

ANNUAL REPORT

ANCHORAGE EQUAL RIGHTS COMMISSION 1978 - 1979



ANCHORAGE, ALASKA
620 E. TENTH AVENUE

EQUAL RIGHTS COMMISSION ANNUAL REPORT

1978 - 79

COMMISSIONERS

Lewis J. Sears, Jr., Chairman

Sylvia Carlsson, Vice-Chairman

Joe Armstrong

Johnnie Gay

Edmond Lum

Edward Ramirez

Jack Simpson

Allen Williams

Manuel Norat

Vince Casey, Executive Director

Doug Elliott, Legal Counsel



George M. Sullivan, Mayor

ANCHORAGE EQUAL RIGHTS COMMISSION ORGANIZATIONAL STAFFING CHART

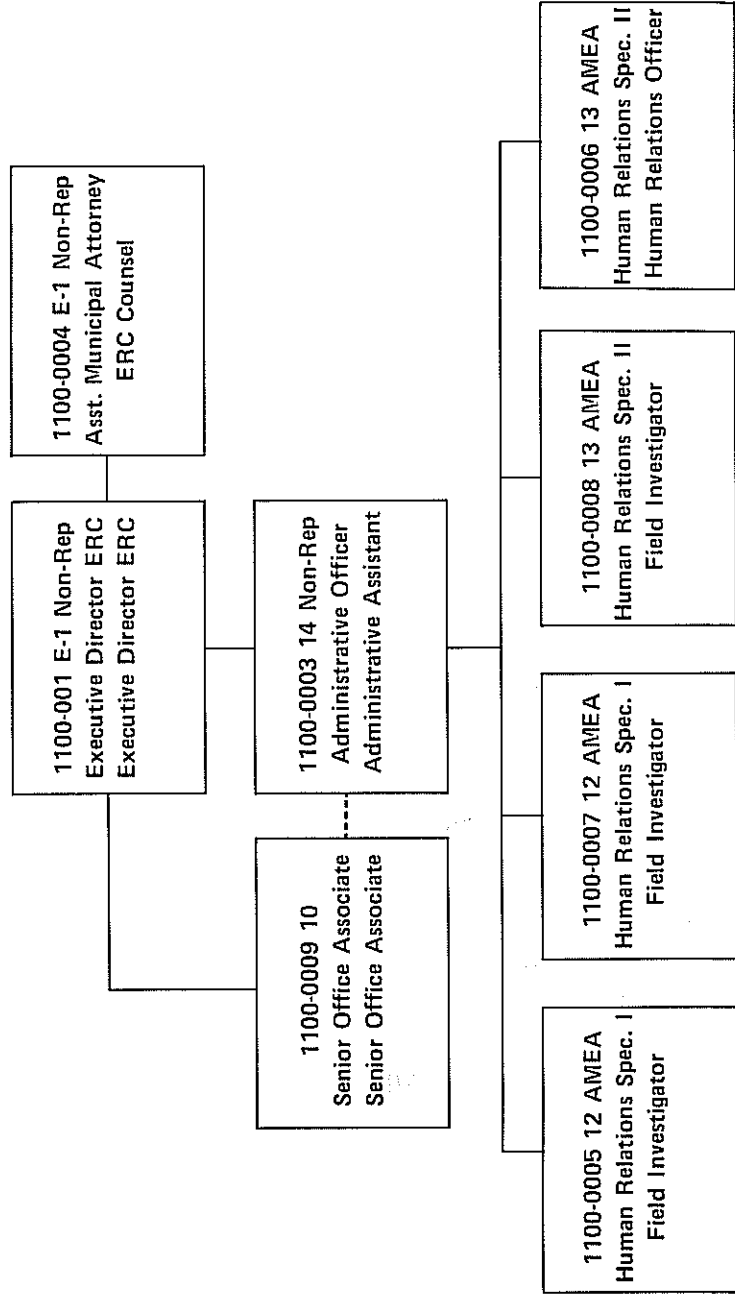


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Anchorage Municipal Charter

Article II Bill of Rights

The Charter guarantees rights to the people of Anchorage that are in addition to rights guaranteed by the Constitution of the United States of America and the Constitution of the State of Alaska. Among rights guaranteed by this Charter are:

... (7) *The right to opportunities in housing, public accommodations, employment, and education without regard to race, religion, sex, color, national origin, marital status, or physical handicap; and the right to an Equal Rights Commission at the municipal level in aid thereof.*

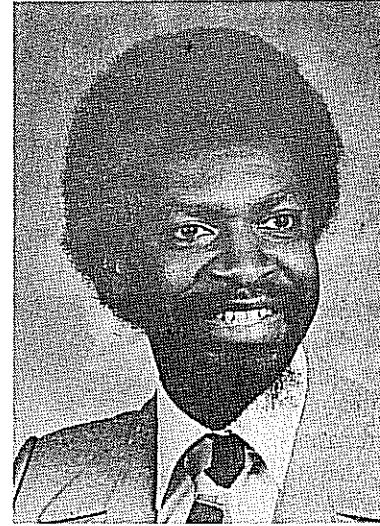
Article XVII General Provisions

Section 17.01 Equal Rights

The Assembly shall enact ordinances against invidious discrimination in housing, public accommodations, employment, education, and financing practices on the basis of race, religion, age, sex, color, national origin, marital status, or physical handicap.

Section 17.02 Equal Rights Commission

The Assembly by ordinance shall establish an Equal Rights Commission and prescribe its duties. The commission shall appoint its principal executive officer with the approval of the Mayor. The principal executive officer shall serve at the pleasure of the commission.



FROM THE COMMISSION CHAIRMAN

Speaking for the commissioners on the Anchorage Equal Rights Commission, I would like to commend our staff for the fine job they have done in the past two years. I would also like to express our thanks to the community for their support of our programs. We have found respondents and complainants cooperative in helping to solve illegal discrimination problems in the Anchorage area.

The commissioners are currently working on goals and objectives for areas with which we have not yet dealt. Our future plans include meeting with organizations to increase awareness of our programs and assisting in training that will help eliminate the problems of illegal discrimination.

We are pleased to present this first annual report to help you become more familiar with the plans, objectives and operations of our Commission. Personally, I have enjoyed working with this fine team of individuals on our common goal of creating a better community through the elimination of discriminatory practices.

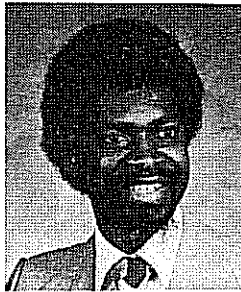
Sincerely,

A handwritten signature in black ink, which appears to read "Lewis Sears". The signature is written in a cursive style with a large, looping initial "L".

Lewis Sears, Chairman
Anchorage Equal Rights
Commission

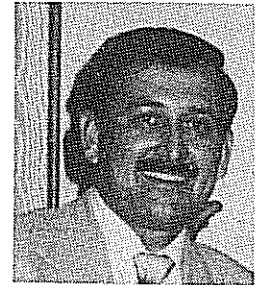
COMMISSIONERS

Lewis Sears, Jr. was born in Miami, Florida, came to Alaska in July of 1969. Mr. Sears, who is the principal of Bartlett High School, has a B.A. in industrial education from Tuskegee Institute in Alabama and an M.A. in administrative education from the University of Alaska, Anchorage. Mr. Sears is a candidate for a Ph.D. in leadership and human behavior from U.S. International University. Mr. Sears is a member of Omega Psi Phi, a social civic organization which raises money for college scholarships and sponsors an essay contest for high school students. He is also a member of Phi Delta Kappa, an educational fraternity, the N.A.A.C.P., the University Kiwanis Club, and the N.A.S.S.P., National Association of Secondary School Principals. Mr. Sears is married and has one daughter who is 7.



Sylvia Carlsson was born in Sitka and has been a resident of Alaska all her life. She has been involved with E.E.O. and Affirmative Action for many years. She is Director of the Employment Rights Office at Cook Inlet Native Association. Ms. Carlsson is also a member of the Alaska Private Industry Council, a policy making group which oversees Title VII of CETA. She is a member of the Anchorage Native Caucus and served as president of that group for two years. She is a member of the Tlingit and Haida Anchorage Chapter and for four years she served as special assistant for minority affairs to the Alaska Commissioner of Education. Ms. Carlsson is a widow who has two daughters and two granddaughters.

