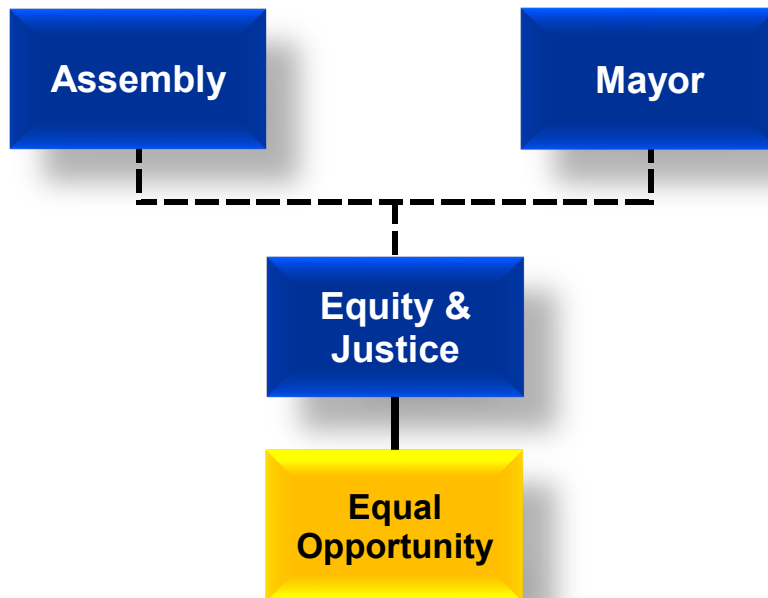


# Equity & Justice



## 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 municipal departments and community members.

### 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
- Audit and provide recommendations to 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; and
  - 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, Section 3, Title VI, and Title VII laws
- Work closely with 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
- Listening Tour Initiative (Municipality and Community)
  - Identify barriers within the municipality and community members of Anchorage
    - Equity and Justice Data
    - Equity and Justice Forums
    - Equity and Justice Committee

- Engage Anchorage Initiative
  - Annual Municipality Job Fair
    - Adult
      - Financial literacy clinics
      - Resume Clinics
    - Youth
      - Financial literacy clinics
      - Resume Clinics
  - Community Round Tables with the Mayor
  - Youth Mentorship Program
    - Mayors Mentorship 11<sup>th</sup>-12<sup>th</sup> Grade 6 months
    - Government Class visit with the Mayor at City Hall
  - Bridge the gap initiative
- Diversity, Equity, and Inclusion Training
  - Department Training
- Clean Streets Initiative
  - PAL and APD
  - City Clean up

## Divisions

- Equal Opportunity
  - Implement and administer federally mandated DBE Program and ensure that contractors with the Municipality are in compliance with Federal, State, and local statues, ordinances, and regulations concerning equal employment opportunity;
  - Investigate Title VII complaints within the municipal workforce;
  - Provide training to municipal employees on unlawful discrimination and harassment; and
  - Promote diversity and equal opportunity.

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



**Increased Development – Work to streamline the Anchorage development process and provide incentives to bring capital projects to the city. Foster an atmosphere that welcomes business investment through stable taxes and restrained government spending.**

### Equity & Justice – Office of Equal Opportunity

- Reduce the number of complaints that charge discriminatory practices through a pro-active training program.



**Exemplary Municipal Operations – Improve the efficiency and effectiveness of Municipal operations to deliver services faster and better.**

- 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

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Division</b>				
EJ Office of Equal Opportunity	256,256	244,149	240,076	(1.67%)
Equity & Justice	-	125,000	197,877	58.30%
<b>Direct Cost Total</b>	<b>256,256</b>	<b>369,149</b>	<b>437,953</b>	<b>18.64%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(212,282)	(244,149)	(437,953)	79.38%
<b>Function Cost Total</b>	<b>43,974</b>	<b>125,000</b>	<b>-</b>	<b>(100.00%)</b>
Program Generated Revenue	(581)	-	-	-
<b>Net Cost Total</b>	<b>43,393</b>	<b>125,000</b>	<b>-</b>	<b>(100.00%)</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	250,884	356,169	414,973	16.51%
Supplies	1,438	350	10,350	2857.14%
Travel	1,840	3,000	3,000	-
Contractual/Other Services	2,094	8,130	8,130	-
Debt Service	-	-	-	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Direct Cost Total</b>	<b>256,256</b>	<b>369,149</b>	<b>437,953</b>	<b>18.64%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	3	2	3	50.00%
Part-Time	-	-	-	-
<b>Position Total</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>50.00%</b>

