



Equal Employment Opportunity Overview

Municipality of Anchorage
Affirmative Action Programs

Assembly Work Session 8/25/2023

Executive Order 11246, 1965, as amended

Requires affirmative action and prohibits federal contractors from discriminating on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.

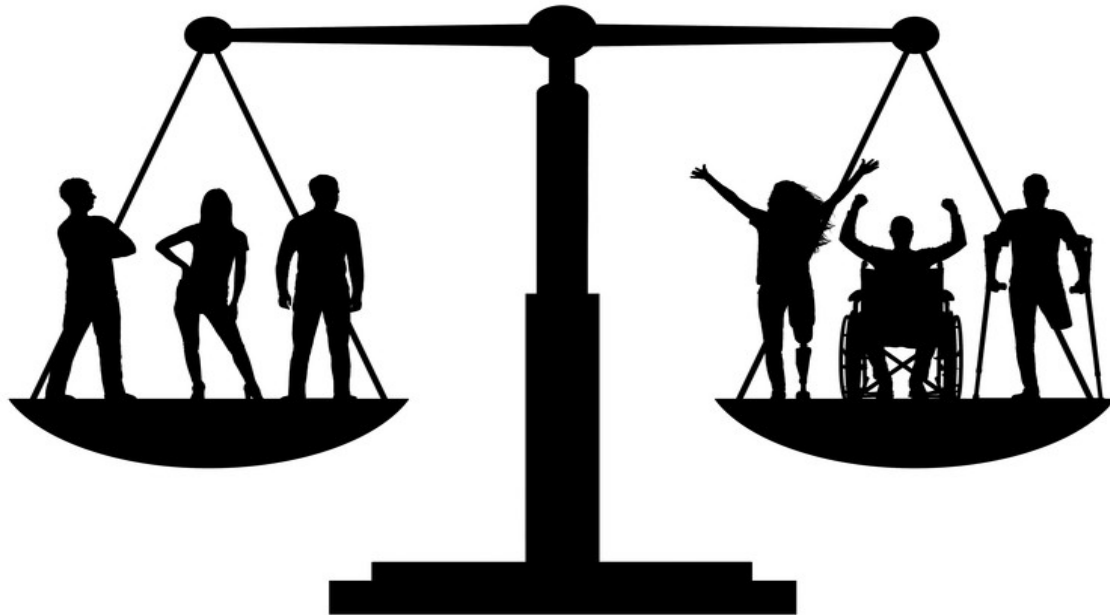


Signing of the Civil Rights Act of 1964



Title 41 Public Contracts and Property Management

Chapter 60 Office of Federal Contract Compliance Programs,
Equal Employment Opportunity, Department of Labor



- “Contractor” is a very broad term. In essence, an organization or entity which receives funds from the federal government is a “contractor”.
- Although local government is exempt from the requirement to develop and maintain a written affirmative action program, *Municipal Code holds that HR will prepare a plan.*

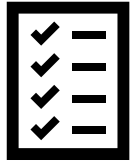
EXCERPT: 41 § 60-2.10 General purpose and contents of affirmative action programs.

Purpose. An affirmative action program is a management tool designed to ensure equal employment opportunity. A central premise underlying affirmative action is that, absent discrimination, over time a contractor's workforce, generally, will reflect the gender, racial and ethnic profile of the labor pools from which the contractor recruits and selects.

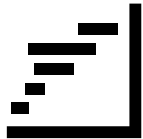


The MOA continually strives to develop a workforce that reflects the gender, racial and ethnic profiles its relevant labor pools in the Anchorage community.

MOA has four Affirmative Action Programs

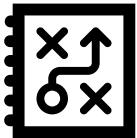


✓ Women and Minorities



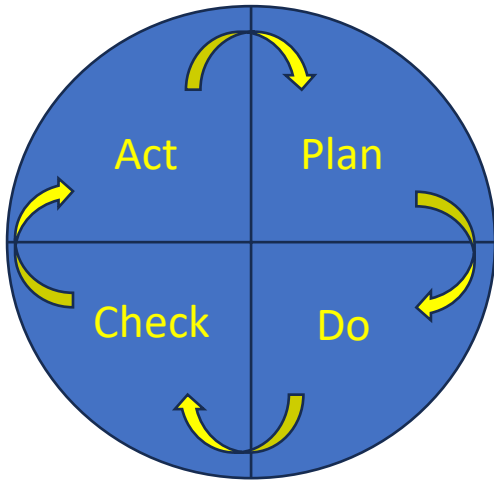
✓ Individuals Experiencing Disabilities

✓ Veterans



✓ FTA – Federal Transit Administration

General Contents of Affirmative Action Programs



Diagnostic / Quantitative Analyses

Action-oriented Programs

Internal Auditing / Reporting Systems

Affirmative Action Planning

The Plan Year of an affirmative action plan is a calendar year beginning on the first day of the year and ends of the last day of the year.



Affirmative Action Planning

Utilization Analysis

- Compare utilization of women, minorities and people experiencing disabilities to availability in the community
- We use data provided by the Federal Government for the availability

Quantitative Analyses

- Analyze outcomes in hiring, promotions, separations for women and minorities
- We use workforce data from the previous year and applicant data from our applicant tracking platform



Affirmative Action Planning

Results of analyses form the affirmative action plan for the year

- Placement Goals – statistically significant underutilization
- Areas of Concern (aka Problem Areas) - statistically significant disparity in personnel action outcomes

Reporting

- Affirmative action plans are published at the beginning of the plan year
- Quarterly progress reports to Chief Equity Officer and Chief Human Resources Officer
- Mid-Term Report to Administration and Assembly



Primary tools for promoting equal employment opportunity

- Diverse recruiting
- Fair screening and selection procedure
- Dampen unconscious bias