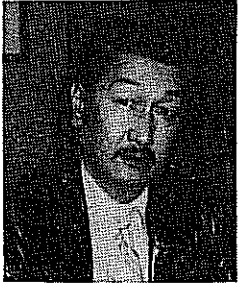
Edward Ramirez was born in Weslaco, Texas, and has lived in Alaska for the past 8 years. He has a degree in sociology from the University of Alaska, Anchorage, with an emphasis in social services and a minor in justice. Mr. Ramirez plays trombone with the Air Force Band at Elmendorf Air Force Base. He has coordinated all the Hispanic Heritage Weeks for Elmendorf and is currently president of the Hispanic Alaskans Club in Anchorage. Mr. Ramirez is also a member-at-large with C.A.E.C.C.; an advisory board of concerned parents who work with the Anchorage School Board. He and his wife, Irene, have two teenage daughters.



Joe Armstrong was born in Everett, Washington, has lived in Alaska for 30 years. Mr. Armstrong is Manager of the National Electrical Contractors Association in Anchorage. Mr. Armstrong has served on numerous commissions, including the Alaska Earthquake Commission, the first Alaska Safety Commission, the state Parole Board, the city's Parks and Recreation Commission. He has held various offices with the Alaska State Federation of Labor and is president and chairman of the board of the Anchorage Glacier Pilots baseball team. He is serving his second term with the Equal Rights Commission. Mr. Armstrong lives in Anchorage with his wife, Elaine.

Johnnie Gay was born in Los Angeles but has lived in Alaska for the past 22 years. Mrs. Gay became involved with the Equal Rights Commission through her work with the city's schools. She was involved with Project Head Start and has served on various committees with the Anchorage School District. Mrs. Gay is married and has four children.

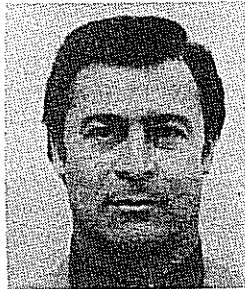




Edmond Lum was born in San Francisco and came to Alaska in 1957. He was one of the original commissioners on the city's Human Relations Commission under Mayor Elmer Rasmussen. He has served on the Urban Beautification Commission and Civil Defense Commission but wanted to get back to the Equal Rights Commission because of a personal commitment to the cause of equal rights. Mr. Lum is currently involved with the Barrier Free Recreation

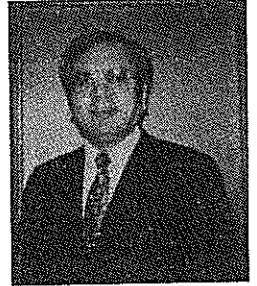
Center, a planned recreation center for the handicapped which he hopes will be a prototype for others. Mr. Lum is married and has two children.

Manuel Norat was born in Aibonito, Puerto Rico and has lived in Alaska for the past 16 years. Prior to serving on the Equal Rights Commission, Mr. Norat worked as an examiner on the State Board of Barbers. He joined the Commission in 1979. Mr. Norat has been active for many years in the Lions Club, the Elks Club and the Moose Lodge, serving in many different offices with the Lions Club. He worked on several committees of the Operation Breakthrough effort. He is married and has one daughter. Mr. Norat describes himself as in the process of learning about the Commission and its functions so that he may serve effectively in his new position.



Jack Simpson was born in Condon, Oregon, but has lived in Alaska since February of 1952. Mr. Simpson is a private investigator for Bonded Casualty Investigators in Anchorage. His first experience in working with equal rights came in 1969 and 1970 when he served as the statewide Human Rights Director for the Highway Department. He has always had an interest in equal rights and when he was asked to serve on the Commission by Mayor George Sullivan, he was more than happy to comply. Mr. Simpson has recently won an age discrimination suit in court. He has been a member of the Lions club for many years, has served in the state legislature in 1968-69, is on the Executive Board of the Alaska Press Club, has taken an active part in the state and local branches of the Chamber of Commerce, and is a member of the Presbyterian Church. Mr. Simpson is married, has two sons and two granddaughters.

Allen Williams, born in Kake, Alaska, is a life-long resident of the state. He graduated from Petersburg High School and attended the University of Puget Sound in Tacoma, Washington, and Metropolitan Business College in Chicago. He is currently the Assistant District Director for Minority Small Business with the Small Business Administration in Anchorage. Through his work with minority businesses, he became involved with the Equal Rights Commission. Mr. Williams has served on the Fish and Game Advisory Board in Petersburg, the Advisory Council to Southeast Alaska for SEACAP, and the Board of Directors for G & H Credit Union, the only minority credit union in Alaska. Mr. Williams and his wife, Phyllis, have one daughter who is a freshman at West High School.



POWERS AND DUTIES OF THE COMMISSION

- A. Hold public hearings and issue orders concerning discrimination.
- B. Administer oaths and affirmations, certify its official acts, issue subpoenas, subpoenas duces tecum, and other legal process to compel the attendance of witnesses and the production of testimony, books, records, papers, accounts, documents or things in any inquiry, investigation, hearing or proceeding before the commission; the commission may petition the superior court of the State of Alaska having jurisdiction to enforce its subpoenas, subpoenas duces tecum, and other legal process;
- C. Intervene in any court proceeding brought under this title;
- D. Enter into agreements with counterpart agencies at all governmental levels to promote effective and efficient enforcement of the law;
- E. Grant relief described in Section 5.30.050 of the Anchorage Municipal Code;
- F. Develop programs designed to bring about the prevention and elimination of discrimination;
- G. Hire, subject to approval of the mayor, an executive director who shall serve at the pleasure of the commission;
- H. Delegate to the executive director all powers and duties given it by this title, except the power to hold hearings, issue orders, and hire the executive director; and
- I. Adopt procedural and evidentiary rules necessary to fulfill the intent of the Anchorage Municipal Code. *AMC 5.10.040*

**Municipality
of
Anchorage**



POUCH 6-650
ANCHORAGE, ALASKA 99502
(907) 264-6400

GEORGE M. SULLIVAN
MAYOR

OFFICE OF THE MAYOR

April 2, 1980

The citizens of Anchorage, through the Municipal Charter, have been guaranteed the right to opportunities in housing, public accommodations, financial practices, employment, and education without regard to race, religion, sex, color, national origin, marital status, or physical handicap; and the right to an Equal Rights Commission at the Municipal level in aid thereof.

The Assembly established the Anchorage Equal Rights Commission and I have appointed Commissioners and an Executive Director in accordance with the Charter.

This report is the first issued by the Equal Rights Commission and while it indicates a number of complaints serviced and other activities which the staff and Commission have provided, I realize much remains to be done. It would be helpful if after you have had the opportunity to study this report you would provide any comments, suggestions, or ideas to the Anchorage Equal Rights Commission to assist us in our continuing efforts to eliminate all illegal discriminations within the Municipality and in maintaining the best of community relations for all of our citizens.

Sincerely,

George M. Sullivan
Mayor

**Municipality
of
Anchorage**

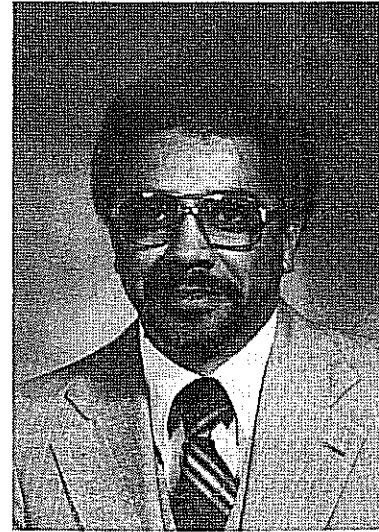


ASSEMBLY CHAIRMAN

POUCH 6-650
ANCHORAGE, ALASKA 99502

As Chairman of the Anchorage Municipal Assembly, I would like to express the Assembly's continuing support for the Equal Rights Commission. By our charter, we are legally bound to supply such a Commission to our citizens. We are normally bound to see that it works effectively. The Assembly is pleased to work with the Equal Rights Commission in their efforts to eradicate illegal discrimination from our community, and to make it a place where all citizens have a fair chance at jobs, housing, education, and public services. We want Anchorage to be the kind of community that offers a good life to all its citizens, and we believe that the Equal Rights Commission is working to create just such a community.

