



**ANCHORAGE
EQUAL RIGHTS COMMISSION**

May 29, 2020 Worksession

- Introduction
- 2020-2025 Strategic Plan
- Overview of 2019 Statistics
- Litigation
- Proposed Title 5 Revisions



2020-2025 Strategic Plan

Staff Goals

Goal One

Respond to inquiries in a timely manner.

Goal Two

~~Respond to complaints and t~~imely investigate allegations of discrimination.

Goal Three

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



2020-2025 Strategic Plan

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.



2020-2025 Strategic Plan

The Principles & Values that Guide Our Work

Honesty and Integrity

Respect for Everyone

Commitment to Fairness and Impartiality Excellence

Teamwork is How We Do Business



2019 Statistics – Inquiries

	2015	2016	2017	2018	2019
Inquiries	431	442	523	498	516
New Complaints	99	111	134	119	130
% of Perfected Complaints	23.0%	25.1%	25.6%	23.9%	25.2%



2019 Statistics – Area

	2015	2016	2017	2018	2019
Employment	88	100	125	106	116
Housing	3	4	3	5	6
Public Accommodations	6	6	5	6	4
Financing	0	0	0	0	0
Educational Institutions	2	0	0	0	0
Practices of the MOA	0	1	0	2	4
TOTALS:	99	111	134	119	130



2019 Statistics – Basis

	2015	2016	2017	2018	2019
Physical or Mental Disability	32	38	49	43	50
Race/Color	34	47	44	45	38
Retaliation	21	22	38	31	37
Sex (pregnancy and parenthood)	24	32	31	32	28
Age	21	17	20	17	23
National Origin	7	12	10	6	11
Religion	8	7	3	1	4
Sexual Orientation	1	5	6	8	3
Gender Identity	0	1	1	2	1
Marital Status	0	2	1	2	1
Familial Status	1	0	0	0	0

2019 Statistics – Closures

Closure Type	# of Cases
NSE Determination	55
Settlement	24
Withdrawal w/o Benefits	9
Withdrawal w/ Benefits	6
CP Requests Right to Sue Letter	6
Administrative Decision	5
Conciliation (SE Determination)	2
No Jurisdiction	1
Total Closures for 2019	108

Downtown Hope Center v. MOA, AERC

Hope Center is “likely to succeed as to its contention that AMC 5.20.050 does not apply to Hope Center’s homeless shelter.”

- Homeless shelters are explicitly exempt in AMC 5.20.020
- Statutory interpretation → create a harmonious whole
- If “public accommodation” was meant to include homeless shelters, then the exemption in .020 would have no effect



Title 5

- Update definitions: gender identity, public accommodation
- Remove Chapter 5.25
- Commission to exercise general supervision over the ED; prior approval of director's charges/general investigations
- 240 days, except for good cause
- Confidentiality Provisions
- Refine procedural provisions
 - Reconsideration
 - Conciliation
 - Hearing





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