

ASSEMBLY MEMBERS
FELIX RIVERA & GEORGE MARTINEZ

AO 2023-90

**THE EQUITY &
LANGUAGE ACCESS
ORDINANCE**

www.muni.org/worksessions



CREATION OF THE OFFICE OF EQUITY & JUSTICE

AO 2020-79(S), As Amended created the position of the **Chief Equity Officer**

Coordinating across the Mayor's Office, Assembly and community partners to:

- 1) ensure that equity is centered within municipal policies and procedures
- 2) focus on eliminating inequities to increase the wellbeing and success for all residents

RESPONSIBILITIES OF THE CHIEF EQUITY OFFICER

The Chief Equity Officer is charged to **“actively monitor equity”**

“Establish **baseline equity data targets/benchmarks** in collaboration with partners and establish goals and initiatives to make progress and processes to track outcomes”

“Collect, evaluate, and analyze indicators and progress benchmarks related to addressing systemic disparities”

“Develop and coordinate reports and supporting materials to be presented to the Mayor and Assembly for information or action”

HOW DOES THE ORDINANCE ADDRESS THESE ISSUES?

It requires semiannual reporting to the Mayor and Assembly to provide baseline data, benchmarks, and our progress towards addressing systemic disparities.

Educational opportunities and outcomes

Economic opportunities and outcomes

Physical & Mental Wellness and access to resources

Access to and provision of **Municipal Services**

If we are going to make **systemic progress and spur change,**

then we must have a sense of **baseline data and metrics,** a core and basic function of the Chief Equity Officer.

LANGUAGE ACCESS IS A FEDERAL REQUIREMENT

Title VI of the Civil Rights Act of 1964 requires recipients of Federal financial assistance to take **reasonable steps to make their programs, services, and activities accessible** by eligible persons with limited English proficiency (LEP).

Executive Order 13166 requires federal agencies to **provide LEP guidance to its recipients**, including the MOA and our contractors who receive federal funds.

When we accept federal funds, we agree to comply with Title VI provisions regarding LEP and we agree to ensure our contractors comply as well.

HOW DOES THIS ORDINANCE ADDRESS LANGUAGE ACCESS?

- Makes the **Office of Equal Opportunity Director** responsible for conducting an annual review of all departmental language access plans, which are already required by a Municipal-wide P&P.
- Makes the **Purchasing Director** responsible for ensuring that all applicable contractors are complying with federal regulations regarding LEP and language access plans.

Language access is already a **cornerstone of Municipal policy**, it is a federal requirement, and it is one way for us to **recognize and honor the diversity of our community**.

WOMEN- & MINORITY-OWNED DISADVANTAGED BUSINESS ENTERPRISE

DBEs are for-profit small businesses where socially and historically disadvantaged individuals own at least a **51% interest** and also control management and daily operations.

African Americans, Hispanics, Native Americans, Asian-Pacific and Subcontinent Asian Americans, and women are presumed to be socially and economically disadvantaged.

Purpose of the program is to ensure that those who qualify have the opportunity to participate in contracts with U.S DOT or their recipients (the MOA, and our contractors who receive federal funds).

HOW DOES THIS ORDINANCE ADDRESS W/DBE?

- Makes the **Chief Equity Officer** responsible for ensuring that OEO is compliant with W/DBE regulations
- Makes the **Purchasing Director** responsible for ensuring that applicable contractors are complying with W/DBE regulations

W/DBE is another avenue for us to **advance equity and compliance** of these federal regulations should be monitored by the relevant municipal agencies.



REED LESLIE
REJOY
SHANA THE DESIGNER

THANK YOU.

Felix Rivera

District 4 | Midtown

felix.rivera@anchorageak.gov

George Martinez

District 5 | East Anchorage

george.martinez@anchorageak.gov

www.muni.org/assembly