Dave Walsh, Chairman
Anchorage Municipal Assembly



**MESSAGE FROM THE
EXECUTIVE DIRECTOR**

The past 18 months have offered plenty of challenges to our staff at the Equal Rights Commission, challenges which we have attempted to meet with confidence, enthusiasm and optimism. The months from January, 1978, to July, 1979, have often been months of organization and training.

A great deal of time and effort was spent in the middle months of 1978 finding new office space for the Commission staff. Our crowded and divided facilities at the old Neighborhood Community Center were finally replaced in August with the new offices at 620 East Tenth. Our new location provides a separate office for each member of the staff, insuring the confidentiality of the persons who come to us seeking help. It also affords ample free parking for clients.

In the midst of organizational and training efforts, we have continued our main business of helping people, more specifically, of providing both the employers and employees of Anchorage with a place to turn when they have problems, doubts and questions about their legal rights concerning discrimination. In the present tightened economy, that discrimination most frequently applies to jobs — getting them, keeping them. The new decade is sure to bring new challenges and problems. The staff at the Equal Rights Commission looks forward to meeting them.

Vince Casey
Executive Director

STATEMENT OF PURPOSE

The purpose of the Anchorage Equal Rights Commission under Title 5 of the Anchorage Municipal Code *is to eliminate and prevent illegal discrimination* within the Municipality of Anchorage in employment, housing, public accommodations, education, financing practices and services provided by the Municipality because of race, color, religion, sex, age, national origin, marital status and physical handicap.

MAJOR GOALS AND OBJECTIVES

The Equal Rights Commission's goal is to eliminate and prevent illegal discrimination.

1. Equal Rights Commission investigator's productivity will be measured by the number and complexity of complaints processed as measured by the 180 day projected completion time frame. This will be effected by continually evaluating and improving present complaint resolution procedures. Also helpful in achieving this goal will be providing training to the staff to keep them abreast of current legislation and investigation techniques, and to prepare them to present Equal Opportunity Seminars in the areas of housing, financial institutions and educational institutions. The progress of the complaint resolution process will be continually monitored.

2. Equal Rights Commission Human Relations Office will present seminars to make local government, private industry, and the general public more knowledgeable of local, state and federal civil rights laws. This will be effected through on-going individual and community organization contact; monthly reports to the Equal Rights Commission by the human relations officer; posters and pamphlets distributed to the general public; a quarterly newsletter; films and discussions conducted with municipal and civic agencies and groups for the purpose of explaining Title 5 of the municipal code, issues related to discrimination, prejudice, and the development of effective human relationships.

The Equal Rights Commission's specific goals are to help individuals and agencies in developing their own personal resources toward promoting healthy relationships, eradicating prejudicial attitudes within the municipality, and responding to ineffective living, learning or working human relationships. A secondary specific goal is resolving complaints with the least cost in terms of time and money. The Commission also projects putting more effort into informing citizens of how to seek redress or help with their discrimination complaints.

FUNCTIONS OF THE EQUAL RIGHTS COMMISSION: A CASE STUDY

PROHIBITION

The public policy of Anchorage is declared to be equal opportunity for all persons. The Assembly finds that invidious discrimination in employment, housing, public accommodations, education and financing practices based upon race, color, sex, religion, national origin, marital status, age, or physical handicap adversely affects the welfare of the community. Accordingly, such discrimination is prohibited.

AMC 5.10.010

What constitutes discrimination?

"Discrimination" means any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial or any other act or practice of differentiation or preference in the treatment of a person or persons because of race, color, religion, national origin, age, sex, marital status or physical handicap, or the aiding, abetting, inciting, coercing or compelling thereof.

AMC 5.20.010

What is unlawful discrimination in employment practices?

It is unlawful for:

A. An employer to refuse employment to a person, or to bar him/her from employment, or to discriminate against him/her in compensation or in a term, condition, or privilege of employment or to discharge, expel, reduce, suspend, or demote him/her because of his/her race, religion, age, sex, color, national origin, marital status or physical handicap unless the reason for the discrimination is a bona fide occupational qualification.

AMC 5.20.040

For instance:

A black female was denied a promotion in a grocery store because of her race. She had greater seniority with the company than the whites who were promoted over her. Investigation revealed promotion under those circumstances was against company policy. The complainant was awarded back pay for the difference in wages between her job and the job to which she should have been promoted. She was also promoted to another position and transferred to another store upon her request.

A black sales woman alleged her working hours were decreased even though her sales were higher than a white coworker. After a Commis-

sion investigation the employer reviewed the evidence and agreed to a cash settlement satisfactory to the complainant.

A white male alleged age discrimination against an employer when he was transferred to another store with reduced wages. A settlement was reached and the complainant received full back pay and reinstatement to his former store and position.

A black male charged a consulting engineering firm with discrimination when he was refused employment for a position for which he was qualified. After refusing to hire the Complainant the firm continued to recruit other applicants. The evidence showed these facts to be true. The Commission negotiated a back pay settlement.

A female filed a complaint against her supervisor for not being allowed to run the same type of heavy equipment as the males. The Commission staff found that the complainant simply wanted an opportunity to show the respondent that she could run the equipment, which in turn would bring about promotional opportunities for her in the future. The ERC finalized an agreement that gave the complainant that opportunity.

A black woman alleged she had been terminated for refusing to accept a transfer from her position as a cashier because of her race. Other minorities were also transferred from the cashier position; however, all but the black woman were returned to the cashier position. The Commission achieved a settlement satisfactory to both parties, with payment of lost wages to the complainant.

A black male was terminated from his job and was about to be evicted by his landlord. His landlord was also his employer. The complainant felt he was being treated differently from the whites with whom he worked. The employer/landlord said the complainant was "goofing off" on the job. The investigation revealed that all the employees were goofing off. Feeling he had a right to expect certain standards of his employees, the employer felt justified in terminating the black male. The Commission told the employer that he had a right to expect certain standards as long as he expected the same standards of all his employees. The complainant got his job back with back pay for his time off work. He also was not evicted from his apartment.

After a female was refused employment for a security guard position, she filed a sex discrimination complaint with the ERC. The Commission staff investigated and determined that the complainant had been discriminated against. The case went to public hearing before the Commissioners. The Commissioners awarded her back pay and ordered the respondent to hire her for the next available job. The respondent has appealed the decision to Superior Court.

A brother and sister, both black, were fired when a new supervisor took over at their place of employment. The supervisor had used racial slurs against the complainants, and they charged the company with race discrimination. The Equal Rights Commission took the testimony of employees, presented the information to the employer, and negotiated full back pay for the complainants.

A 69 year old lady applied for a job as a courier at a bank. She had 30 years experience driving buses and taxis. She had never had an accident and was in good health. She was denied employment due to the bank's mandatory retirement age. She filed a complaint with the ERC and the Commission convinced the bank that she could handle the job, which was then offered to her. The bank also changed their retirement policy.

Are there other unlawful employment practices?

Yes. It is unlawful for:

B. A labor organization because of a person's race, religion, age, sex, color, national origin, marital status, or physical handicap to exclude or to expel him/her from its membership or to discriminate against one of its members or employer or employee.

C. A person, employer or employment agency to broadcast, publish, print, circulate or cause to be broadcasted, published, printed or circulated a statement, advertisement in connection with prospective employment or to use a form of application for employment which expresses, directly or indirectly, a limitation, specification, preference or discrimination as to race, religion, age, sex, color, national origin, marital status or physical handicap.

D. A person to discriminate in the payment of wages as between sexes, or to employ a person of one sex in an occupation at a salary or wage rate less than that paid to a person of another sex for work of comparable character or work in the same operation, business or type of work in the same locality.

AMC 5.20.040

What constitutes discrimination in the area of housing?

