



## **IV. Strategic Plan**

# **ANCHORAGE EQUAL RIGHTS COMMISSION STRATEGIC PLAN**

Five-Year Plan for 2020-2025

## **Document Control**

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## **IV. Strategic Plan (continued)**

**Mission** The Anchorage Equal Rights Commission enforces municipal and other anti-discrimination laws on behalf of all residents and visitors to Anchorage. The Commission also educates the public about anti-discrimination laws and seeks to increase voluntary compliance with such laws and to uphold the vision of equal opportunity for all.

**Vision** To support and maintain a community in which each person values the rights of others to live, work and play in peace and dignity, and all persons have equal opportunity to realize their full potential both as individuals and as members of society.

### **Commission Goals**

#### **Goal One**

Continue to develop our outreach and marketing plan to improve ways to inform the community about the Commission's services via collaboration and technology.

#### **Goal Two**

Review Title 5 annually and recommend revisions if necessary to ensure code is accurate, facilitates staff work, and is responsive to the community.

#### **Goal Three**

Develop and maintain Commission Development and Orientation Committee to ensure qualified Commission members are timely appointed and trained.

### **Staff Goals**

#### **Goal One**

Respond to inquiries in a timely manner.

#### **Goal Two**

Timely investigate allegations of discrimination.

#### **Goal Three**

Eliminate and prevent discriminatory practices by providing outreach and education to our community.

#### **Goal Four**

Advance staff professionalism by creating and implementing individualized professional development plans.

### **The Principles & Values that Guide Our Work**

Honesty and Integrity

Respect for Everyone

Commitment to Fairness and Impartiality

Teamwork is How We Do Business