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# Anchorage Equal Rights Commission

*Anchorage: Performance. Value. Results.*

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## 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:

	2013	2014	2015	2016	2017	YTD 2018
Percentage of Inquiries Returned Within 24 Hours	88%	96.5%	98.21%	98.42%	99.04%	99.00 %

### Measure #2: Percentage of cases over 240 days old:

	2013	2014	2015	2016	2017	YTD 2018
Percentage of Cases Over 240 Days Old	27%	39.4%	27.5%	11.43%	16.25%	25.35%

**Measure #3: Percentage of cases accepted by the federal EEOC under our work sharing agreement:**

	Fed. FY 2015	Fed. FY 2016	Fed. FY 2017	YTD Fed. FY 2018
Percentage of Cases With Substantial Weight Review	49.2%	36.3%*	39.6%	50.0%**
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%*	100%

\*These totals reflect data through the 3<sup>rd</sup> Quarter of 2016. Due to EEOC staffing coverage/workload, data for the 4<sup>th</sup> Quarter (October 2016 - December 2016) was not processed until the 2<sup>nd</sup> Quarter (January 2017 – March 2017).

\*\*These totals reflect data through the 3<sup>rd</sup> Quarter of 2018. Due to the partial government shutdown the EEOC staff were not able to provide workload data for the 4<sup>th</sup> Quarter (October 2018 - December 2018).

**Measure #4: Percentage of education and outreach events using volunteer AERC Commissioners or using technology.**

	2013	2014	2015	2016	2017	YTD 2018
Percentage of Events Using Volunteers or Technology	57.1%	53.5%	51.2%	55.6%	63.4%	62.4%

**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.