Except in the individual home wherein the renter or lessee would share common living areas with the owner, lessor, manager, agent or other person, it is unlawful for the owner, lessor, manager, agent or other person having the right to sell, lease, rent or advertise real property:

A. To refuse to sell, lease or rent the real property to a person because of race, religion, age, sex, color, national origin, marital status or physical handicap.

AMC 5.20.020

For instance:

A black male attempted to purchase a home which was advertised in the newspaper. Over the telephone the owner said "the house was for sale. Later in the conversation the owner changed her mind and said she had decided to keep the house. The owner also tried to discourage the complainant from buying the house by pointing out the faults of the property. Investigation by the Commission revealed that differential treatment was shown toward the complainant. The complaint was settled monetarily.

B. To discriminate against a person because of race, religion, age, sex, color, national origin, marital status or physical handicap in a term, condition or privilege relating to the use, sale, lease or rental or real property. *AMC 5.20.020*

For instance:

A black woman with three teenage sons alleged she was being harassed by her landlord and was fearful of eviction. The evidence indicated most problems stemmed from communications difficulties. Both parties were brought together for a frank discussion of the problems. An agreement was reached whereby both parties stipulated the manner and method that future problems would be discussed.

C. To make a written or oral inquiry or record of the race, religion, age, sex, color, national origin, marital status or physical handicap of a person seeking to buy, lease or rent real property.

D. To offer, solicit, accept, use or retain a listing of real property with the understanding that a person may be discriminated against in a real estate transaction or in the furnishing of facilities or sources in connection therewith because of a person's race, religion, age, sex, color, national origin, marital status or physical handicap.

E. To represent to a person that real property is not available for inspection, sale, rental, or lease when in fact it is available, or to refuse a person the right to inspect real property, because of the race, religion, age, sex, color, national origin, marital status or physical handicap of that person or because of any person associated with that person.

F. To engage in blockbusting. ("Blockbusting" means any discriminatory practice by real estate brokers, real estate salesmen or employees or agents of a broker or other individual, corporation, partnership or organization for the purpose of inducing a real estate transaction from which any such person or its stockholders or members may benefit financially, to represent directly or indirectly that a change has occurred or will or may occur from a composition with respect to race, religion, color or national origin of the owners or

occupants of the block, neighborhood or area in which the real property is located, and to represent directly or indirectly that this change may or will result in undesirable consequences in the block, neighborhood or area in which the real property is located, including, but not limited to, the lowering of property values, an increase in criminal or antisocial behavior or decline in the quality of the schools or other facilities.) *AMC 5.20.010(B)*

G. To circulate, issue or display, make, print or publish, or cause to be made or displayed, printed or published, any communication, sign, notice, statement or advertisement, with respect to the use, sale, lease or rental of "real property that indicates any preference, limitation, specification or discrimination based on race, religion, age, sex, color, national origin, marital status or physical handicap. This shall not be construed to apply to publishing companies which accept advertising in the ordinary course of business. *AMC 5.20.020*

What are public accommodations and how does illegal discrimination apply to them?

"Public accommodation" means any place in or through which any business or professional activity is conducted that is open to, accepts or solicits the patronage of or caters or offers goods or services to the general public. This includes, but is not limited to, a public inn, restaurant, eating house, day care center, hotel, motel, soda fountain, soft drink parlor, tavern, night club, liquor establishment, roadhouse, place where food or spiritous or malt liquors are sold for consumption, trailer park, resort, campground, mobile home, barbershop, beauty parlor, bathroom, resthouse, theatre, swimming pool, skating rink, golf course, cafe, ice cream parlor, transportation company and all other public amusement and business establishments, subject only to the conditions and limitations established by law and applicable alike to all persons. *AMC 5.20.010*

It is unlawful for a person, whether the owner, operator, or agent or employee of an owner or operator of a public accommodation:

A. To refuse, withhold from or deny to a person any of its accommodations, advantages, facilities, benefits, privileges, services or goods of that place on account of race, religion, age, sex, color, national origin, marital status, or physical handicap. *AMC 5.20.050*

For instance:

A sex discrimination complaint was filed against a local night club that did not allow unescorted women. The matter was taken to the manager, and the procedures for admitting people were restructured. The night club also posted a notice of non-discrimination.

B. To publish, circulate, issue, display, post or mail a written or printed communication, notice, or advertisement which states or implies:

1. that any of the services, goods, facilities, benefits, accommodations, advantages or privileges of the public accommodation will be refused, withheld from or denied to a person of a certain race, religion, age, sex, color, national origin, marital status or physical handicap, or

2. that the patronage or presence of a person belonging to a particular race, religion, age, sex, color, national origin, marital status or physical handicap, is unwelcome, not desired, solicited, objectionable, or unacceptable.

C. To make a written or oral inquiry concerning the race, religion, age, sex, color, national origin, marital status or physical handicap of an individual in connection with the solicitation, reservation, booking, sale, or dispensing of accommodation, advantage, facility, benefit, privilege, service or goods. *AMC 5.20.050*

What does the law say about educational institutions?

An "educational institution" means any day care center, nursery, kindergarten, elementary or secondary school, academy, college, university, extension course, or nursing, secretarial, business, vocational, technical, trade, or professional school. *AMC 5.20.010(E)*

A. It is unlawful for a person operating or assisting in the operation of an educational institution; *AMC 5.20.060*

1. To refuse to admit or otherwise to discriminate against an individual with respect to the terms, conditions, accommodations, advantages, facilities, benefits, privileges, or services of that institution on account of race, religion, age, sex, color, national origin, marital status, or physical handicap.

For instance:

A white female enrolled her black child in a private school. The complainant was asked to remove her child from the school because of the child's immaturity. The complainant felt that she and her child were discriminated against because she is white and her child is black. The investigation showed that the complainant's child had bitten several children several times and that school staff could not discourage the child from biting others. The complaint was dismissed because the school policy is to ask parents to remove children who bit others or in any way interfere with other children's learning. It was also learned that there are many other children, with parents of different races, who attend the school and who have no problems.

A black female got low grades in school and filed a complaint of race discrimination. An investigation revealed that the woman was not doing the work required and the case was closed due to lack of probable cause.

2. to make or use a written or oral inquiry or form of application for admission that elicits information concerning the race, religion, age, sex, color, national origin, marital status or physical handicap of an applicant for admission.

3. to require or cause to be required that a photograph of an applicant for admission be submitted with an application for admission.

4. to publish, circulate, or display, or cause to be published, circulated or displayed, a written, printed, oral or visual communication, advertisement, catalog, or any other form of publicity relating to admission that expresses or indicates a preference, limitation, specification, or discrimination on account of the race, religion, age, sex, color, national origin, marital status, or physical handicap of an applicant for admission.

5. to establish, announce or follow a policy of denial or limitation of education opportunities for members of a group on account of race, religion, age, sex, color, national origin, marital status or physical handicap.

6. to use in the recruitment of potential applicants for admission, a service or agency that discriminate against individuals on account of race, religion, age, sex, color, national origin, marital status or physical handicap.

B. Discrimination is lawful for a religious or denominational institution or organization, or an organization operated for charitable or educational purposes which is operated, supervised or controlled by or in connection with a religious or denominational institution or organization, limiting admission to, or giving preference in, its accommodations, advantages, facilities, benefits or services to persons of the same religion or denomination, or for making a selection of applicants or individuals that is reasonably calculated to promote the religious principles for which it is established or maintained. Such organizations otherwise remain subject to the provisions in this title with regard to race, color, age, national origin, sex, physical handicap or marital status. *AMC 5.20.060*

What constitutes discrimination by a financial institute?

It is unlawful for an insurance company, a financial institution or other commercial institution extending secured or unsecured credit,

upon receiving an application for financial assistance or credit for the acquisition, construction, rehabilitation, repair or maintenance of a housing accommodation or other property or services, or the acquisition or improvement of unimproved property, or upon receiving an application for any sort of loan of money, or upon receiving an application for insurance to permit one of its officials or employees during the execution of his/her duties:

A. To discriminate against the applicant because of race, religion, age, sex, color, national origin, marital status or physical handicap in a term, condition or privilege relating to the obtainment or use of the institution's financial assistance, insurance or credit, except to the extent of a federal statute or regulation applicable to a transaction of the same character.