## Equity & Justice Reconciliation from 2022 Revised Budget to 2023 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2022 Revised Budget</b>	369,149	2	-	-
<b>2022 One-Time Requirements</b>				
- REVERSE - 2022 1Q - ONE-TIME - Settlement	(125,000)	-	-	-
<b>Changes in Existing Programs/Funding for 2023</b>				
- Salaries and benefits adjustments	(1,373)	-	-	-
<b>2023 Continuation Level</b>	<b>242,776</b>	<b>2</b>	<b>-</b>	<b>-</b>
<b>Transfers by/to Other Departments</b>				
- Transfer Equity & Justice Officer and associated non labor from Alcohol Tax fund	195,177	1	-	-
<b>2023 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2023 Proposed Budget</b>	<b>437,953</b>	<b>3</b>	<b>-</b>	<b>-</b>

**Equity & Justice**  
**Division Summary**  
**EJ Office of Equal Opportunity**

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

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	250,884	231,169	227,096	(1.76%)
Supplies	1,438	350	350	-
Travel	1,840	3,000	3,000	-
Contractual/Other Services	2,094	8,130	8,130	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Manageable Direct Cost Total</b>	<b>256,256</b>	<b>244,149</b>	<b>240,076</b>	<b>(1.67%)</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>256,256</b>	<b>244,149</b>	<b>240,076</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(212,520)	(244,149)	(240,076)	(1.67%)
<b>Function Cost Total</b>	<b>43,736</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	343	-	-	-
<b>Program Generated Revenue Total</b>	<b>343</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost Total</b>	<b>43,393</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Position Summary as Budgeted</b>				
Full-Time	2	2	2	-
<b>Position Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>

**Equity & Justice**  
**Division Detail**  
**EJ Office of Equal Opportunity**

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

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	250,884	231,169	227,096	(1.76%)
Supplies	1,438	350	350	-
Travel	1,840	3,000	3,000	-
Contractual/Other Services	2,094	8,130	8,130	-
Equipment, Furnishings	-	1,500	1,500	-
<b>Manageable Direct Cost Total</b>	<b>256,256</b>	<b>244,149</b>	<b>240,076</b>	<b>(1.67%)</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>256,256</b>	<b>244,149</b>	<b>240,076</b>	<b>(1.67%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(212,520)	(244,149)	(240,076)	(1.67%)
<b>Program Generated Revenue</b>				
408380 - Prior Year Expense Recovery	343	-	-	-
<b>Program Generated Revenue Total</b>	<b>343</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost</b>				
Direct Cost Total	256,256	244,149	240,076	(1.67%)
Charges by/to Other Departments Total	(212,520)	(244,149)	(240,076)	(1.67%)
Program Generated Revenue Total	(343)	-	-	-
<b>Net Cost Total</b>	<b>43,393</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Position Detail as Budgeted**

	2021 Revised		2022 Revised		2023 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Director OEO	1	-	1	-	1	-
Special Administrative 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>

## Equity & Justice Division Summary

### Equity & Justice

(Fund Center # 107000, 107079)

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	-	125,000	187,877	50.30%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
Contractual/Other Services	-	-	-	-
<b>Manageable Direct Cost Total</b>	<b>-</b>	<b>125,000</b>	<b>197,877</b>	<b>58.30%</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>125,000</b>	<b>197,877</b>	<b>1</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	238	-	(197,877)	100.00%
<b>Function Cost Total</b>	<b>238</b>	<b>125,000</b>	<b>-</b>	<b>(100.00%)</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	238	-	-	-
<b>Program Generated Revenue Total</b>	<b>238</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost Total</b>	<b>-</b>	<b>125,000</b>	<b>-</b>	<b>(100.00%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	1	-	1	100.00%
<b>Position Total</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>100.00%</b>



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

(Fund Center # 107000, 107079)

