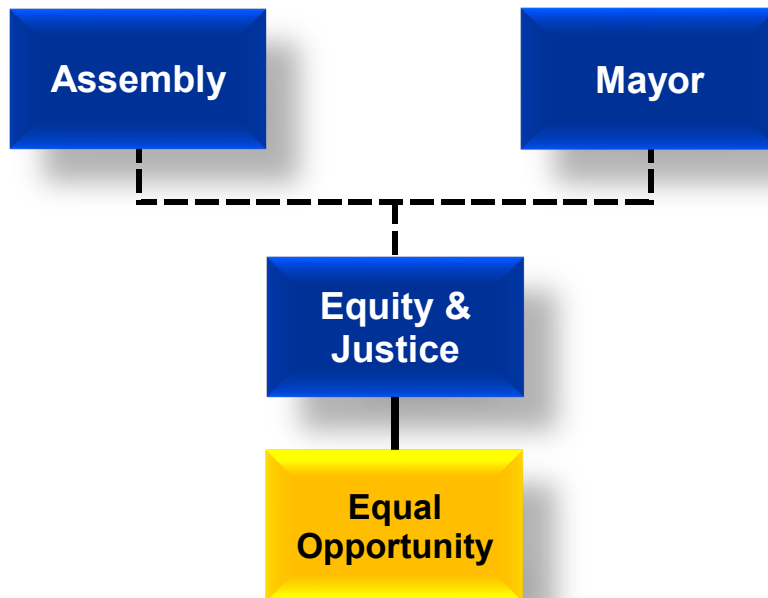


Equity & Justice



Equity & Justice

Description

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

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, Section 3, Title VI, and Title VII laws
- Work closely with the Anchorage Equal Rights Commission, the Ombudsman Office, and the Resilience Subcabinet
- Represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice 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 Justice Data
 - Equity and Justice Forums
 - Equity and Justice 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 11th-12th 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

Divisions

- Equal Opportunity
 - Implement and administer federally mandated DBE Program and ensure that contractors with the Municipality are in compliance with Federal, State, and local statues, ordinances, and regulations concerning equal employment opportunity;
 - Investigate Title VII complaints within the municipal workforce;
 - Provide training to municipal employees on unlawful discrimination and harassment; and
 - Promote diversity and equal opportunity.

Department Goals that Contribute to Achieving the Mayor’s Mission:



Increased Development – Work to streamline the Anchorage development process and provide incentives to bring capital projects to the city. Foster an atmosphere that welcomes business investment through stable taxes and restrained government spending.

Equity & Justice – Office of Equal Opportunity

- Reduce the number of complaints that charge discriminatory practices through a pro-active training program.



Exemplary Municipal Operations – Improve the efficiency and effectiveness of Municipal operations to deliver services faster and better.

- 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 & Justice Department Summary

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Division				
EJ Office of Equal Opportunity	161,890	517,576	248,778	(51.93%)
Equity & Justice	317,378	197,877	205,144	3.67%
Direct Cost Total	479,268	715,453	453,922	(36.55%)
Intragovernmental Charges				
Charges by/to Other Departments	(344,093)	(437,951)	(453,922)	3.65%
Function Cost Total	135,175	277,502	-	(100.00%)
Net Cost Total	135,175	277,502	-	(100.00%)
Direct Cost by Category				
Salaries and Benefits	478,299	414,973	430,942	3.85%
Supplies	339	10,350	10,350	-
Travel	23	3,000	3,000	-
Contractual/Other Services	607	285,630	8,130	(97.15%)
Debt Service	-	-	-	-
Equipment, Furnishings	-	1,500	1,500	-
Direct Cost Total	479,268	715,453	453,922	(36.55%)
Position Summary as Budgeted				
Full-Time	2	3	3	-
Part-Time	-	-	-	-
Position Total	2	3	3	-

Equity & Justice Reconciliation from 2023 Revised Budget to 2024 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
2023 Revised Budget	715,453	3	-	-
2023 One-Time Adjustments				
- REVERSE - 2023 1Q - ONE TIME - Settlement recovered in the 2023 tax cap	(277,500)	-	-	-
Changes in Existing Programs/Funding for 2024				
- Salaries and benefits adjustments	15,969	-	-	-
2024 Continuation Level	453,922	3	-	-
2024 Proposed Budget Changes				
- None	-	-	-	-
2024 Proposed Budget	453,922	3	-	-