B. To make or cause to be made a written or oral inquiry or record of the race, religion, age, sex, color, national origin, marital status or physical handicap of a person seeking the institution's financial assistance, insurance, or credit unless the inquiry is for the purpose of ascertaining the applicant's creditworthiness or insurability.

C. To refuse to extend credit, issue a credit card, insure or make a loan to a single, divorced, pregnant or married person who is otherwise creditworthy, if so requested by the person.

For instance:

A white woman who was separated from her husband alleged that she had been denied credit because of her sex and marital status. The complainant did not wish to use the credit she had established with her husband, and she could not establish that she had gained credit on her own. The charge was dismissed because the respondent did not consider her sex or marital status in their requirements. The complainant was provided with counseling as to how she could best obtain credit.

D. To refuse to insure or to issue a credit card to a married person in that person's name, if so requested by the person, provided, however, that the person so requesting a card may be required to open an account in that name if so requested by that person. *AMC 5.20.030*

Unlawful practices by the Municipality of Anchorage.

It is unlawful for the Municipality of Anchorage or any public agency thereof:

A. To refuse, withhold from or deny to a person any local, state or federal funds, services, goods, facilities, advantages or privileges because of race, religion, age, sex, color, national origin, marital status or physical handicap;

B. To publish, circulate, issue, display, post or mail a written or printed communication, notice or advertisement which states or implies that any local, state or federal funds, services, goods, facilities, advantages or privileges of the office or agency will be refused, withheld from or denied to a person of a certain race, religion, age, sex, color, national origin, marital status or physical handicap or that the patronage of a person belonging to a particular race, religion, age, sex, color, national origin, marital status, or physical handicap is unwelcome, not desired or solicited. (new). *AMC 5.20.070*

Lawful practices.

Notwithstanding any provision of this chapter, it shall not be unlawful for a person in connection with employment, housing, financing or insurance, public accommodation, education or governmental service to make or keep records identifying the race, religion, age, sex, color, national origin, marital status, or physical handicap if the purpose of the record is to comply with federal or state equal opportunity laws or regulations or in furtherance of a program designed to ensure compliance with this title. (new). *AMC 5.20.080*

1979 Informal Inquiries

Employment	64%	Total: 132
Housing	7%	
Public Accommodations	3%	
Municipal Practices	6%	
Financial Practices	5%	
Educational Institutions	1%	
General	14%	

Complaints Filed

1978

Employment	62
Housing	4
Financial Institutions	8
Public Accommodations	6
Unfair Practices by Municipality	5

1979

Employment	66
Housing	6
Financial Institutions	1
Public Accommodations	16
Educational Institutions	1

Category of Complaints by Sex

1978

	Employment	Housing	Public Acc.	Financial	Education	Misc.	Total
Female	29	3	1	8	0	2	43
Male	33	1	5	0	0	3	42

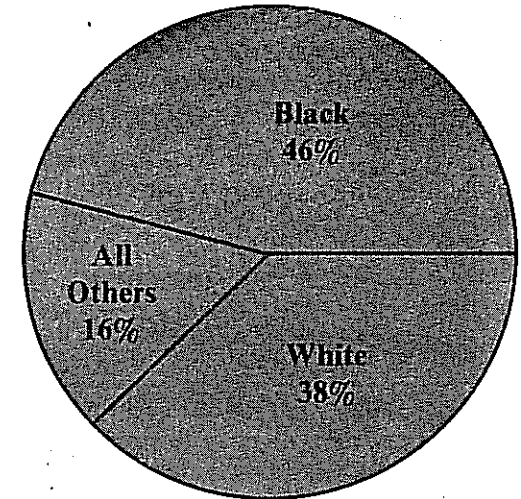
1979

	Employment	Housing	Public Acc.	Financial	Education	Misc.	Total
Female	40	3	9	1	1	0	54
Male	26	3	7	0	0	0	36

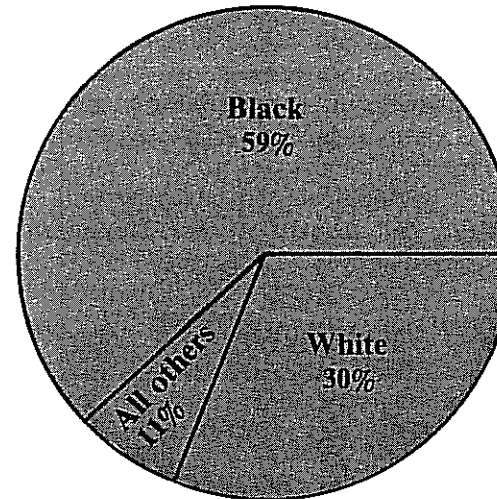
Ethnic Breakdown of Complainants

1978

White	38%
Black	46%
Hispanic	1%
Am. Indian	6%
Filipino	4%
Japanese	1%
Yugoslav	1%
West Indian	1%



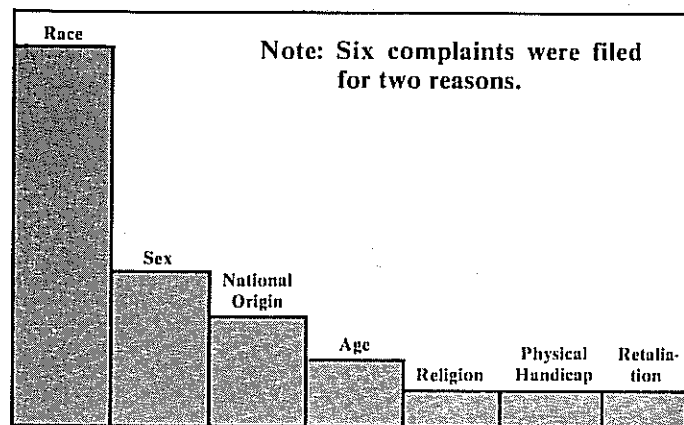
1979



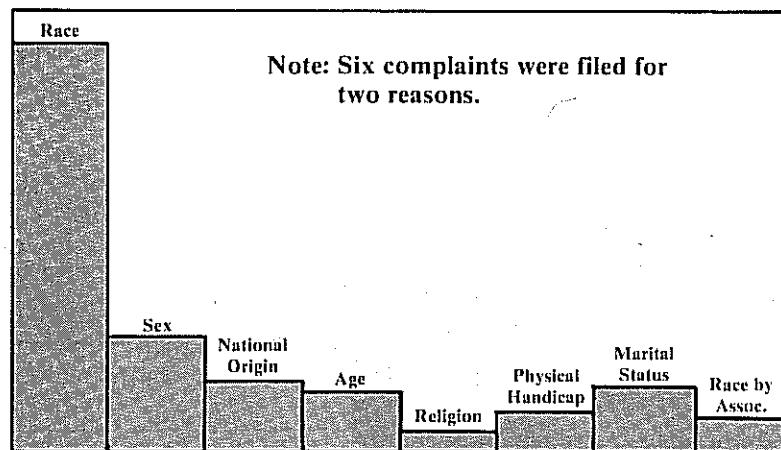
Black	59%
White	30%
Hispanic	6%
Korean	1%
Ak. Native Group	3%
	1%