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	-	125,000	187,877	50.30%
Supplies	-	-	10,000	100.00%
Travel	-	-	-	-
<b>Manageable Direct Cost Total</b>	<b>-</b>	<b>125,000</b>	<b>197,877</b>	<b>58.30%</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>125,000</b>	<b>197,877</b>	<b>58.30%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	238	-	(197,877)	100.00%
<b>Program Generated Revenue</b>				
408380 - Prior Year Expense Recovery	238	-	-	-
<b>Program Generated Revenue Total</b>	<b>238</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost</b>				
Direct Cost Total	-	125,000	197,877	58.30%
Charges by/to Other Departments Total	238	-	(197,877)	100.00%
Program Generated Revenue Total	(238)	-	-	-
<b>Net Cost Total</b>	<b>-</b>	<b>125,000</b>	<b>-</b>	<b>(100.00%)</b>

**Position Detail as Budgeted**

	2021 Revised		2022 Revised		2023 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	1	-	-	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>

## **Alcoholic Beverages Retail Sales Tax Program**

### **Description**

The net receipts from the alcoholic beverages retail sales tax, after payment of the costs of administration, collection, and audit to the municipality, are dedicated and shall be available to use only for:

- Funding for police, related criminal justice personnel, and first responders
- Funding to combat and address child abuse, sexual assault, and domestic violence
- Funding for substance misuse treatment, prevention programs, detoxification or long-term addiction recovery facilities, mental and behavioral health programs, and resources to prevent and address Anchorage's homelessness crisis.

Additional information is available in Appendix R.

### **Department Services**

The funding for these services is proposed to transfer to the operating areawide general fund.

**Equity & Justice  
Department Summary  
Alcohol Tax**

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Division</b>				
Equity & Justice	132,556	193,744	-	(100.00%)
<b>Direct Cost Total</b>	<b>132,556</b>	<b>193,744</b>	<b>-</b>	<b>(100.00%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	239	373	-	(100.00%)
<b>Function Cost Total</b>	<b>132,795</b>	<b>194,117</b>	<b>-</b>	<b>(100.00%)</b>
<b>Net Cost Total</b>	<b>132,795</b>	<b>194,117</b>	<b>-</b>	<b>(100.00%)</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	130,431	183,744	-	(100.00%)
Supplies	-	10,000	-	(100.00%)
Travel	-	-	-	-
Contractual/Other Services	2,125	-	-	-
Debt Service	-	-	-	-
<b>Direct Cost Total</b>	<b>132,556</b>	<b>193,744</b>	<b>-</b>	<b>(100.00%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	1	1	-	(100.00%)
Part-Time	-	-	-	-
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>(100.00%)</b>

**Equity & Justice**  
**Division Summary**  
**Alcohol Tax**  
**Equity & Justice**  
(Fund Center # 107100)

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	130,431	183,744	-	(100.00%)
Supplies	-	10,000	-	(100.00%)
Travel	-	-	-	-
Contractual/Other Services	2,125	-	-	-
<b>Manageable Direct Cost Total</b>	<b>132,556</b>	<b>193,744</b>	<b>-</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>132,556</b>	<b>193,744</b>	<b>-</b>	<b>(1)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	239	373	-	(100.00%)
<b>Function Cost Total</b>	<b>132,795</b>	<b>194,117</b>	<b>-</b>	<b>(100.00%)</b>
<b>Net Cost Total</b>	<b>132,795</b>	<b>194,117</b>	<b>-</b>	<b>(100.00%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	1	1	-	(100.00%)
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>(100.00%)</b>

**Equity & Justice**  
**Division Detail**  
**Alcohol Tax**  
**Equity & Justice**  
(Fund Center # 107100)

	2021 Actuals	2022 Revised	2023 Proposed	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	130,431	183,744	-	(100.00%)
Supplies	-	10,000	-	(100.00%)
Travel	-	-	-	-
Contractual/Other Services	2,125	-	-	-
<b>Manageable Direct Cost Total</b>	<b>132,556</b>	<b>193,744</b>	<b>-</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>132,556</b>	<b>193,744</b>	<b>-</b>	<b>(100.00%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	239	373	-	(100.00%)
<b>Net Cost</b>				
Direct Cost Total	132,556	193,744	-	(100.00%)
Charges by/to Other Departments Total	239	373	-	(100.00%)
<b>Net Cost Total</b>	<b>132,795</b>	<b>194,117</b>	<b>-</b>	<b>(100.00%)</b>

