



MUNICIPALITY OF ANCHORAGE
Anchorage Equity Committee of the Assembly
ANNUAL PLAN AND PRIORITIES 2023

Committee Co-Chairs
Thea Agnew Bemben
Reverend Leon May

Assembly Liaisons
Kameron Perez-Verdia
Felix Rivera

1. Guiding Principles and Helpful Pointers

- a. We are working to ensure equity, which means “equal opportunity predicated on equal resources.” Pastor May
- b. The committee’s purpose simply stated: The Assembly’s role is to set policy and allocate resources; this committee helps guide those decisions to build equity in Anchorage.
- c. The committee is a resource for the Assembly, its committees, and the Administration that can be consulted about ideas, projects, and issues; the committee can also bring our ideas, issues, and projects to those bodies.
- d. The committee provides a space for communication, connection, learning, and for voices to be heard.
- e. The committee is “a place to share stories that has power.” Lori Pickett

2. How will the Equity Committee engage with the Assembly, other committees, and the community?

- a. Assembly committees will be invited to attend our committee meeting on a rotating basis so we hear their issues, priorities and have dialogue with them.
- b. The committee may assign a member or two to attend other committee meetings (This is TBD)
- c. Co-chairs (and members) may be assigned to attend full Assembly meetings to report out on our committee (This is TBD)
- d. The committee may provide written and verbal testimony from the Committee to the Assembly (This is TBD)
- e. The committee invites community members and groups to attend meetings about priority topics and may invite specific presentations.
- f. The committee will invite Anchorage Ombudsman to attend meetings.

3. 2023 Priorities + Annual Plan

The committee will continue to refine and prioritize topics within the following three areas:

- a. **Embedding Equity in Municipal Plans, Processes, and Resources**

- i. Address hate speech and making public testimony welcoming for all
- ii. Optimize the role of the Chief Equity Officer
- iii. Equitable granting, hiring, and contracting processes at MOA
- iv. Represent the full community in naming of public places
- v. Update Anchorage's Equity Strategic Plan and Priorities
- vi. Provide input on resolutions, ordinances, or other Assembly work brought to the committee
 - 1. This is often time sensitive: need to have a process for when we need to meet between meetings
- vii. Build understanding and capacity for building equity within this committee, the Assembly, the Administration, and the Municipality
 - 1. Increase readiness to learn how to address and build equity

b. Meeting Basic Needs

- i. Language Access and Digital Access
- ii. Access to health care
 - 1. Crisis Now implementation
- iii. Access and inclusion for people with disabilities
- iv. Housing and homelessness
- v. Food and basic income
 - 1. Livable wages especially for essential workers who are disproportionately BIPOC
- vi. Public Safety plan

c. Equitable Education + Opportunities

- i. Close the opportunity gap and create equal opportunities by addressing inequitable access to early childhood and K-12 education, post-secondary, adult education, and supports
 - 1. ASD Board has a life readiness goal and preparedness for participating in local economy
- ii. Create a culture of equity within workplaces, organizations, governance,
 - 1. Provide education and dialogue with the community about equity issues, build understanding and support for building equity
 - 2. Educate nonprofit and community organizations and businesses to diversify all levels of leadership and increase readiness within organizations for this

4. Activities to address the Priorities

a. Establish regular structure for engaging with other Assembly committees and full Assembly to identify issues being addressed by other committees that this committee wants to engage with, within our priority areas

- i. Identify process to engage with the Assembly and relevant committees on hot topics to make immediate changes

- b. Invite community partners to committee meetings and provide targeted, immediate support for opportunities**
 - i. Remind and refresh previous strategic planning efforts and increase readiness for an Equity Plan for Anchorage
- c. Educate committees and Assembly members about equity, our role, our capacity and interest areas, establish common language**
 - i. Training
 - ii. Information
- d. Other items for future work**
 - i. Make community data gathering and needs assessments equitable and representative
 - ii. Research current policy on important topics, like procurement and grants, to identify policy changes to build equity
 - iii. Designate time for specific projects working with other committee and bodies, like Public Safety Plan or engagement with Anchorage School Board