

Submitted by: Chairman of the Assembly at
the Request of Mayor
Prepared by: Equal Rights Commission
For reading: September 12, 2006

CLERK'S OFFICE
AMENDED AND APPROVED
Date: 9-26-06

ANCHORAGE, ALASKA
AO NO. 2006-128

1 AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE TITLE 4 AND TITLE 5, TO
2 RENAME THE STANDING COMMITTEE ON THE PROMOTION OF TOLERANCE AND
3 DIVERSITY AS THE ANCHORAGE COMMUNITY DIVERSITY ADVISORY COMMISSION, AND
4 TO PROVIDE STAFF SUPPORT FOR THE NEW COMMISSION FROM THE OFFICE OF EQUAL
5 OPPORTUNITY.
6

7
8 **THE ANCHORAGE ASSEMBLY ORDAINS:**
9

10 **Section 1.** Anchorage Municipal Code chapter 4.60 is amended by adding a new section as
11 follows:
12

13 4.60.280 Anchorage community diversity advisory commission.
14

- 15 A. There is hereby established the Anchorage community diversity advisory
16 commission, consisting of nine members, reflective of the diverse population of
17 Anchorage. Members of the commission may be nominated by the mayor, any
18 member of the assembly or any member of the public, and shall be appointed by the
19 mayor and the mayor shall set their terms-, confirmed by the Assembly.
20 B. The purpose of the commission is to increase the community's awareness of and
21 appreciation for the unique racial and ethnic diversity of Anchorage and to promote
22 acceptance in Anchorage. The commission shall be staffed by, and report directly to,
23 the office of equal opportunity.
24 C. The Anchorage community diversity advisory commission shall have the following
25 powers and duties:
26
27 1. Act as a clearinghouse and serve as the executive board of the community
28 diversity coalition to receive and coordinate information on and the status of
29 racial and ethnic issues in Anchorage;
30
31 2. Serve as the municipality's informational resource on issues of diversity-
32 related conflict as situations arise;
33
34 3. Hear and review public concerns on racial and ethnic issues in Anchorage
35 and make recommendations to the office of equal opportunity;
36
37 4. Advise and recommend policies to the mayor and assembly that will enhance
38 appreciation of racial and ethnic diversity and promote acceptance within
39 Anchorage; and
40
41 5. Collaborate with other agencies and community programs to raise the
42 consciousness of the community regarding the unique racial and ethnic
43 diversity of Anchorage to promote acceptance.
44
45

1 **Section 2.** Anchorage Municipal Code section 5.10.040 is hereby amended to read as follows:

2
3 5.10.050 Standing Committees.

4
5 A. [THE COMMISSION SHALL ESTABLISH A STANDING COMMITTEE ON THE
6 PROMOTION OF TOLERANCE AND DIVERSITY CONSISTING OF 11
7 RESIDENTS OF ANCHORAGE, REFLECTIVE OF THE DIVERSE POPULATION
8 OF ANCHORAGE. MEMBERS OF THE COMMITTEE MAY BE NOMINATED BY
9 THE MAYOR, ANY MEMBER OF THE ASSEMBLY OR ANY MEMBER OF THE
10 PUBLIC, AND SHALL BE APPOINTED BY THE COMMISSION AND THE
11 COMMISSION SHALL SET THEIR TERMS. THE PURPOSE OF THE COMMITTEE
12 IS TO INCREASE THE COMMUNITY'S AWARENESS OF AND APPRECIATION
13 FOR THE UNIQUE RACIAL AND ETHNIC DIVERSITY OF ANCHORAGE AND TO
14 ELIMINATE INTOLERANCE AS WELL AS UNLAWFUL DISCRIMINATION IN
15 ANCHORAGE. THE COMMITTEE SHALL BE STAFFED BY, AND REPORT
16 DIRECTLY TO THE COMMISSION.

17
18 1. THE STANDING COMMITTEE ON THE PROMOTION OF TOLERANCE
19 AND DIVERSITY SHALL:

20 A. ADVISE AND ASSIST THE COMMISSION ON ISSUES RELATING
21 TO RACIAL AND ETHNIC DIVERSITY AS WELL AS THE ELIMINATION OF
22 INTOLERANCE AND UNLAWFUL DISCRIMINATION WITHIN ANCHORAGE;

23 B. ACT AS A CLEARINGHOUSE TO RECEIVE AND COORDINATE
24 INFORMATION ON AND THE STATUS OF RACIAL AND ETHNIC ISSUES AS
25 WELL AS ELIMINATION OF INTOLERANCE AND UNLAWFUL DISCRIMINATION
26 IN ANCHORAGE;