Reason for Complaints

1978



1979



WHAT HAPPENS WITH COMPLAINTS

Complaint processing procedure

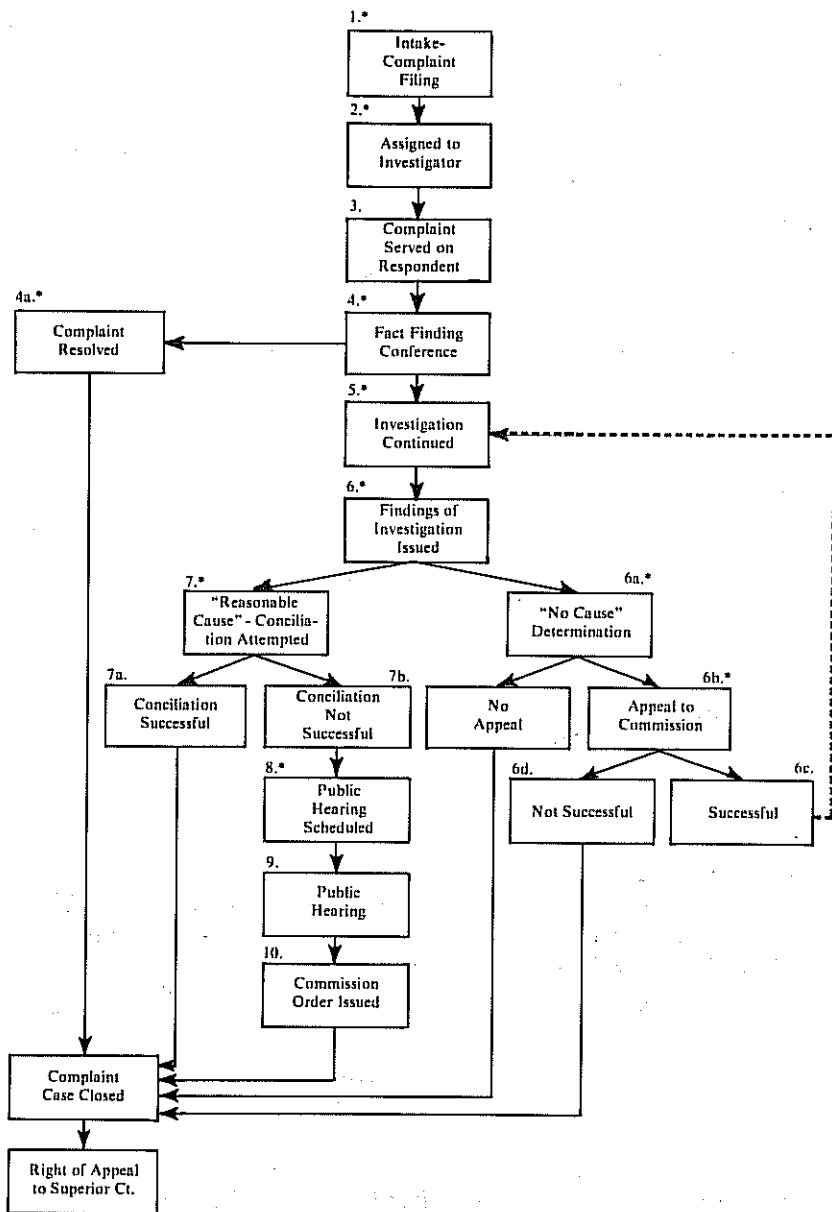
A person who believes he or she has been discriminated against may file a written complaint with the Equal Rights Commission within 120 days from the date of the alleged discriminatory conduct. The Commission must have the name and address of the person alleged to have engaged in discriminatory conduct and the particulars of the act. The Commission has no jurisdiction over state or federal agencies.

Many times the first inquiry received by the Commission will reveal a situation which can be solved without investigation or further action. Every attempt is made to get the two parties to work out their differences themselves. The ERC does not take a position of advocacy with a complainant until the time of a public hearing. During the initial process effort is concentrated on working with *both* parties to negotiate a settlement. For every formal complaint investigated by the Commission, two or three inquiries are made and solved. Sometimes an inquiry can be solved with counseling for the complainant. Occasionally the complainant is referred to another agency when his or her complaint does not come under the jurisdiction of the Equal Rights Commission. On occasion a phone call to the respondent will set up lines of communication between respondent and complainant and resolve the problem.

When a formal complaint is filed, the next step is investigation. This allows both parties, complainant and respondent, to introduce all relevant evidence into the record. The investigator must fully and impartially investigate the allegations of discrimination in order to determine whether there is reasonable cause to believe that the alleged discrimination has indeed occurred. The investigation itself generally covers reviewing records and personnel files, taking testimony and talking with the people involved. Should the investigator find no reasonable cause to suspect discrimination, the case is dismissed by the ERC Director. The complainant has the recourse of appealing to the Commission.

When the investigator has found reasonable cause to suspect discrimination, he or she continues to work with both parties to bring about a conciliation agreement. As in an order following a public hearing, a conciliation agreement can take one of many forms. The complainant might receive a letter of apology, reinstatement in a lost job, or a monetary award, or any or all of the above from the respondent. There is no set form which a conciliation agreement *must* take. The benefits

ANCHORAGE EQUAL RIGHTS COMMISSION COMPLAINT PROCESS



1.* The complaint intake process takes approximately 1 to 2 hours.

2.* After the complaint has been signed by the complainant the case is assigned to an investigator.

4.* A Fact Finding Conference will be scheduled and held within 30 days from the date the complaint is filed. Sometimes there is a request from either party to reschedule the conference date, which can delay the process.

5.* In some cases, a complaint may be resolved at the Fact Finding Conference.

If a Fact Finding Conference does not resolve the complaint, it may be necessary to continue the investigation. This includes taking witness testimony, issuing Interrogatories (questionnaire) and requesting documents. A respondent has 30 days to reply. Sometimes a respondent requests more time, and if the request is reasonable, additional time is usually given.

6.* The Findings of Investigation should be completed within 180 days from the complaint filing date. This can be delayed depending on the investigation process.

6a.* If the Findings indicate no reasonable cause to believe that discrimination occurred, the case is closed and copies of the Findings are sent to the parties. The complainant may appeal (6b*) this decision in writing to the Commission within 10 days from receipt of the Findings.

7.* If the Findings indicate reasonable cause exists, the Investigator then attempts to bring about an agreement with the parties.

8.* When efforts to Conciliation fail, the Commission establishes a Public Hearing schedule.

of a conciliation agreement are that the complaint is more likely to be settled amicably, and the expense and time of a public hearing are saved.

Should the investigator be unable to effect a conciliation agreement, the case goes to public hearing. At this point the ERC attorney takes a position of advocacy for the complainant. The case is brought before either a hearing examiner or a panel of Commissioners or both. After the hearing is concluded the Commission will issue an order, either upholding the complainant and awarding him or her an appropriate remedy, or upholding the respondent and dismissing the case. Either party has the right to appeal the case to Superior Court if unsatisfied with the outcome of the public hearing.

Both the Equal Rights Commissioners and Commission staff firmly believe in the job they are doing. Commissioner Joe Armstrong sees the Commission as "preventive maintenance for discrimination. People don't discriminate when they know there is a watchdog. Many complaints are stopped because of the existence of the Commission and its psychological impact on the community."

Commissioner Edward Ramirez says that, "Every corporation and business should realize the repercussions of illegal discrimination. People should be reassured that the ERC's job is to help individuals with problems. People should be aware of the fact that bringing discrimination to light is a social responsibility and the only way to stop that discrimination."

Commissioner Johnnie Gay describes the Equal Rights Commission as "an honest agency, oriented toward the total community. We cannot always deliver in everyone's favor. But we can help solve problems, especially when people bring them to us before they reach crisis proportion."

Commission staff members are equally adamant about reassuring the respondent of a fair hearing. Says field investigator Rick Kaminskis, "Many small businesses are involved in our complaints, and often the complaint investigation becomes an educational process, explaining to the respondent where his or her responsibility lies and informing him or her of how further complaints can be prevented. A service is provided to both parties. We are interested in finding facts and solving problems."

Administrative assistant, George Barril, says, "As long as discrimination exists, there will be a need for the Equal Rights Commission."

ERC attorney Doug Elliott points out that the Commission is currently battling a thousand in court decisions. In September of 1979 the State Supreme Court ruled that the ERC could investigate insurance companies on matters involving discrimination. The Superior Court has issued favorable preliminary rulings upholding the ERC in a sex discrimination case and again in a race discrimination case.

TO DATE

Historical highlights of the Equal Rights Commission

The forerunner of the present Anchorage Municipal Equal Rights Commission was the City of Anchorage Human Relations Commission which was established in 1966 under the administration of Mayor Elmer Rasmussen. The principal objective of the Commission was to strive for the elimination and prevention of discriminatory practices and policies in the Anchorage community based on race, religion, color and national origin in the areas of housing and financial institutions.

The Commission was located in the old Public Health Building at Third and E Streets with two paid employees, a director and a secretary, both part-time employees. The nine member Commission functioned as an advisory group without compensation. The first director, Ray McClain, and secretary, Sally Jaime, were hired in 1967. The first chairman of the Commission was Rev. Edward V. Wright.

