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## Office of Equal Opportunity Division Municipal Manager

*Anchorage: Performance. Value. Results.*

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### Purpose

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				
2019	Q1	Q2	Q3	Q4
Training Sessions	0	2	1	0
Attendance	0	9	34	0

**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.

