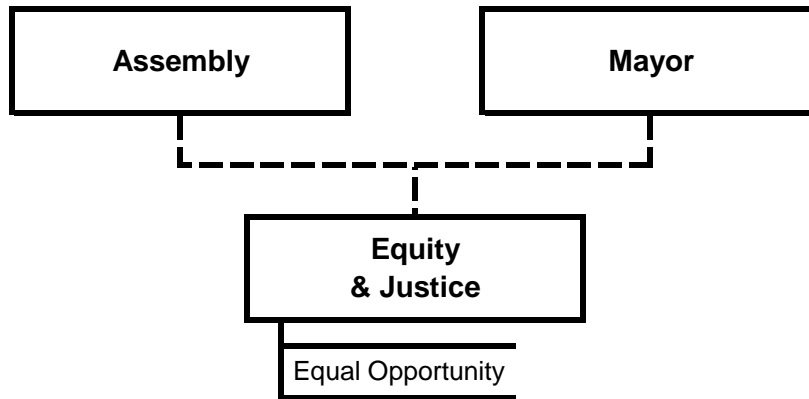


# Equity & Justice



## Equity & Justice

### Description

The mission of Equity & Justice Department is to proactively work to advance equity, focus on eliminating inequities, and increasing wellbeing and success for all residents.

### Department Services

- Co-lead Welcoming Anchorage initiative and ensure ongoing updates and implementations
- Develop leadership opportunities for municipal staff and residents designed to provide career advancement pathways for communities of color, the disability community, immigrants and refugees, LGBTQ+ residents, including continued hosting of an annual Civic Engagement Academy
- Provide leadership, guidance, training, and support to internal and external partners in the development and delivery of equity programs and tools
- Recruit and manage municipal boards and commissions to ensure community representation
- 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
  - Develop methods to determine how disparate impacts will be documented and evaluated
  - Collect, evaluate, and analyze indicators and progress benchmarks related to addressing systemic disparities
  - Direct, evaluate, and coordinate analyses and recommendations regarding race and equity policy issues and long-range plans to address department and community needs and services
  - Develop and coordinate reports and supporting materials to be presented to the Mayor and Assembly for information or action
- Ensure municipal compliance with Language Access laws
- Work closely with the Office of Equal Opportunity, the Anchorage Equal Rights Commission, the Ombudsman Office, and the Resilience Subcabinet
- Represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice issues, and economic equity
- Develop and deepen relationships with community members and non-profits committed to racial equity work; and participates in community equity collaborations on behalf of the Municipality to identify and address cumulative impacts of institutional and structural inequities in the Municipality

### **Department Goals that Contribute to Achieving the Mayor's Mission:**



#### **Administration – Make city government more efficient, accessible, transparent, and responsive**

- Establish baseline equity data targets/benchmarks in collaboration with partners and establish goals and initiatives to make progress and processes to track outcomes
- Develop methods to determine how disparate impacts will be documented and evaluated

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

## Equity & Justice Department Summary

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
<b>Direct Cost by Division</b>				
EJ Office of Equal Opportunity	216,559	242,702	243,995	0.53%
Equity & Justice	-	-	95,488	100.00%
<b>Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>339,483</b>	<b>39.88%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(176,049)	(242,702)	(243,995)	0.53%
Program Generated Revenue	(4,073)	-	-	-
<b>Function Cost Total</b>	<b>36,438</b>	<b>-</b>	<b>95,488</b>	<b>100.00%</b>
<b>Net Cost Total</b>	<b>36,438</b>	<b>-</b>	<b>95,488</b>	<b>100.00%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	197,981	232,722	316,503	36.00%
Supplies	2,492	350	10,350	2857.14%
Travel	5,281	-	3,000	100.00%
Contractual/Other Services	10,805	8,130	8,130	-
Debt Service	-	-	-	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>339,483</b>	<b>39.88%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	2	2	3	50.00%
Part-Time	-	-	-	-
<b>Position Total</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>50.00%</b>

The Department Summary, Division Summary, and Division Detail reports include 2019 and 2020 historical activity of the Office of Equal Opportunity that is transferred in 2021 from the Municipal Manager Department to the Equity & Justice Department.