While the Commission was advisory in nature, much was accomplished through education, mediation, discussion and persuasion. The agency processed charges of discrimination from the initial formal allegations to a formal public hearing. The first public hearing was held under the administration of the third executive director, Bud McAttee, in 1969. If the complainant was not satisfied after the public hearing, the case was remanded to the city attorney's office for further action within the court system.

The Commission's responsibilities and powers expanded, as did the staff, with subsequent ordinances and budgetary increases. The staff roster increased from two part-time employees to the present eight full-time workers. The staff consists of the Executive Director, an administrative assistant, three investigators, a secretary, an attorney, and a human relations officer.

The Commission office moved from the old Public Health Building to space in the Loussac Library, to space in the City Gym Building, to the Neighborhood Community Center, and finally to its present location, 620 East Tenth Street.

Vince Casey, the current Executive Director, joined the Human Relations Commission in 1971 when it was still a two person office. He was the Commission's fourth director. Mr. Casey has seen many changes and expansions in the Commission. He was the director in 1972 when

the City Council passed ordinances prohibiting discrimination in public accommodations, employment and educational institutions.

Sandra Matjeka, Youth Coordinator, working with Red Boucher, then lieutenant governor, put together the YES, Youth Employment for Summer, Program in 1972. The program later expanded to the state level and is still in existence.

In 1972 the Commission caused the Nevada Bar to be closed. Fairview citizens objected to the bar's being allowed to operate in a highly concentrated minority neighborhood, as it brought criminal elements into their neighborhood. In conjunction with the bar's closing, a forum was provided for Fairview citizens to air problems with police, massage parlors, and other community concerns.

In 1972 the Commission proposed to the Superintendent of Schools that school human relations councils be set up in all secondary schools to improve appreciation of ethnic and cultural differences.

In 1973 the Commission, working with General Hollingsworth at Ft. Richardson, provided a one week camp for 120 low income boys on the Ft. Richardson facilities. The boys ate at the mess hall, swam, hiked and generally had a good time.

The Commission also assisted the Anchorage Police Department in putting together television ads to recruit minority applicants. There was a very positive reaction in minority communities regarding the television spots.

In 1973 the City Council budgeted for a youth coordinator and an investigator for the Commission. In 1976 the name of the agency was changed to the Anchorage Equal Rights Commission following the merger of the Greater Anchorage Area Borough with the City of Anchorage in 1975. Title 5 of the Municipal Code established the Equal Rights Commission, inclusive of the powers and duties of the Human Relations Commission.

IN REVIEW: A synopsis of activities, 1978-79

Day to Day Activities: People Services

In addition to processing formal complaints, the Equal Rights Commission staff is concerned with a great many other activities. Each person on the staff is dedicated to the idea that helping individuals is where the real task of the Commission lies. In keeping with those beliefs, Vince Casey, executive director, spent time in November helping a family locate their missing daughter. He also assisted a frightened GI in Delta Junction who feared that the Ku Klux Klan would take his life after an incident which left a burning cross at his door. On another occasion a young man needing money to get home was threatening to rob a bank at the Municipal offices. The young man was referred to the ERC by City Hall officials and several hours were spent in solving his problem by getting him in touch with employment agencies where he could find work to earn the money he needed.

Every day the Commission receives calls of a less urgent nature but nonetheless reflecting real needs in the community for counseling, referral services and, occasionally, mediation. These informal reports are usually the beginnings of problems which could result in formal complaints if not taken care of immediately. An informal complaint is usually processed in 24 to 72 hours. There have been 132 of these complaints in 1979, with the largest amount of them concerning employment. There were also queries about housing, public accommodations, unfair Municipal practices, financial practices, and educational institutions. About 16 percent of the calls were general inquiries, with individuals either requesting information or expressing their opinions on issues. The employment inquiries dealt with management decisions concerning work hours, work assignments, promotions, discipline and wages. Other employment complaints had to do with discharges, applications for employment, and general employment information. Those persons calling about housing wanted to know about leases, problems with tenants, and evictions. In the area of public accommodations, questions were on general discriminatory practices, for instance, businesses charging patrons different prices for the same goods.

Often a formal complaint which is filed with the Commission will cite not one, but two or even three, reasons for discrimination. Each of

these discrimination claims must be investigated separately. Public hearings necessitate the total time of the attorney and one investigator for the duration of the hearing. The visible work of the Equal Rights Commission reflects only a small portion of what the Commission does for the community.

The Commissioners conduct a regular business meeting the third Thursday of each month. In addition to regular items on the agenda, each meeting allows for the public to express their concerns and ask questions of the Commissioners.

Concerns expressed by visitors at Commission meetings help to identify problem areas which may need the Commission's attention and subsequent investigation by the staff. At one meeting a representative from the Lutheran Social Services Native Outreach program pointed out the problems many residents, especially Alaska Natives, faced with regard to meeting the ID requirements for cashing checks at local banks. Commission and Lutheran Social Services representatives met with the Alaska Banking Association to resolve that a letter and news release would be circulated to all Alaska Banking Association members, instructing tellers to honor the Alaska ID card. Further, the letter and news release stated that customers need only ask the teller's supervisor if they are denied check cashing services on that basis. Follow up on this action is still being conducted by the ERC.

At another meeting the Commission invited Ed Hall, U.S. Army Civilian Personnel Director at Fort Richardson, Alaska, to speak about ERC involvement in charges against federal agencies. It was learned that federal employees who are alleging discrimination can have representation at any step and by whomever they choose. In spite of the fact that federal law preempts local law, the ERC executive director can represent a complainant as an advocate in proceedings before federal decision makers, providing for an additional ERC service to another segment of the Anchorage community.

Preventive Actions

The old saying that "An ounce of prevention is worth a pound of cure" is true in the area of illegal discrimination as well as disease. Working toward this end ERC staff members have made themselves available to requests from a large number of organizations for help on projects which they believe would help eliminate discrimination.

From January to April of 1978, the ERC worked with the Municipal Assembly on the problem of minority contractors. The Federal Public Works Law (PL 9528) requires that ten percent of all funds be held in

reserve for minority contractors. A need was identified for a similar requirement for the Anchorage municipality and school district in relation to minority contracting. Previously proposed legislation revealed that local minority contractors received only 3½ percent of all municipal contracts let in 1977. The minority contractors task force submitted a draft ordinance that would hold in reserve 15% of all municipal contracts. After hours of testimony, the Assembly appointed an Assembly task force. Chairman Ernie Brannon approached Vince Casey, executive director of the ERC, and asked if he would chair the task force for the Assembly. Mr. Casey accepted heading a committee which was composed of the following members: Bob Dawkins, minority contractor; Ben Humphries, Painters' Union; Laura Kelley, Human Resources Company; Tom Parjeter, National Bank of Alaska; Howard Reed, Small Business Administration; Rich Richmond, Dawson Company; Ed Smith, Associated General Contractors; Alan Williams, minority business specialist for the Small Business Administration; Roy Roehl, A.C.V., EEO Officer/Safety; Juan Gomez, minority contractor; Russel Ogawa, minority contractor; Marguerita Smith, minority contractor.

The goal of this task force was to offer recommendations which would serve to alleviate the problems experienced by many Alaskan small businesses which are minority owned or controlled. The task force was to identify the problems experienced by minority contractors, noting how the Municipality contributed to those problems and providing recommended solutions and corrective legislation.

The 13 member task force met fourteen times. They discussed the problem with members of the Alaska Minority Business Task Force, private contractors and contract award officials, bonding agencies, financing institutions, representatives of the Alaska Plan, Municipal Human Support Services, the Alaska Economic Development Office, the Small Business Administration, the Office of the Municipal Attorney, Associated General Contractors of America, the Municipal Purchasing Department, the Alaska Economic Development Office (Office of Minority Business Enterprise), Alaska Minority Business Assistance Corporation, and the Alaska State Commission for Human Rights. The expressed problem areas were as follows:

1. *Financing.* Minorities generally experienced difficulty in readily obtaining financing to secure equipment, supplies, and support services.

2. *Bonding.* A municipal procurement requirement was a problem for small and minority contractors because they lacked long

performance records, particularly with large projects. Consequently, they had been screened out.