27 C. SERVE AS THE MUNICIPALITY'S INFORMATIONAL RESOURCE
28 ON ISSUES OF DIVERSITY-RELATED CONFLICT AS SITUATIONS ARISE;

29 D. HEAR AND REVIEW PUBLIC CONCERNS ON RACIAL AND
30 ETHNIC ISSUES AND MAKE RECOMMENDATIONS TO THE COMMISSION
31 REGARDING THE ELIMINATION OF INTOLERANCE AND UNLAWFUL
32 DISCRIMINATION;

33 E. RECOMMEND TO THE COMMISSION PROGRAMS AND
34 COMMUNITY OUTREACH DESIGNED TO INCREASE APPRECIATION OF THE
35 VALUE OF RACIAL AND ETHNIC DIVERSITY AND TO ELIMINATE
36 INTOLERANCE AND UNLAWFUL DISCRIMINATION IN ANCHORAGE;

37 F. RECOMMEND TO THE COMMISSION POLICIES AND ACTIVITIES
38 THAT WILL ENHANCE APPRECIATION OF RACIAL AND ETHNIC DIVERSITY
39 AND ELIMINATE INTOLERANCE AND UNLAWFUL DISCRIMINATION WITHIN
40 ANCHORAGE; AND

41 G. COLLABORATE WITH OTHER AGENCIES AND COMMUNITY
42 PROGRAMS TO RAISE THE CONSCIOUSNESS OF THE COMMUNITY TO
43 PREVENT OR ALLEVIATE INTOLERANCE.

44
45 B.] The commission may establish such [OTHER] standing committees as the
46 commission deems necessary to carry out its duties and responsibilities.

47
48 **Section 3.** Anchorage Municipal Code section 5.10.040 is hereby amended to read as follows:

49
50 5.10.040 Powers and duties.

51
52 A. The equal rights commission is authorized to:

1. Develop programs designed to bring about the prevention and elimination of unlawful discrimination[, AS FOLLOWS:
 - A. SPEAK OUT AGAINST UNLAWFUL DISCRIMINATORY ACTS AND PRACTICES, AS WELL AS ACTS OF INTOLERANCE OR INVIDIOUS DISCRIMINATION AS THEY OCCUR IN OUR COMMUNITY;
 - B. ORGANIZE AND CONDUCT SUCH PROGRAMS OF COMMUNITY OUTREACH AND EDUCATION AS ARE NECESSARY TO ELIMINATE UNLAWFUL DISCRIMINATION AND INTOLERANCE, AND TO INCREASE THE COMMUNITY'S AWARENESS OF AND APPRECIATION FOR THE UNIQUENESS AND DIVERSITY OF THE ANCHORAGE COMMUNITY; AND
 - C. DEVELOP POLICIES, PROGRAMS, AND ACTIVITIES THAT WILL HELP ELIMINATE UNLAWFUL DISCRIMINATION AND INTOLERANCE AND ENHANCE THE COMMUNITY'S APPRECIATION OF OUR UNIQUE RACIAL AND ETHNIC DIVERSITY];
2. Investigate complaints of discrimination brought under this title;
3. Administer oaths and affirmations, certify its official acts, and issue subpoenas, subpoenas duces tecum, and other legal process to compel the attendance of witnesses and the production of testimony, books, records, papers, accounts, documents or things in any inquiry, investigation, hearing or proceeding before the commission; the commission may petition the superior court of the state having jurisdiction to enforce its subpoenas, subpoenas duces tecum, and other legal process;

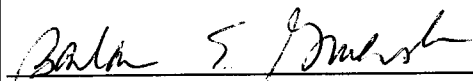
Section 4. This ordinance shall be effective immediately upon its passage and approval by the Assembly.

PASSED AND APPROVED by the Anchorage Assembly this 26th day of September, 2006.



Chair

ATTEST:



Municipal Clerk

G:\erc\Administrative
Assistant\Title 5\2006\Title 5 &
Title 4 Proposed Amendments
with AM & SEE - Final - AM.doc

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AO Number: 2006- 128

Title: An ordinance renaming the Standing Committee on the Promotion of Tolerance and Diversity as the Anchorage Community Diversity Advisory Commission, and providing staff support for the new commission from the office of equal opportunity.

Sponsor: Mayor

Preparing Agency: Anchorage Equal Rights Commission

Others Impacted: Office of Equal Opportunity

CHANGES IN EXPENDITURES AND REVENUES:

(In Thousands of Dollars)

	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>
Operating Expenditures					
1000 Personal Services					
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

No public sector economic effects are anticipated. This information is included in the AM at page 1, paragraph 4, indicating that there will be no public sector economic effects.

