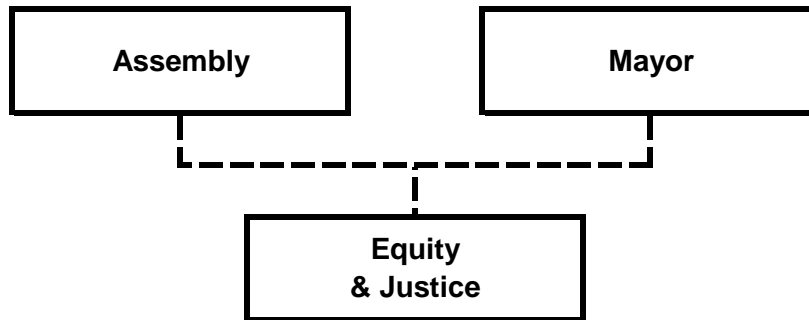


Equity & Justice



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 Proposed	21 v 20 % Chg
Direct Cost by Division				
Equity & Justice	-	-	190,976	100.00%
Direct Cost Total	-	-	190,976	100.00%
Function Cost Total	-	-	190,976	100.00%
Net Cost Total	-	-	190,976	100.00%
Direct Cost by Category				
Salaries and Benefits	-	-	180,976	100.00%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
Debt Service	-	-	-	-
Direct Cost Total	-	-	190,976	100.00%
Position Summary as Budgeted				
Full-Time	-	-	1	100.00%
Part-Time	-	-	-	-
Position Total	-	-	1	100.00%

Equity & Justice

Reconciliation from 2020 Revised Budget to 2021 Proposed Budget

		Positions			
		Direct Costs	FT	PT	Seas/T
2020 Revised Budget		-	-	-	-
2021 Continuation Level		-	-	-	-
2021 Proposed Budget Changes					
- Chief Equity Officer		180,976	1	-	-
- Non-labor		10,000	-	-	-
2021 Proposed Budget		190,976	1	-	-

Equity & Justice Division Summary

Equity & Justice

(Fund Center # 107000, 107079)

	2019 Actuals	2020 Revised	2021 Proposed	21 v 20 % Chg
Direct Cost by Category				
Salaries and Benefits	-	-	180,976	100.00%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
Manageable Direct Cost Total	-	-	190,976	100.00%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	-	-	190,976	1
Function Cost Total	-	-	190,976	100.00%
Net Cost Total	-	-	190,976	100.00%

Position Summary as Budgeted

Full-Time	-	-	1	100.00%
Position Total	-	-	1	100.00%

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

(Fund Center # 107000, 107079)

	2019 Actuals	2020 Revised	2021 Proposed	21 v 20 % Chg
Direct Cost by Category				
Salaries and Benefits	-	-	180,976	100.00%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
Manageable Direct Cost Total	-	-	190,976	100.00%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	-	-	190,976	100.00%
Net Cost				
Direct Cost Total	-	-	190,976	100.00%
Net Cost Total	-	-	190,976	100.00%

Position Detail as Budgeted

	2019 Revised		2020 Revised		2021 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	-	-	-	-	1	-
Position Detail as Budgeted Total	-	-	-	-	1	-