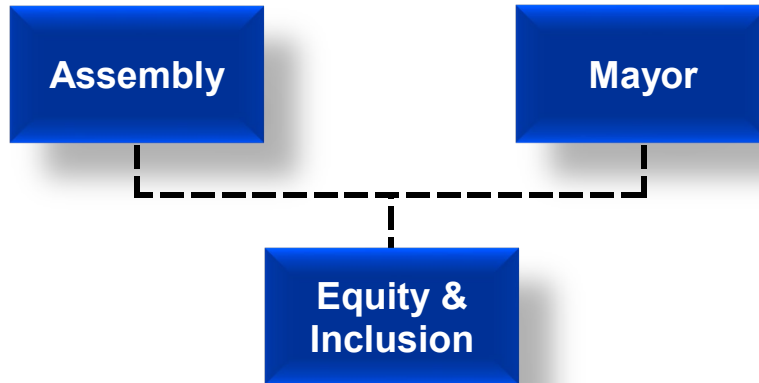


# Equity & Inclusion



## Equity & Inclusion

### Description

The mission of Equity & Inclusion Department is to proactively work to advance equity, focus on eliminating inequities, and increasing wellbeing and success for all municipal departments and community members.

In previous years, the Equity & Inclusion department encompassed the division of the Office of Equal Opportunity. This division is now being transferred to the Chief Administrative Officer under the new name of the Federal Compliance Office.

Equity & Inclusion (907)343-7119  
632 W. 6<sup>th</sup> Ave Anchorage, AK 99501

<https://www.muni.org/Departments/EquityAndJustice>

### 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
- Work closely with the Anchorage Equal Rights Commission and the Ombudsman Office
- Represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and inclusion 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 Inclusion Data
  - Equity and Inclusion Forums
  - Equity and Inclusion 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

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



**Building Our Future – Laying the foundation for a more prosperous future through housing solutions, economic development and investments in childcare, public infrastructure and quality of life.**

- 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 & Inclusion Department Summary

|                                     | 2024<br>Actuals<br>Unaudited | 2025<br>Revised | 2026<br>Proposed | 26 v 25<br>% Chg |
|-------------------------------------|------------------------------|-----------------|------------------|------------------|
| <b>Direct Cost by Division</b>      |                              |                 |                  |                  |
| Equity & Inclusion                  | 338,557                      | 492,998         | 431,352          | (12.50%)         |
| <b>Direct Cost Total</b>            | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>(12.50%)</b>  |
| <b>Intragovernmental Charges</b>    |                              |                 |                  |                  |
| Charges by/to Other Departments     | (226,857)                    | (492,998)       | (431,352)        | (12.50%)         |
| <b>Function Cost Total</b>          | <b>111,700</b>               | -               | -                | -                |
| <b>Net Cost Total</b>               | <b>111,700</b>               | -               | -                | -                |
| <b>Direct Cost by Category</b>      |                              |                 |                  |                  |
| Salaries and Benefits               | 213,418                      | 352,998         | 370,346          | 4.91%            |
| Supplies                            | 224                          | 10,000          | 10,000           | -                |
| Travel                              | -                            | -               | -                | -                |
| Contractual/Other Services          | 122,121                      | 130,000         | 51,006           | (60.76%)         |
| Debt Service                        | -                            | -               | -                | -                |
| Equipment, Furnishings              | 2,793                        | -               | -                | -                |
| <b>Direct Cost Total</b>            | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>(12.50%)</b>  |
| <b>Position Summary as Budgeted</b> |                              |                 |                  |                  |
| Full-Time                           | 1                            | 2               | 2                | -                |
| Part-Time                           | -                            | -               | -                | -                |
| <b>Position Total</b>               | <b>1</b>                     | <b>2</b>        | <b>2</b>         | <b>-</b>         |

## Equity & Inclusion

### Reconciliation from 2025 Revised Budget to 2026 Proposed Budget

|  | Direct Costs   | Positions |          |          |
|--|----------------|-----------|----------|----------|
|  |                | FT        | PT       | Seas/T   |
| <b>2025 Revised Budget</b>   | 492,998        | 2         | -        | -        |
| <b>2025 One-Time Adjustments</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  | 3,354          | -         | -        | -        |
| <b>2026 Continuation Level</b>   | <b>431,352</b> | <b>2</b>  | <b>-</b> | <b>-</b> |
| <b>2026 Proposed Budget Changes</b>  |                |           |          |          |
| - None   | -              | -         | -        | -        |
| <b>2026 Proposed Budget</b>  | <b>431,352</b> | <b>2</b>  | <b>-</b> | <b>-</b> |