**Equity & Justice
Division Summary
EJ Office of Equal Opportunity**

(Fund Center # 113271, 113272, 113200, 113279, 113273)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Salaries and Benefits	160,921	227,096	235,798	3.83%
Supplies	339	350	350	-
Travel	23	3,000	3,000	-
Contractual/Other Services	607	285,630	8,130	(97.15%)
Equipment, Furnishings	-	1,500	1,500	-
Manageable Direct Cost Total	161,890	517,576	248,778	(51.93%)
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	161,890	517,576	248,778	(1)
Intragovernmental Charges				
Charges by/to Other Departments	(161,890)	(240,074)	(248,778)	3.63%
Function Cost Total	-	277,502	-	(100.00%)
Net Cost Total	-	277,502	-	(100.00%)

Position Summary as Budgeted

Full-Time	2	2	2	-
Position Total	2	2	2	-

Equity & Justice Division Detail

EJ Office of Equal Opportunity

(Fund Center # 113271, 113272, 113200, 113279, 113273)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Salaries and Benefits	160,921	227,096	235,798	3.83%
Supplies	339	350	350	-
Travel	23	3,000	3,000	-
Contractual/Other Services	607	285,630	8,130	(97.15%)
Equipment, Furnishings	-	1,500	1,500	-
Manageable Direct Cost Total	161,890	517,576	248,778	(51.93%)
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	161,890	517,576	248,778	(51.93%)
Intragovernmental Charges				
Charges by/to Other Departments	(161,890)	(240,074)	(248,778)	3.63%
Net Cost				
Direct Cost Total	161,890	517,576	248,778	(51.93%)
Charges by/to Other Departments Total	(161,890)	(240,074)	(248,778)	3.63%
Net Cost Total	-	277,502	-	(100.00%)

Position Detail as Budgeted

	2022 Revised		2023 Revised		2024 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Director OEO	1	-	1	-	1	-
Special Administrative Assistant I	1	-	1	-	1	-
Position Detail as Budgeted Total	2	-	2	-	2	-

Equity & Justice Division Summary

Equity & Justice

(Fund Center # 107000, 107079)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Salaries and Benefits	317,378	187,877	195,144	3.87%
Supplies	-	10,000	10,000	-
Travel	-	-	-	-
Manageable Direct Cost Total	317,378	197,877	205,144	3.67%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	317,378	197,877	205,144	-
Intragovernmental Charges				
Charges by/to Other Departments	(182,203)	(197,877)	(205,144)	3.67%
Function Cost Total	135,175	-	-	-
Net Cost Total	135,175	-	-	-
Position Summary as Budgeted				
Full-Time	-	1	1	-
Position Total	-	1	1	-

**Equity & Justice
Division Detail
Equity & Justice**

(Fund Center # 107000, 107079)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Salaries and Benefits	317,378	187,877	195,144	3.87%
Supplies	-	10,000	10,000	-
Travel	-	-	-	-
Manageable Direct Cost Total	317,378	197,877	205,144	3.67%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	317,378	197,877	205,144	3.67%
Intragovernmental Charges				
Charges by/to Other Departments	(182,203)	(197,877)	(205,144)	3.67%
Net Cost				
Direct Cost Total	317,378	197,877	205,144	3.67%
Charges by/to Other Departments Total	(182,203)	(197,877)	(205,144)	3.67%
Net Cost Total	135,175	-	-	-

Position Detail as Budgeted

	2022 Revised		2023 Revised		2024 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	-	-	1	-	1	-
Position Detail as Budgeted Total	-	-	1	-	1	-

Alcoholic Beverages Retail Sales Tax Program

Description

The net receipts from the alcoholic beverages retail sales tax, after payment of the costs of administration, collection, and audit to the municipality, are dedicated and shall be available to use only for:

- Funding for police, related criminal justice personnel, and first responders
- Funding to combat and address child abuse, sexual assault, and domestic violence
- Funding for substance misuse treatment, prevention programs, detoxification or long-term addiction recovery facilities, mental and behavioral health programs, and resources to prevent and address Anchorage's homelessness crisis.

Additional information is available in Appendix R.

Department Services

The funding for these services was transferred to the operating areawide general fund in 2022.