## Equity & Justice

### Reconciliation from 2020 Revised Budget to 2021 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2020 Revised Budget</b>	-	-	-	-
<b>2021 Continuation Level</b>	-	-	-	-
<b>2021 Proposed Budget Changes</b>				
- Chief Equity Officer	180,976	1	-	-
- Non-labor	10,000	-	-	-
<b>2021 S Version Budget Changes</b>				
- <u>Office of Equal Opportunity</u> - transfer from Municipal Manager	243,995	2	-	-
<b>2021 Assembly Amendments</b>				
- <u>Amendment Weddleton #1 and #2</u> - Fund half of the amount budgeted for Equity & Justice with Alcohol Tax and use the resulting Areawide balance for a .75 FTE IT Assistant in the Library	(95,488)	-	-	-
<b>2021 Approved Budget</b>	<b>339,483</b>	<b>3</b>	<b>-</b>	<b>-</b>

## Equity & Justice Division Summary

### Equity & Justice

(Fund Center # 107000, 107079)

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	-	-	85,488	100.00%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
<b>Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>95,488</b>	<b>100.00%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>95,488</b>	<b>1</b>
<b>Function Cost Total</b>	<b>-</b>	<b>-</b>	<b>95,488</b>	<b>100.00%</b>
<b>Net Cost Total</b>	<b>-</b>	<b>-</b>	<b>95,488</b>	<b>100.00%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	-	-	1	100.00%
<b>Position Total</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>100.00%</b>

**Equity & Justice****Division Detail****Equity & Justice**

(Fund Center # 107000, 107079)

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	-	-	85,488	100.00%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
<b>Manageable Direct Cost Total</b>	-	-	<b>95,488</b>	<b>100.00%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	-	-	-	-
<b>Direct Cost Total</b>	-	-	<b>95,488</b>	<b>100.00%</b>
<b>Net Cost</b>				
Direct Cost Total	-	-	95,488	100.00%
<b>Net Cost Total</b>	-	-	<b>95,488</b>	<b>100.00%</b>

**Position Detail as Budgeted**

	2019 Revised		2020 Revised		2021 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	-	-	-	-	1	-
<b>Position Detail as Budgeted Total</b>	-	-	-	-	<b>1</b>	-

## Equity & Justice Division Summary

### EJ Office of Equal Opportunity

(Fund Center # 113271, 113272, 113200, 113279, 113273)

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	197,981	232,722	231,015	(0.73%)
Supplies	2,492	350	350	-
Travel	5,281	-	3,000	100.00%
Contractual/Other Services	10,805	8,130	8,130	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Manageable Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>243,995</b>	<b>0.53%</b>
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>243,995</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(176,049)	(242,702)	(243,995)	0.53%
<b>Function Cost Total</b>	<b>40,510</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	4,073	-	-	-
<b>Program Generated Revenue Total</b>	<b>4,073</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost Total</b>	<b>36,438</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### Position Summary as Budgeted

Full-Time	2	2	2	-
<b>Position Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>

The Department Summary, Division Summary, and Division Detail reports include 2019 and 2020 historical activity of the Office of Equal Opportunity that is transferred in 2021 from the Municipal Manager Department to the Equity & Justice Department.



## Equity & Justice

### Division Detail

#### EJ Office of Equal Opportunity

(Fund Center # 113271, 113272, 113200, 113279, 113273)

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	197,981	232,722	231,015	(0.73%)
Supplies	2,492	350	350	-
Travel	5,281	-	3,000	100.00%
Contractual/Other Services	10,805	8,130	8,130	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Manageable Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>243,995</b>	<b>0.53%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>216,559</b>	<b>242,702</b>	<b>243,995</b>	<b>0.53%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(176,049)	(242,702)	(243,995)	0.53%
<b>Program Generated Revenue</b>				
408380 - Prior Year Expense Recovery	4,073	-	-	-
<b>Program Generated Revenue Total</b>	<b>4,073</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost</b>				
Direct Cost Total	216,559	242,702	243,995	0.53%
Charges by/to Other Departments Total	(176,049)	(242,702)	(243,995)	0.53%
Program Generated Revenue Total	(4,073)	-	-	-
<b>Net Cost Total</b>	<b>36,438</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### Position Detail as Budgeted

	2019 Revised		2020 Revised		2021 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Director OEO	1	-	1	-	1	-
Special Admin Assistant I	1	-	1	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>

The Department Summary, Division Summary, and Division Detail reports include 2019 and 2020 historical activity of the Office of Equal Opportunity that is transferred in 2021 from the Municipal Manager Department to the Equity & Justice Department.