PRIVATE SECTOR ECONOMIC EFFECTS:

No private economic effects are anticipated.

Prepared by:

Barbara A. Jones, Executive Director, Equal Rights Commission

Telephone: 343-4339

MUNICIPALITY OF ANCHORAGE
ASSEMBLY MEMORANDUM

NO. AM 642-2006

Meeting Date: September 12, 2006

1 From: Mayor

2
3 Subject: An ordinance renaming the Standing Committee on the Promotion of
4 Tolerance and Diversity as the Anchorage Community Diversity Advisory
5 Commission, and providing staff support for the new commission from the
6 Office of Equal Opportunity.
7
8

9 Assembly Ordinance No. AO. 2006-128 amends Anchorage municipal code title 4 and title 5,
10 to rename the Standing Committee on the Promotion of Tolerance and Diversity as the
11 Anchorage Community Diversity Advisory Commission, and to provide staff support for the new
12 commission from the Office of Equal Opportunity. In 2001, the Anchorage Assembly placed the
13 Standing Committee on the Promotion of Tolerance and Diversity within the Anchorage Equal
14 Rights Commission. The Standing Committee was charged with acting as a clearing house to
15 receive and coordinate information on the status of racial and ethnic issues within the
16 municipality; serving as the municipality's informational resource on issues of diversity-related
17 conflict; and recommending community outreach and collaborating with other agencies to
18 increase the appreciation of racial and ethnic diversity in our community.
19

20 In 2003, Mayor Mark Begich created a new position in the Office of Equal Opportunity for a
21 Community Outreach Liaison, the duties of which include working on racial and ethnic issues in
22 Anchorage, which are similar to the charges for the AERC Standing Committee. Mayor Begich
23 elevated the Office of Equal Opportunity to a new department reporting directing to the Mayor's
24 Office because of the importance of issues of race and ethnicity in our community. Since 2003,
25 the Office of Equal Opportunity has had success in addressing these issues by creating the
26 Anchorage Diversity Coalition, a group of often over 50 interested people who meet on a
27 monthly basis to discuss issues regarding diversity in our community, as well as by initiating
28 "Mayor Diversity Week," the week-long celebration of the diversity in our community resulting in
29 hundreds of programs throughout our community celebrating diversity, and culminating in an
30 award appreciation dinner recognizing individuals and groups in our community who have made
31 significant contributions to promoting diversity.
32

33 To make certain that the important work regarding issues of race and ethnicity are directed out
34 of the Mayor's Office of Equal Opportunity, Mayor Mark Begich proposed to the Commission
35 moving the Standing Committee on the Promotion of Tolerance and Diversity from the
36 Anchorage Equal Rights Commission to the Office of Equal Opportunity. The Anchorage Equal
37 Rights Commission has approved the proposal to move the Standing Committee since the
38 Commission's key mission is investigating allegations of discrimination and enforcing the laws
39 prohibiting discrimination in housing, employment, education, financing, public
40 accommodations, and practices of the municipality, based on race, color, national origin, sex,
41 marital status, and physical or mental disability.
42

43 Although some funds were budgeted for the Equal Rights Commission in 2001 to support
44 increased investigative work and the role of the Standing Committee, due to budget cuts since

2001, there are no longer any funds in the Commission's budget for the Standing Committee.
Thus, there are no anticipated economic effects from moving the Standing Committee to the
Office of Equal Opportunity

THE ADMINISTRATION RECOMMENDS APPROVAL OF THE ORDINANCE AMENDING
ANCHORAGE MUNICIPAL CODE TITLE 4 AND TITLE 5, TO RENAME THE STANDING
COMMITTEE ON THE PROMOTION OF TOLERANCE AND DIVERSITY AS THE
ANCHORAGE COMMUNITY DIVERSITY ADVISORY COMMISSION, AND TO PROVIDE
STAFF SUPPORT FOR THE NEW COMMISSION FROM THE OFFICE OF EQUAL
OPPORTUNITY.

