



Anchorage Equal Rights Commission

Monthly Report

Overview of February 2026



PRESENTED BY
Jennifer Booz, Executive Director

Key Highlights

- Black History Month
- Monday Moments, weekly or biweekly Monday e - mail to share updates and opportunities.
- Time Matters (record management software), procured and in testing phase with IT.
- Annual Report 2025
- Approved for 2025 - 2026 EEOC Contract



ANCHORAGE EQUAL RIGHTS COMMISSION

ANNUAL REPORT 2025



Cases



CLOSURES

Closed 5 cases

4 cases were +240

Average time in process - 267 days

INQUIRIES AND NEW CASES

71 inquiries

99% contacted within 24 hours

8 perfected complaints accepted

PENDING CASES

40 open

Average time in process - 159 days

240+ CASES

6 cases

Budget

EXPENDITURES

300	ASL Interpreters
6,255	Time Matters (Annual)
54	Office Supplies
6,609	TOTAL

11.29%

ANNUAL BUDGET UTILIZATION

Outreach and Education

- Alaska Forum, Poster Presentation
- Anchorage Chamber Diversity Committee
- Anchorage Downtown Partnership, Downtown Redevelopment Tabling (cover photo)
- Anchorage Community and Police Relations Task Force
- Ombudsman Office, Anniversary Open House

**WORKPLACE EQUALITY IN ALASKA:
BUILDING INCLUSIVE EMPLOYMENT FOR
RESILIENT COMMUNITIES**

AUTHOR
Jennifer Booz,
Executive Director

**EQUAL RIGHTS
COMMISSION**

ANCHORAGE EQUAL RIGHTS COMMISSION

- Nine commissioners appointed by Mayor & confirmed by Assembly
- Established in 1975
- Charged with preventing & eliminating unlawful discrimination in Anchorage
- Guided by Municipal Code Title 5

MISSION

The AERC's mission is to enforce federal and municipal anti-discrimination laws and provide equal opportunity to all persons in Anchorage.

MOA50
Anchorage 50th Year Anniversary

IMPACT ON COMMUNITY HEALTH

- Workplace discrimination may lead to increased stress, anxiety and mental health issues
- Economic instability from job loss or lack of opportunities
- Barriers to accessing healthcare due to lack of benefits or work

ANXIETY INSTABILITY HEALTH

Scan the QR code for more info about the Equal Rights Commission!

EMPLOYMENT DISCRIMINATION

- Race, Color & National Origin
- Sex, Gender & Sexual Orientation
- Disability (Physical & Mental)
- Pregnancy & Marital Status
- Religion
- Age
- Retaliation

COMMUNITY & EMPLOYEE ENGAGEMENT

- Free and confidential
- Translators available
- Walk-in, call or email

Come see us in ANC City Hall 110

TOOLS FOR EMPLOYERS

- Anti-discrimination training
- Policy and procedure guidance
- Complaint reduction strategies
- Outreach and education resources

Challenges and Opportunities

- Staffing
- Employee Onboarding
- Case load
- Time Matters upgrade
- Commissioner recruitment