**Position Detail as Budgeted**

	2021 Revised		2022 Revised		2023 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	1	-	1	-	-	-
<b>Position Detail as Budgeted Total</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>

---

## Equity and Justice Department

*Anchorage: Performance. Value. Results.*

---

### **Mission**

The Equity and Justice department develops, supports, and implements equity policies and practices in municipal government that builds diversity, equity, and inclusion. The Equity and Justice department proactively works to advance racial equity, focusing on eliminating inequities and increasing wellbeing and success for all residents. Identify and implement measures and metrics to track equity efforts throughout municipal government. Work with community stakeholders and residents to elevate and activate the community voice within local policy.

### **Direct Services**

Office of Equity and Justice is responsible for:

- Support and manage Municipal Policies and Programs that promote Equity and Opportunity.
- Work with the Mayor's Office to recruit and manage municipal Boards and Commissions to ensure community representation.
- 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.
- Ensure municipal compliance with Language Access laws.
- Works closely with OEO, AERC, Ombudsman Office, Resilience Subcabinet and represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice issues, and economic 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.
- Collects, evaluates, and analyzes 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.
- Develops and coordinates reports and supporting materials to be presented to the Mayor and Assembly for information or action.
- Develop consistent communication and feedback mechanisms.
- Stay abreast of research and best practice in equity and inclusion and infuse/adapt to municipal government.
- Develop and Foster Key Community Partnerships. Develop and deepen relationships with community members and non-profits committed to racial equity work.
- Participates in community equity collaborations on behalf of the Municipality.

- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.

**Accomplishment Goals**

- Reduce the number of barriers that charge discriminatory practices through a pro-active training program.

**Performance Measures**

Progress in achieving goals shall be measured by:

**Measure #1:** Increase employee DEI opportunity and Contractors training classes and participation by 5% annually.

**Measure #2:** Increase employee DEI community engagement opportunity and Contractors participation by 5% annually.

**Measure #3:** Increase employee equal opportunity and Contractors training classes and participation by 5% annually.

Employee Equal Opportunity & Contractors Compliance Training				
2021	Q1	Q2	Q3	Q4
Training Sessions	-	-	-	1
DEI community engagement opportunity	-	-	3	15
Attendance	-	-	15	50

Employee Equal Opportunity & Contractors Compliance Training				
2022	Q1	Q2	Q3	Q4
Training Sessions	4	2	-	-
DEI community engagement opportunity	8	2	-	-
Attendance	327	303	-	-

## Office of Equal Opportunity Division

*Anchorage: Performance. Value. Results.*

### Mission

Assure and monitor compliance with Title VII of the Civil Rights Act of 1964 relating to equal opportunity, Title VII and Disadvantaged Business Enterprise program (DBE).

### Direct Services

Office of Equal Opportunity (OEO) is responsible for:

- Training
- Investigations
- Disadvantage Business Enterprise Program (DBE)

### Accomplishment Goals

- Reduce the number of complaints that charge discriminatory practices through a proactive training program.

### Performance Measures

Progress in achieving goals shall be measured by:

**Measure #1: Increase employee equal opportunity and Contractors training classes and participation by 5% annually.**

Employee Equal Opportunity & Contractors Compliance Training				
2021	Q1	Q2	Q3	Q4
Training Sessions	1	1	-	-
Attendance	10	6	-	-

Employee Equal Opportunity & Contractors Compliance Training				
2022	Q1	Q2	Q3	Q4
Training Sessions	2	-	-	-
Attendance	55	-	-	-



**PVR Measure WC: Managing Workers' Compensation Claims**

Reducing job-related injuries is a priority for the Administration by ensuring safe work conditions and safe practices. By instilling safe work practices, we ensure not only the safety of our employees but reduce the potential for injuries and property damage to the public. The Municipality is self-insured and every injury poses a financial burden on the public and the injured worker's family. It just makes good sense to WORK SAFE.

Results are tracked by monitoring monthly reports issued by the Risk Management Division.