Prepared by: Barbara A. Jones, Executive Director, Anchorage Equal Rights
Commission
Concur: Denis LeBlanc, Municipal Manager
Respectfully submitted: Mark Begich, Mayor

Content Information

Content ID : 004322

Revision: 0

Type: Ordinance - AO

AN ORDINANCE AMENDING ANCHORAGE MUNICIPAL CODE TITLE 4 AND TITLE 5, TO RENAME THE STANDING COMMITTEE ON THE PROMOTION OF

Title: TOLERANCE AND DIVERSITY AS THE ANCHORAGE COMMUNITY DIVERSITY ADVISORY COMMISSION, AND TO PROVIDE STAFF SUPPORT FOR THE NEW COMMISSION

Author: jonesbar

Initiating Dept: EqualRights

Select Routing: Standard

Review

Depts:

Description:

Keywords:

Date Prepared: 8/29/06 9:51 AM

Director Name: Barbara A. Jones

Workflow History

<u>Workflow Name</u>	<u>Action Date</u>	<u>Action</u>	<u>User</u>	<u>Security Group</u>	<u>Content ID</u>	<u>Revision</u>
AllOrdinanceWorkflow	8/30/06 10:41 AM	Checkin	jonesbar	Public	004322	0
EqualRights_SubWorkflow	8/30/06 10:42 AM	Approve	jonesbar	Public	004322	0
AllOrdinanceWorkflow	8/31/06 8:20 AM	Reject	mitsonjl	Public	004322	0
AllOrdinanceWorkflow	8/31/06 8:33 AM	Checkin	jonesbar	Public	004322	0
EqualRights_SubWorkflow	8/31/06 8:33 AM	Approve	jonesbar	Public	004322	0
OMB_SubWorkflow	8/31/06 9:28 AM	Approve	mitsonjl	Public	004322	0
Legal_SubWorkflow	8/31/06 7:09 PM	Approve	gatesdt	Public	004322	0
MuniManager_SubWorkflow	9/1/06 9:25 AM	Approve	leblancdc	Public	004322	0
MuniMgrCoord_SubWorkflow	9/1/06 9:33 AM	Approve	abbottmk	Public	004322	0

MUNICIPALITY OF ANCHORAGE
INFORMATION MEMORANDUM

NO. AIM 101-2006

Meeting Date: September 26, 2006

From: Barbara A. Jones, Executive Director, Anchorage Equal Rights Commission

Subject: AO 2006-128, An ordinance renaming the Standing Committee on the Promotion of Tolerance and Diversity as the Anchorage Community Diversity Advisory Commission, and providing staff support for the new commission from the Office of Equal Opportunity.

The changes proposed in Assembly Ordinance 2006-128 assist in maintaining the appropriate distinction between the Equal Rights Commission and the Office of Equal Opportunity.

The Anchorage Equal Rights Commission (AERC) and the Mayor's Office of Equal Opportunity (OEO) have different missions and a different focus, which is often belied by the similarity in names.

The Anchorage Equal Rights Commission is a law-enforcement and regulatory agency that enforces anti-discrimination laws in the areas of employment, housing, education, public accommodations, financial practices, and practices of the municipality, if the conduct is based on a person's race, color, religion, national origin, sex, physical or mental disability, age, marital status, or retaliation. The focus of the Anchorage Equal Rights Commission is on investigations, enforcement, and compliance education to assist individuals and entities in understanding their rights and the scope of anti-discrimination law.

In contrast, the Office of Equal Opportunity's focus is on maintaining and establishing internal programs that promote diversity and equal opportunity in Municipal operations, as well as promoting diversity in community outreach, such as Mayor's Diversity Week, celebrated every year during the last week of September in conjunction with the National League of Cities' Race Equality Week. The OEO's specific objectives are to investigate internal Municipal employee discrimination complaints; ensure that companies that do business with the Municipality follow contract compliance regulations; ensure that minority, disadvantaged and/or woman-owned businesses have equal opportunity in municipal programs; and to promote diversity within the Municipal workforce and the community.

The Anchorage Equal Rights Commission has administratively housed the Standing Committee on the Promotion of Tolerance and Diversity during initial development. The Standing Committee on the Promotion of Tolerance and Diversity has worked hard in its infancy to accomplish its mission to promote diversity in our community. Attached is a list of Standing Committee activities and the names of the committed individuals who served on the Standing Committee that facilitated many of those events. It is with maximum respect and appreciation for their individual and collective work that this administrative change in AO 2006-128 is proposed.

Prepared and respectively submitted by: Barbara A. Jones, Executive Director, AERC

**Sample of Accomplishments of the
Standing Committee on the Promotion of Tolerance and Diversity
2003-2006**

Sponsored a "Diversity Rally Against Racism," labeled as "a decent response" by the editor of the Anchorage Daily News to the November 2, 2003 paintball assault on a young Alaska Native woman in Muldoon.

Created and distributed beautiful "diversity ribbons" - featuring Municipal pins with blue and gold ribbons - at the Diversity Rally Against Racism in 2003 and at AFN and the Mayor's Diversity Awards Dinner in 2004.