**Equity & Justice
Department Summary
Alcohol Tax**

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Division				
Equity & Justice	174	-	-	-
Direct Cost Total	174	-	-	-
Function Cost Total	174	-	-	-
Net Cost Total	174	-	-	-
Direct Cost by Category				
Travel	-	-	-	-
Contractual/OtherServices	174	-	-	-
Debt Service	-	-	-	-
Direct Cost Total	174	-	-	-
Position Summary as Budgeted				
Full-Time	1	-	-	-
Part-Time	-	-	-	-
Position Total	1	-	-	-

**Equity & Justice
Division Summary
Alcohol Tax**

Equity & Justice
(Fund Center # 107100)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Salaries and Benefits	-	-	-	-
Supplies	-	-	-	-
Travel	-	-	-	-
Contractual/Other Services	174	-	-	-
Manageable Direct Cost Total	174	-	-	-
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	174	-	-	-
Intragovernmental Charges				
Charges by/to Other Departments	-	-	-	-
Function Cost Total	174	-	-	-
Net Cost Total	174	-	-	-
Position Summary as Budgeted				
Full-Time	1	-	-	-
Position Total	1	-	-	-

**Equity & Justice
Division Detail
Alcohol Tax**

Equity & Justice

(Fund Center # 107100)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
Direct Cost by Category				
Travel	-	-	-	-
Contractual/Other Services	174	-	-	-
Manageable Direct Cost Total	174	-	-	-
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	174	-	-	-
Net Cost				
		Direct Cost Total	174	-
Net Cost Total	174	-	-	-

Position Detail as Budgeted

	2022 Revised		2023 Revised		2024 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	1	-	-	-	-	-
Position Detail as Budgeted Total	1	-	-	-	-	-

Equity and Justice Department

Anchorage: Performance. Value. Results.

Mission

The Equity and Justice department develops, supports, and implements equity policies and practices in municipal government that builds diversity, equity, and inclusion. The Equity and Justice department proactively works to advance racial equity, focusing on eliminating inequities and increasing wellbeing and success for all residents. Identify and implement measures and metrics to track equity efforts throughout municipal government. Work with community stakeholders and residents to elevate and activate the community voice within local policy.

Direct Services

Office of Equity and Justice is responsible for:

- Support and manage Municipal Policies and Programs that promote Equity and Opportunity.
- Work with the Mayor's Office to recruit and manage municipal Boards and Commissions to ensure community representation.
- 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.
- Ensure municipal compliance with Language Access laws.
- Works closely with OEO, AERC, Ombudsman Office, Resilience Subcabinet and represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice issues, and economic 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.
- Collects, evaluates, and analyzes 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.
- Develops and coordinates reports and supporting materials to be presented to the Mayor and Assembly for information or action.
- Develop consistent communication and feedback mechanisms.
- Stay abreast of research and best practice in equity and inclusion and infuse/adapt to municipal government.
- Develop and Foster Key Community Partnerships. Develop and deepen relationships with community members and non-profits committed to racial equity work.
- Participates in community equity collaborations on behalf of the Municipality.
- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.

Accomplishment Goals

- Reduce the number of barriers that charge discriminatory practices through a pro-active training program.

Performance Measures

Progress in achieving goals shall be measured by:

Measure #1: Increase employee DEI opportunity and Contractors training classes and participation by 5% annually.

Measure #2: Increase employee DEI community engagement opportunity and Contractors participation by 5% annually.

Measure #3: Increase employee equal opportunity and Contractors training classes and participation by 5% annually.

Employee Equal Opportunity & Contractors Compliance Training				
2021	Q1	Q2	Q3	Q4
Training Sessions	-	-	-	1
DEI community engagement opportunity	-	-	3	15
Attendance	-	-	15	50

Employee Equal Opportunity & Contractors Compliance Training				
2022	Q1	Q2	Q3	Q4
Training Sessions	4	2	1	-
DEI community engagement opportunity	8	2	4	-
Attendance	327	303	1,135	-

Office of Equal Opportunity Division

Anchorage: Performance. Value. Results.

Mission

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 pro-active training program.

Performance Measures

Progress in achieving goals shall be measured by:

Measure #1: Increase employee equal opportunity and Contractor’s training classes and participation by 5% annually.

Employee Equal Opportunity & Contractors Compliance Training				
2023	Q1	Q2	Q3	Q4
Training Sessions	5	6	-	-
Attendance	196	136	-	-

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.

