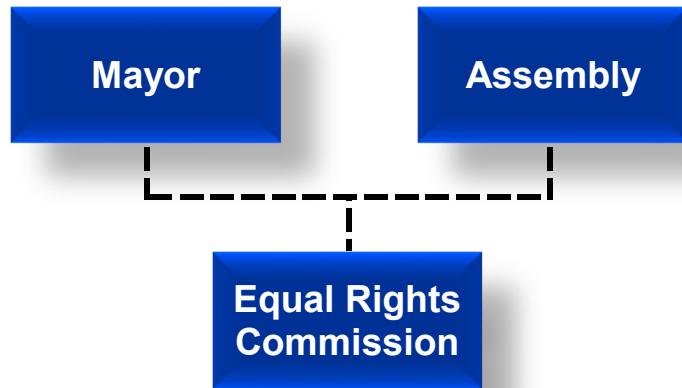


# Equal Rights Commission



## Equal Rights Commission

### Description

Established in the Anchorage Charter in 1975, the Anchorage Equal Rights Commission (Equal Rights) is the Municipal law enforcement agency charged to eliminate and prevent unlawful discrimination under Title 5 of the Municipal Code within the geographic boundaries of the Municipality. (See Anchorage Municipal Charter and Anchorage Municipal Code, Title 5.).

Equal Rights also enforces Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990 through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC).

Equal Rights is governed by nine commissioners who are appointed by the Mayor and confirmed by the Anchorage Assembly. The Commission meets on the third Thursday of the month in January, March, May, July, September and November, at 6 p.m. at the Z.J. Loussac Library, the Moose Room (2<sup>nd</sup> Floor Conference Room). Meeting dates and times are published in the Municipal Public Notices. We are meeting at the Z.J. Loussac Library to make us more accessible to the public.

Equal Rights' staff is composed of the Executive Director/Staff Attorney, four Investigators, and an Executive Assistant.

Equal Rights Commission (907)343-4342  
632 W. 6th Ave. Suite 110 Anchorage, AK 99501  
<https://www.muni.org/Departments/AERC>

### Department Services

- Enforce the law by investigating complaints of discrimination.
- Educate the community and entities doing business in Anchorage by providing information and training regarding the laws prohibiting discrimination.
- Provide referrals to other agencies or non-profit groups.

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



#### **Good Government – Ensuring ethical and accountable government, balancing the budget, and delivering quality, effective government services.**

- Continue to respond to inquiries in a timely manner.
- Complete all cases no later than our current deadline of 240 days.



#### **Safe Streets and Trails – Creating a safer, healthier Anchorage for all by addressing homelessness, investing in crisis response services and public health, cleaning up our parks, trails and public spaces, and staffing up our public safety departments.**

- Seek to design and implement effective outreach programs so that all Anchorage residents will know that we exist and can assist them with discrimination and sexual harassment claims.

## Equal Rights Commission

### Department Summary

	2024 Actuals Unaudited	2025 Revised	2026 Approved	26 v 25 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	817,650	663,505	770,827	16.18%
<b>Direct Cost Total</b>	<b>817,650</b>	<b>663,505</b>	<b>770,827</b>	<b>16.18%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	206,219	224,775	225,089	0.14%
<b>Function Cost Total</b>	<b>1,023,869</b>	<b>888,280</b>	<b>995,916</b>	<b>12.12%</b>
Program Generated Revenue	(79,012)	(49,800)	(49,800)	-
<b>Net Cost Total</b>	<b>944,857</b>	<b>838,480</b>	<b>946,116</b>	<b>12.84%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	701,056	641,830	692,114	7.83%
Supplies	6,015	1,200	1,200	-
Travel	13,224	8,500	8,500	-
Contractual/OtherServices	97,354	11,975	69,013	476.31%
Debt Service	-	-	-	-
<b>Direct Cost Total</b>	<b>817,650</b>	<b>663,505</b>	<b>770,827</b>	<b>16.18%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	6	6	5	(16.67%)
Part-Time	-	-	-	-
<b>Position Total</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>(16.67%)</b>

**Equal Rights Commission**  
**Reconciliation from 2025 Revised Budget to 2026 Approved Budget**

	Positions			
	Direct Costs	FT	PT	Seas/T
<b>2025 Revised Budget</b>	663,505	6	-	-
<b>2025 One-Time Requirements</b>				
- Reverse 2025 Prop Amendment - ONE-TIME - Transfer to Office of Equity & Inclusion from Equal Rights Commission for Operations and 50% to Alaska Black Caucus Equity Center Commercial Kitchen.	65,000	-	-	-
<b>Changes in Existing Programs/Funding for 2026</b>				
- Salaries and benefits adjustments including the reduction of one (1) Professional Investigator II position to fund existing operating budget	42,322	(1)	-	-
<b>2026 Continuation Level</b>	770,827	5	-	-
<b>2026 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2026 Approved Budget</b>	770,827	5	-	-

## Anchorage Equal Rights Commission

*Anchorage: Performance. Value. Results.*

### Mission

The Anchorage Equal Rights Commission strives to eliminate discrimination against all citizens and visitors to Anchorage through its enforcement of and educational efforts about municipal and other anti-discrimination laws.

### Core Services

- Enforce the law impartially by investigating individual complaints of discrimination.
- Educate the public by providing information and training about the laws prohibiting discrimination.
- Provide referral services to the public and to government agencies who contact our office.

### Accomplishment Goals

- Respond to inquiries in a timely manner.
- Respond to filed complaints with timely investigations and increased timeliness of case closures.
- Respond to complaints and complete case investigations impartially.
- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law.

### Performance Measures

Progress in achieving goals shall be measured by:

#### **Measure 1: Percentage of inquiries responded to within 24 hours**

	YTD					
	2019	2020	2021	2022	2023	2024
<b>Inquiries Responded to within 24 Hours</b>	99.8%	99.3%	99.5%	100%	98.5%	93.5%

#### **Measure 2: Number of cases**

	2020	2021	2022	2023	2024 Q1	2024 Q2	2024 Q3	2024 Q4
<b>New Cases</b>	82	72	73	60	11	14		
<b>Closed Cases</b>	83	97	71	85	27	26		
<b>Cases Over 240 Days</b>	56	38	38	28	4	2		

**Measure 3: Percentage of Education and outreach events\* completed with a goal of 200 per year**

	2024 Q1	2024 Q2	2024 Q3	2024 Q4
<b>Number of Events</b>	23	54		
<b>% of Target Reached</b>	46%	100%		
<b>50 events per quarter</b>				

\*Education and outreach events include school classes visited, community events attended/sponsored, partnerships with civil rights organizations, businesses, and other agencies such as first responders and victim advocacy organizations.

\*\*2022-2024 have had the primary focus of catching up on back logged cases, it is estimated by June 2024 all cases will be caught up and focus will shift to outreach.