## Equity & Inclusion Division Summary

### Equity & Inclusion

(Fund Center # 107000, 107079)

|   | 2024<br>Actuals<br>Unaudited | 2025<br>Revised | 2026<br>Proposed | 26 v 25<br>% Chg |
|---|------------------------------|-----------------|------------------|------------------|
| <b>Direct Cost by Category</b>          |                              |                 |                  |                  |
| Salaries and Benefits                   | 213,418                      | 352,998         | 370,346          | 4.91%            |
| Supplies                                | 224                          | 10,000          | 10,000           | -                |
| Travel                                  | -                            | -               | -                | -                |
| Contractual/Other Services              | 122,121                      | 130,000         | 51,006           | (60.76%)         |
| Equipment, Furnishings                  | 2,793                        | -               | -                | -                |
| <b>Manageable Direct Cost Total</b>     | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>(12.50%)</b>  |
| Debt Service                            | -                            | -               | -                | -                |
| <b>Non-Manageable Direct Cost Total</b> | <b>-</b>                     | <b>-</b>        | <b>-</b>         | <b>-</b>         |
| <b>Direct Cost Total</b>                | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>-</b>         |
| <b>Intragovernmental Charges</b>        |                              |                 |                  |                  |
| Charges by/to Other Departments         | (226,857)                    | (492,998)       | (431,352)        | (12.50%)         |
| <b>Function Cost Total</b>              | <b>111,700</b>               | <b>-</b>        | <b>-</b>         | <b>-</b>         |
| <b>Net Cost Total</b>                   | <b>111,700</b>               | <b>-</b>        | <b>-</b>         | <b>-</b>         |
| <b>Position Summary as Budgeted</b>     |                              |                 |                  |                  |
| Full-Time                               | 1                            | 2               | 2                | -                |
| <b>Position Total</b>                   | <b>1</b>                     | <b>2</b>        | <b>2</b>         | <b>-</b>         |

**Equity & Inclusion****Division Detail****Equity & Inclusion**

(Fund Center # 107000, 107079)

|   | 2024<br>Actuals<br>Unaudited | 2025<br>Revised | 2026<br>Proposed | 26 v 25<br>% Chg |
|---|------------------------------|-----------------|------------------|------------------|
| <b>Direct Cost by Category</b>          |                              |                 |                  |                  |
| Salaries and Benefits                   | 213,418                      | 352,998         | 370,346          | 4.91%            |
| Supplies                                | 224                          | 10,000          | 10,000           | -                |
| Travel                                  | -                            | -               | -                | -                |
| Contractual/Other Services              | 122,121                      | 130,000         | 51,006           | (60.76%)         |
| Equipment, Furnishings                  | 2,793                        | -               | -                | -                |
| <b>Manageable Direct Cost Total</b>     | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>(12.50%)</b>  |
| Debt Service                            | -                            | -               | -                | -                |
| <b>Non-Manageable Direct Cost Total</b> | <b>-</b>                     | <b>-</b>        | <b>-</b>         | <b>-</b>         |
| <b>Direct Cost Total</b>                | <b>338,557</b>               | <b>492,998</b>  | <b>431,352</b>   | <b>(12.50%)</b>  |
| <b>Intragovernmental Charges</b>        |                              |                 |                  |                  |
| Charges by/to Other Departments         | (226,857)                    | (492,998)       | (431,352)        | (12.50%)         |
| <b>Net Cost</b>                         |                              |                 |                  |                  |
| Direct Cost Total                       | 338,557                      | 492,998         | 431,352          | (12.50%)         |
| Charges by/to Other Departments Total   | (226,857)                    | (492,998)       | (431,352)        | (12.50%)         |
| <b>Net Cost Total</b>                   | <b>111,700</b>               | <b>-</b>        | <b>-</b>         | <b>-</b>         |

**Position Detail as Budgeted**

|  | 2024 Revised |           | 2025 Revised |           | 2026 Proposed |           |
|--|--------------|-----------|--------------|-----------|---------------|-----------|
|  | Full Time    | Part Time | Full Time    | Part Time | Full Time     | Part Time |
| Administrative Officer                   | -            | -         | -            | -         | 1             | -         |
| Chief Equity Officer                     | 1            | -         | 1            | -         | 1             | -         |
| Junior Admin Officer                     | -            | -         | 1            | -         | -             | -         |
| <b>Position Detail as Budgeted Total</b> | <b>1</b>     | <b>-</b>  | <b>2</b>     | <b>-</b>  | <b>2</b>      | <b>-</b>  |

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## Equity and Inclusion Department

*Anchorage: Performance. Value. Results.*

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### Mission

The Office of Equity and Inclusion (OEI) was formed to assure Municipal services are accessible, uplift the voices and concerns of residents and encourage public participation. The Chief Equity Officer represents the Municipality on community issues in a variety of forums, and assures the Municipality remains federally compliant with Language Access and Equal Employment Opportunity policies. In addition, the OEI collaborates with Human Resources to recruit, compensate, retain and promote the best talent to ensure the Municipality is a fair and rewarding place to work.

