

2021 MOA AAP

Assembly Work Session 2/18/2022

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Director of Employment, Classification & Records since July 2019

- Worked in HR for 22 years.
- 19 years at University of Alaska Anchorage.
 - Campus HR Director
 - Regional Personnel Officer
 - Interim Director of Equity and Compliance and Title IX Coordinator.
 - Member of the UAA Diversity Action Council.
 - Contributing author of UAA Diversity and Inclusion Action Plan published in 2017.
 - 20 years Adjunct Instructor at College of Business and Public Policy teaching HR and HR-related classes.
 - Became an expert in AAPs when UAA's AAP was audited by Office of Federal Contractor Compliance Programs (OFCCP). Received a "No defects noted" letter from OFCCP.

Timeline of AAPs

There are gaps in documentation of AAP completion.

AAPs completed: 2005, 2006, 2007, 2011, 2012 and 2014.

Unknown whether these plans were submitted to the Assembly.

No AAPs completed: 2008, 2009, 2010, 2013, 2015, 2016, 2017, 2018.

AAPs completed: 2019, 2020, and 2021.

2020 and 2021 submitted to the Assembly.

No work session held for 2020; fielded a few questions.

AAP In-work: 2022

MOA Demographic Overview

Table 1 – Demographic Overview

	MOA 2020		MOA 2021		Anchorage Working Age Population % ¹	Occupation- based Availability % ²
	Total	Percent	Total	Percent		
Female	850	31.5%	823	32.5%	49.6%	34.05%
Male	1851	68.5%	1708	67.5%	50.4%	64.02%
Asian	156	5.8%	150	5.9%	9.8%	3.8%
Black or African Am.	100	3.7%	95	3.8%	6.1%	2.7%
Hispanic	123	4.6%	110	4.3%	8.8%	3.9%
AK Native or Am. Indian	95	3.5%	99	3.9%	8.6%	4.5%
Hawaiian or P. Islander	36	1.3%	34	1.3%	2.6%	1.6%
Two or More Races	72	2.7%	81	3.2%	6.2%	2.7%
White	2119	78.5%	1962	77.5%	66.6%	78.8%
Veteran	321	11.9%	301	11.9%	-	-
Disabled	10	0.4%	10	0.4%	-	-
Total Employees	2701		2531 ³			

Notes:

1. Working age population includes persons in Anchorage between the ages of 20 and 64. Source: Alaska Department of Labor and Workforce Development 2019 population estimate for Anchorage.
2. Composite availability in Anchorage census area within occupations employed by the MOA. Source: US Census Bureau.
3. With the 2020 sale of ML&P, 265 regular positions were eliminated.

41 CFR Section 60-2.10

Purpose and Content of Affirmative Action Programs

“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.”

A major part of an AAP is a “...diagnostic component which includes...quantitative analyses...”

A Few Terms and Definitions

Job Group: a grouping of jobs with *similar duties, similar compensation and similar opportunities for promotion*. Each Job Group is also associated with occupation codes from the EEO Tabulation. This is where we find the Anchorage census area availability for women and minorities.

Utilization: the percent of women or minorities of the workforce in a Job Group.

Availability: the percent of women or minorities within the Anchorage census area and those considered promotable within the MOA workforce.

A Few Terms and Definitions, cont'd

Placement Goal:

- Reasonably attainable objective or target for achieving equal opportunity within a Job Group. It is not a quota or set-aside.
- Determined by comparing Utilization to Availability.
- Established when there is a *statistically significant** under-utilization of women or minorities within a Job Group.
- Progress toward the goal is determined by comparing the Placement Rate (number of promotions and hires) to Placement Goal. Progress

*See next slide for explanation.

A Few Terms and Definitions, cont'd

Statistically significant:

- The Two Standard Deviation Test is used to determine whether an observed difference between Utilization and Availability is so great as to need a Placement Goal.
- When the Two Standard Deviation Test is passed, the observed difference is within what would be expected from normal variation and is not significant. IN this case, no Placement Goal is needed.
- When this test is failed, the observed difference is considered significant, and a Placement Goal is set at the rate of Availability.

2021 Placement Goals

85% of the MOA Workforce reflects the gender, racial and ethnic profile of the labor pools from which the MOA recruits and selects.

Job Group	Category	2021 Placement Goal	Progress? / 2021 Placement Rate	Goal in 2022? /Utilization/Availability
Business and Finance 2	Minorities	34.6%	Yes. / 40%	No / 30.3% / 32.5%
Health 1	Female	91.7%	No. / 75%	No / 85.7% / 83.3%
Library 2	Female	92.2%	No. / 80%	No / 75% / 79.5%
Management 3	Female	38.9%	No. / 16.7%	No / 20.5% / 28.3%
Materials Handling 1	Minorities	55.5%	No. / 0%*	Yes / 16.7% / 54.9%
Transportation 1	Female	35.4%	No. / 15%	Yes / 16.5% / 30%

* There was no placement activity at all in Materials Handling 1 Job Group.

A Few Terms and Definitions, cont'd

Disparity

- When disparity is observed in a personnel process (hiring, promotions, termination) two tests are used to determine whether the observed disparity is statistically significant: the Two Standard Deviation Test and Fisher's Exact Test.
- If the observed disparity passes the Two Standard Deviation Test, then the observed degree of disparity is what could be expected from normal variation and is not significant.
- If the disparity fails the Two Standard Deviation Test, the Fisher's Exact Test is then run. This is because, as its name suggests, the Fisher's Exact Test is a more exact test.
- If the disparity fails the Fisher's Exact Test, then the observed degree of disparity is outside what would be expected from normal variation and is significant. Further steps must be taken to find whether a barrier to equal opportunity exists and if so, removed.

Areas of Concern

For 84% of the MOA Workforce personnel processes showed no disparity.

Job Group	Personnel Process	Category	Notes
Administrative 2	Hiring	Asian	Noted disparity not statistically significant. But Monitor.
Health 2	Hiring	White	Recounted applicants. Recalculated. Not statistically significant.
Science 2	Hiring	White	Noted disparity not statistically significant. But Monitor.
Transportation 1	Hiring	White	Noted disparity not statistically significant. But Monitor.
Construction 2	Promotions	White	Not statistically significant. Small number of employees who actually applied for promotion.
Transportation 1	Promotions	Male	Noted disparity not statistically significant. But Monitor.
Law Enforcement 4	Separations	Female	All voluntary separations for personal reasons.
Transportation 1	Separations	Hispanic	Noted disparity not statistically significant. But Monitor.

Monitor means examining the Job Group personnel activity quarterly or at mid-year.

Veterans

MOA Utilization Rate: 11.8%

OFCCP Hiring Benchmark: 5.7%

Application Rate: 14.5%

Hire Rate: 12.3%

Disability

MOA Workforce Disability Utilization: 0.4%

OFCCP Utilization Goal: 7%

Applicant self-identification as experiencing a disability:

- NEOGOV form deactivated in 2014 after collected data for a short time.
- NEOGOV form reactivated October 2021.

Employee self-identification as experiencing a disability:

- SAP configured to collect this data, but not activated upon SAP implementation in 2017.
- Request for change submitted January 2022.

Begun collaboration with SOA Department of Labor and Workforce Development and SOA Vocational Rehabilitation.

MOA will attend SOA Vocational Rehabilitation Job-X Conference.

SOA Dept. of Labor and Workforce Development with attend MOA Annual Job Fair.