Conceived and developed the idea for a web-based "Multicultural and Diversity Calendar of Events," which allows citizens and visitors to Anchorage to find and add diversity events to the calendar! The calendar can be reached through a link from the Municipality's Diversity website at <http://www.muni.org/diversity/>.

Created a Hate Crimes Task Force, which in conjunction with APD, the Anchorage Office of the FBI, and the Southern Poverty Law Center, created and delivered educational presentations throughout 2004 and 2005 to community members and groups to assist our community in responding to and preventing hate crimes.

Conceived and developed a series of public service announcements called "We Are Anchorage!" in partnership with UAA, which feature diverse citizens of Anchorage in various occupations. The PSAs were featured during Mayor's Diversity Week in 2004, ran during the Assembly breaks throughout 2004-2005, and on Channel 2 in 2006, and were nominated for "Heart of Anchorage" and the National Student Emmy awards in 2006.

Sponsored and co-sponsored a number of programs through its Program Task Force that promoted diversity including

- * Three "Neighborhood Police and Fire Applicant Schools" in 2004 on MLK, Jr. Day of Service, Elizabeth Peratrovich Day, and one day during Hispanic Heritage Month;
- * A Black History Program featuring the Delany Sisters First 100 Years in February 2004;
- * An Alaska Native/American Indian Heritage Month Celebration in November 2004, featuring Shirley Jimerson, an Alaska Native Storyteller;
- * A Tribute to George Harper for his Contributions to Black History in Alaska, featuring an outstanding display of photos of "Blacks in the Gold Rush" for two weeks in February 2005;
- * A Women's History project called "Continuing HerStory," which organized a series of web-based book reviews by local citizens for Women's History Month in March 2005;
- * Two Asian Pacific American Heritage Month celebrations in May 2005 and 2006, unveiling dynamic photo displays of "Filipinos in Alaska" (2005) and "Japanese in Alaska" (2006).

**Members of the
Standing Committee on the Promotion of Tolerance and Diversity**

Norma Lucero, Chair (founding member, served as Secretary)
Richard Benavides, Vice-Chair (founding member)
Toni Kahklen-Jones, Secretary (founding member)
Kevin Holmes (founding member)
Ida F. Nelson (founding member, served as Vice Chair)
Lucy Hansen
Antonio Anderson
Angelina Estrada-Burney
Ron Tidler
Fa'amigi Masina (Minchy)

Former Members

A. Debbie Fullenwider (founding member, served as Secretary and Chair)
Mary Price (founding member, served as Chair)
Debe Mahoney (founding member, served as Vice Chair)
Susan Churchill (founding member)
Timothy G. Bridgman (deceased, founding member)
Inez Magalona (founding member)
Joe R. Fitchett, Jr.
Patty Hickok
Susan Magestro
Arnold Nash

Municipality of Anchorage
MUNICIPAL CLERK'S OFFICE
Agenda Document Control Sheet

AIM 101-2006

(SEE REVERSE SIDE FOR FURTHER INFORMATION)

1	SUBJECT OF AGENDA DOCUMENT	DATE PREPARED	
	AO 2006-128; Anchorage Community Diversity Advisory Commission	9/11/06	
		Indicate Documents Attached	
		☐ AO ☐ AR ☐ AM ☒ AIM	
2	DEPARTMENT NAME	DIRECTOR'S NAME	
	Anchorage Equal Rights Commission	Barbara A. Jones, Executive Director	
3	THE PERSON THE DOCUMENT WAS ACTUALLY PREPARED BY	HIS/HER PHONE NUMBER	
	Barbara A. Jones, Executive Director AERC	343-4339	
4	COORDINATED WITH AND REVIEWED BY	INITIALS	DATE
	Mayor		
	Municipal Clerk		
	Municipal Attorney		
	Employee Relations		
	Municipal Manager		
	Anchorage Parks & Recreation		
	Fire		
	Health & Human Services		
	Merrill Field Airport		
	Municipal Light & Power		
	Office of Management and Budget		
	Police		
	Port of Anchorage		
	Office of Economic & Community Development		
	Solid Waste Services		
	Public Transportation		
	Anchorage Water & Wastewater Utility		
	Executive Manager		
	Planning Department		
	Chief Fiscal Officer		
	Heritage Land Bank		
	Information Technology Department		
	Project Management & Engineering		
	Purchasing		
	Other		
5	Special Instructions/Comments		
	Ref. AO 2006-128		
6	ASSEMBLY HEARING DATE REQUESTED	7	PUBLIC HEARING DATE REQUESTED

M.O.A.
 2006 SEP 11 AM 10:33
 CLERK'S OFFICE