### Direct Services

#### Office of Equity and Inclusion:

- Supports and manages Municipal Policies and Programs.
- Participates in the drafting and scoring process of various Municipal RFP's.
- Helps to assure communities of color, the disability community, immigrants and refugees, LGBTQ+ residents, veterans and all community members have equal access and representation in local government.
- Ensures Municipal compliance with Language Access laws.
- Develops education alongside Indigenous Leaders to assure Municipal employees understand the Municipality's government-to-government relationship to the Native Village of Eklutna.
- Creates multi-media and online communications to encourage public engagement in municipal government and share out the work happening at the MUNI.
- Supports Human Resources in their efforts to recruit, compensate, retain and promote the best talent and assure the Municipality is a fair and rewarding place to work.
- Analyzes indicators and progress related to addressing systemic disparities.
- Develops and coordinates reports and supporting materials to be presented to the Mayor and Assembly for information or action.
- As the EEO Officer, the CEO assures the Municipality is compliant as an Equal Employment Opportunity employer with current EEO policies, as mandated by federal law.
- Develops consistent communication and feedback mechanisms with residents and the OEI.
- Develops and fosters key community partnerships to deepen relationships with community stakeholders and non-profits.
- Participates in community collaborations on behalf of the Municipality.
- Prepares clear, concise, and comprehensive correspondence, reports, proclamations, and other written materials.

**Performance Measures:** Promote the Municipality as an outstanding place of employment and help reduce barriers to entry, advocate for a positive, collaborative work environment and maintain strong community connections to uplift the voices of all municipal residents.



Progress in achieving goals shall be measured by:

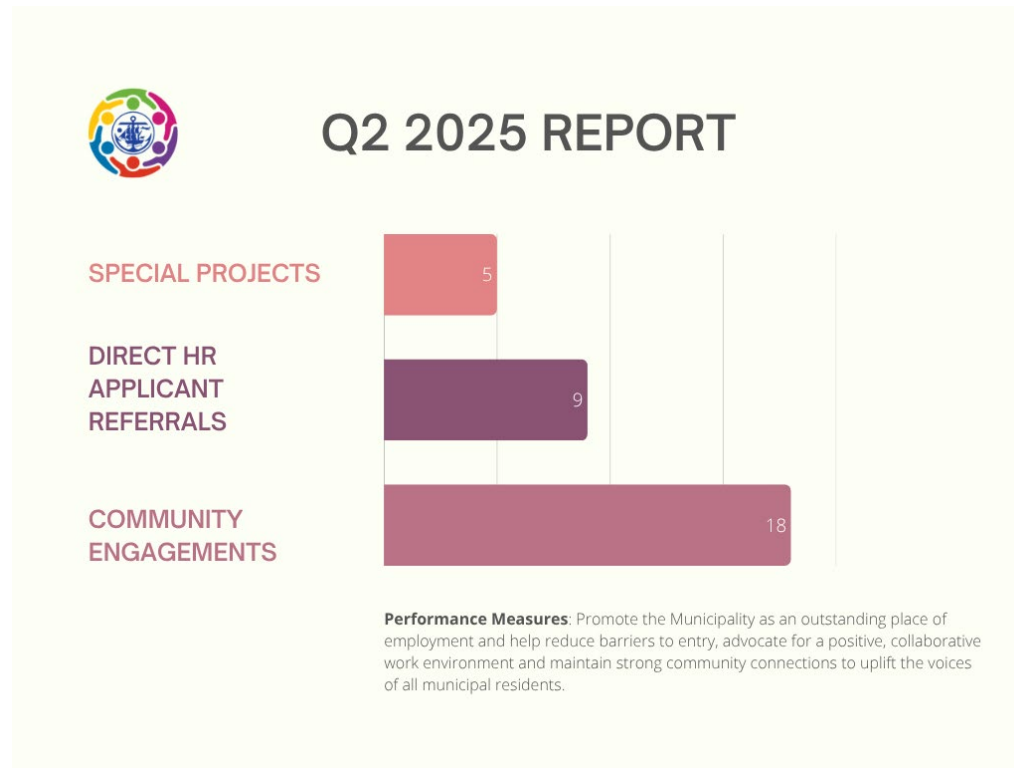
**Measure #1:** Increase cross-departmental and external collaboration on **special projects**, thereby encouraging collaboration and equity (5% annually)

**Measure #2:** Increase direct **HR employment applicant referrals** to assist those in the community who seek to bring their talents to the MUNI (5% annually)

**Measure #3:** Increase **community engagements**, thereby uplifting the voices of residents, community councils, religious leaders and stakeholders alike in municipal government (5% annually)

|  | Q1 | Q2  | Q3 | Q4 |
|--|----|-----|----|----|
| Community / Stakeholder Meetings               | 5  | 26  |    |    |
| Language Access Training (DEPT)                | N  | Y   |    |    |
| EEO Policy Distribution (DEPT)                 | Y  | Y   |    |    |
| Review Employee Separation Documentation       | 0  | 9   |    |    |
| Native Village of Eklutna Training             | N  | N   | Y  |    |
| Social Media Community Members (Muni.Works.AK) | 25 | 368 |    |    |

NOTE: Native Village of Eklutna / Language Access Training are required on an annual basis



**Q1, 2025:** Special Projects (2), Direct HR Applicant Referrals (3), Community Engagements (5)