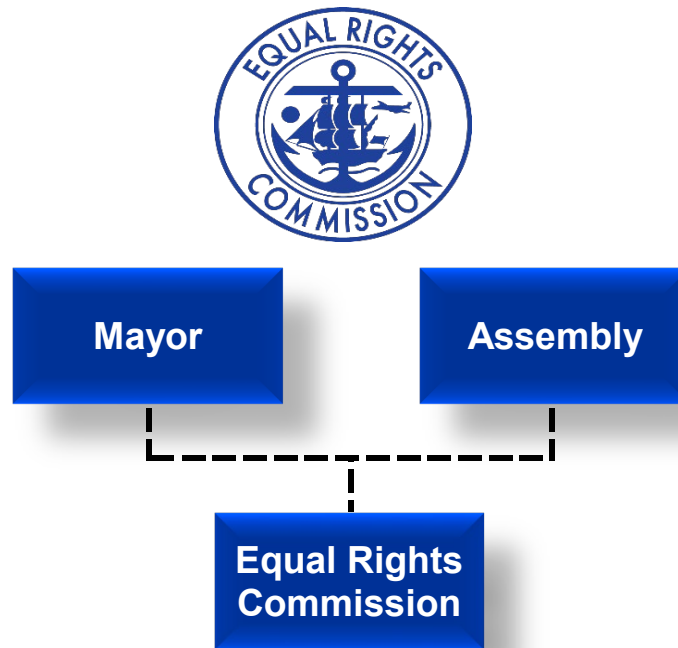


Equal Rights Commission



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 (2nd 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 Proposed	26 v 25 % Chg
Direct Cost by Division				
Equal Rights Administration	817,650	663,505	770,827	16.18%
Direct Cost Total	817,650	663,505	770,827	16.18%
Intragovernmental Charges				
Charges by/to Other Departments	206,219	224,775	225,089	0.14%
Function Cost Total	1,023,869	888,280	995,916	12.12%
Program Generated Revenue	(79,012)	(49,800)	(49,800)	-
Net Cost Total	944,857	838,480	946,116	12.84%
Direct Cost by Category				
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/Other Services	97,354	11,975	69,013	476.31%
Debt Service	-	-	-	-
Direct Cost Total	817,650	663,505	770,827	16.18%
Position Summary as Budgeted				
Full-Time	6	6	5	(16.67%)
Part-Time	-	-	-	-
Position Total	6	6	5	(16.67%)

Equal Rights Commission Reconciliation from 2025 Revised Budget to 2026 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
2025 Revised Budget	663,505	6	-	-
2025 One-Time Requirements				
- 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	-	-	-
Changes in Existing Programs/Funding for 2026				
- Salaries and benefits adjustments including the reduction of one (1) Professional Investigator II position to fund existing operating budget	42,322	(1)	-	-
2026 Continuation Level	770,827	5	-	-
2026 Proposed Budget Changes				
- None	-	-	-	-
2026 Proposed Budget	770,827	5	-	-

Equal Rights Commission
Division Summary
Equal Rights Administration
(Fund Center # 105000)

	2024 Actuals Unaudited	2025 Revised	2026 Proposed	26 v 25 % Chg
Direct Cost by Category				
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/Other Services	97,354	11,975	69,013	476.31%
Equipment, Furnishings	-	-	-	-
Manageable Direct Cost Total	817,650	663,505	770,827	16.18%
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	817,650	663,505	770,827	-
Intragovernmental Charges				
Charges by/to Other Departments	206,219	224,775	225,089	0.14%
Function Cost Total	1,023,869	888,280	995,916	12.12%
Program Generated Revenue by Fund				
Fund 101000 - Areawide General	79,012	49,800	49,800	-
Program Generated Revenue Total	79,012	49,800	49,800	-
Net Cost Total	944,857	838,480	946,116	12.84%
Position Summary as Budgeted				
Full-Time	6	6	5	(16.67%)
Position Total	6	6	5	(16.67%)

Equal Rights Commission

Division Detail

Equal Rights Administration

(Fund Center # 105000)

	2024 Actuals Unaudited	2025 Revised	2026 Proposed	26 v 25 % Chg
Direct Cost by Category				
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/Other Services	97,354	11,975	69,013	476.31%
Manageable Direct Cost Total	817,650	663,505	770,827	16.18%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	817,650	663,505	770,827	16.18%
Intragovernmental Charges				
Charges by/to Other Departments	206,219	224,775	225,089	0.14%
Program Generated Revenue				
405100 - Federal Grant Revenue-Direct	78,380	49,800	49,800	-
408380 - Prior Year Expense Recovery	632	-	-	-
Program Generated Revenue Total	79,012	49,800	49,800	-
Net Cost				
Direct Cost Total	817,650	663,505	770,827	16.18%
Charges by/to Other Departments Total	206,219	224,775	225,089	0.14%
Program Generated Revenue Total	(79,012)	(49,800)	(49,800)	-
Net Cost Total	944,857	838,480	946,116	12.84%

Position Detail as Budgeted

	2024 Revised		2025 Revised		2026 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Assistant I	1	-	1	-	1	-
Executive Director Anch Equal Rights	1	-	1	-	1	-
Professional Investigator II	1	-	1	-	-	-
Professional Investigator III	2	-	2	-	2	-
Professional Investigator IV	1	-	1	-	1	-
Position Detail as Budgeted Total	6	-	6	-	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
Inquiries Responded to within 24 Hours	99.8%	99.3%	99.5%	100%	98.5%	93.5%

Measure 2: Number of cases

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

Measure 3: Percentage of Education and outreach events* completed with a goal of 200 per year
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	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Number of Events	23	54		
% of Target Reached 50 events per quarter	46%	100%		

*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.