-Kaderman, Member	Tumaini Cade, Investigator (February 2025)
Kevin Klump, Member	James Griffin, Investigator (January 2025)
Michael Maberry, Member	Maya Amor, Executive Assistant (January 2025)
Stephen Settle, Member	
Ryan Roley, Member	Paul Ervasti, MOA Legal Advisor and Interim Executive Director
May Ramirez-Xiong, Member	
Antavia Hamilton, Member	
Stephanie Harrod, Member	
Heather Barbour, Member	
Gabriel Garcia, Member	

ANCHORAGE EQUAL RIGHTS COMMISSION



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