3. *Bid Information.* The Municipality had not made a concerted effort to enroll or inform minorities. Many minority entrepreneurs were unaware of the procedure for registering with the Municipal Purchasing Office in order to receive bid information. In addition, many were unaware of the informal procedure of making periodic visits to the Purchasing Office to remind them of their services, seek forecasts on opportunities and disseminate advertisement courtesies.

4. *Bid Packaging.* Bid packaging was at such large amounts that it automatically excluded small and minority businesses.

5. *Preparation.* Minorities heard too late to get bids prepared.

6. *Publication.* There was a lack of information for potential bidders on how to and where to get technical assistance.

The task force offered the following solutions in their final report to the Municipal Assembly:

1. *Minority Bank Deposits.* The Municipality was requested to do business with banks that practice equal opportunity lending.

2. *Bond Waivers.* It was requested that bond requirements be waived on contracts under \$100,000.

3. *Materials Supplied by the Municipality.* The request for the Municipality to supply materials was rejected by the Alaska Minority Business Association of Contractors (AMBAC). Once they receive a contract, purchasing and services is no problem.

4. *Affirmative Action Programs.* Each municipal department should have an affirmative action program.

5. *Contract Management.* This involves letting municipal contracts out for bid on a scheduled basis so as not to eliminate small and minority contractors. Many times the simultaneous letting of large numbers of contracts prevents added minority participation because many minority contractors can work only one job at a time.

The task force also recommended that the Municipal administration pursue several in house steps to facilitate participation of minority businesses in municipal contracting, utilizing existing opportunities for increased minority participation included within the Anchorage Municipal Code. The Municipal Assembly established an ordinance creating the office of minority business enterprise, to assist minority businessmen in resolving these problems.

In October of 1978 the ERC executive director and human relations officer initiated a work session with the Anchorage School District staff and School Board in an effort to coordinate human relations program services. Approximately 150 concerned parents and community residents listened to and participated in the dialogue which included the Anchorage School District's human relations program, minority and low income student participation from the total community within their community involvement programs, and how the Anchorage School District is preparing students to meet future employment needs in Anchorage and in the State of Alaska.

The meeting with the school board stimulated community involvement as evidenced by the number of people, especially minority residents, in attendance. It provided a community forum where individuals could express their concerns, providing input for existing programs and new ideas for additional programs. It provided the Anchorage School District and the school board with the opportunity to explain their programs and hold themselves accountable to parents and other members of the community, particularly minorities. The Equal Rights Commission and the Anchorage School District School Board planned to hold additional meetings to further define problem areas and design specific programs to help eliminate those problems.

The Equal Rights Commission is further involved in the school district by helping with problems that arise with parents, students, teachers and principals. For instance, a parent called because a teacher made a derogatory remark about a student's ethnic background. The ERC takes on the role of mediator in such cases, and while all complaints are not solved amicably, roughly 80 percent of them are.

Executive Director Vince Casey was asked to serve on a Youth Commission panel in August of 1979 at a public meeting to discuss personal searches and disclosures in the schools. He fielded questions on the history of personal searches, the legality of such searches, and the responsibility of personal searches.

In March 1978, Mr. Casey participated in East High's Inservice Education Program. He was invited to observe and give comments.

In June of 1979, Mr. Casey, members of the Black Caucus, Hispanic Alaskans, and the Native Caucus met with the commanding general at Ft. Richardson, Alaska, to talk about the post's affirmative action plan. The general solicited their support in recruiting, especially in the recruiting of Alaska Natives.

Along with the executive director of the State Commission for Human Rights, Mr. Casey participated in a series of radio programs on KANC in November of 1978. The programs were designed to inform the

public of ERC & HRC services and to answer questions concerning racial attitudes and discrimination. The human relations officer appeared on local televisions in 1979, to talk about the ERC and its role in the community. Employment discrimination was specifically addressed.

In March of 1979 the Equal Rights Commission human relations officer served as co-facilitator with Myrna Wagner, professor of sociology at the University of Alaska, Anchorage, of a workshop sponsored by the Alaska State Housing Authority for their employees. The workshop dealt with how to get along with clients, communication, human relations training, and how to make referrals.

In June, 1979, the ERC gave input to the State Human Rights Commission in relation to sensitivity training for the Alaska Judicial Council. The Alaska Judicial Council provided sensitivity training for Alaska judges in an effort to provide more equitable sentencing for minorities.

In July, 1979, the Equal Rights Commission began coordinating community relations services with the Anchorage Police Department. The police and community relations program is an ongoing effort. The ERC is often called in to resolve problems in police and minority person encounters. *For instance:* A black man and a white woman were involved in an automobile accident in which she had run a stop sign and hit his car. When the police arrived at the scene, an officer went directly to the white woman to get her story, yelling casually at the black man to move his car. The black man was angered by the actions. The human relations officer at the Equal Rights Commission talked with the citizen, brought the policeman in, and mediated a discussion between the policeman and the citizen. By bringing both parties together the problem was solved, and one situation was eradicated which might have contributed to a growing cycle of misunderstanding and resentment.

Community Relations

The Equal Rights Commission, as part of the Fairview Community Education Council, helped to promulgate the Career Night on April 26, 1978, which brought over 50 employers and educational institutions to the Fairview community.

In November of 1978 field investigator Deedee Balascio and senior office associate Linda McDannel delivered a two day workshop on interviewing at the Federal Women's Program Seminar for federal employees at Alaska Pacific University. The workshop gave steps to federal employees on how to be successful in an interview and pro-

vided answers to questions pertaining to compliance with EEO laws for federal management.

On June 15, 1979, the Equal Rights Commission held an Open House in their offices when people in the community were invited to come in and make themselves familiar with the ERC and its workings.

In July, 1978, a government class at Central Junior High received talks about employment rights and the job interview process. Another workshop for young people was presented by Commissioner Jane Yamashiro and human relations officer Bessie Ransom for students at the Cook Inlet Native Association. The training session was about assertiveness and focused on exploring techniques to help students express themselves more fully.

In an instance last year when blacks were picketing City Hall, the ERC had both blacks and city officials to meet together in the ERC offices. The meeting helped pave the way toward an eventual settlement of the problem.

An ongoing goal of the Equal Rights Commission is to get minorities involved in government, providing leadership to help people learn how to work within the system, how to be an effective change agent. By helping the people with discrimination complaints become part of the mainstream, the ERC believes that discrimination can be lessened.

Training

In January, 1978, Executive Director Vince Casey attended an HUD Housing Discrimination Seminar in Biloxi, Mississippi.

In April, 1978, ERC staff received specialized training at a seminar in Anchorage delivered by Seattle District X Equal Employment Opportunity Commission. The seminar was primarily directed toward improving investigative techniques and expediting discrimination cases. Information obtained from the 3 day seminar has been incorporated into current ERC investigative procedures.

Training for staff members is extremely important as many of them have been given the opportunity to move up through the ranks and have received their training on the job and through seminars and special training sessions. The need for keeping abreast of Equal Rights and Human Rights legislation and information requires the Commissioners to spend some time at training sessions, workshops and conferences within the state and outside. Commissioner Sylvia Carlsson attended the International Association of Official Human Rights

Agencies Annual Conference in Seattle in July, 1978, as a voting delegate to elect its board members.

Members of the Commission and staff attended the Inter-Government Personnel Training Act training sponsored by the Alaska State Commission for Human Rights during December, 1978. Major civil rights law and management techniques were the training topics.

The human relations department received personalized work sessions in public relations program development from Anchorage communications specialist Bob Hooper. Mr. Hooper contributed suggestions on how to communicate with the public via posters, newsletters, television and other media.

Field investigator Rick Kaminskis attended an Investigator Training Workshop in Kansas City, Kansas, where he was presented with aspects of civil rights law and investigation techniques, particularly with respect to housing.

Members of the staff attended inservice training on contingency planning delivered by Mr. Bob Lamb of Seattle.

Expansion

The ERC applied to become a 706 agency with EEOC in September, 1978. They have since gained that status. A 706 agency is one which is qualified by the EEOC to refer cases to, if they choose to do so. A 706 agency qualifies to apply for funds for special projects to increase the agency's effectiveness.

October of 1978 saw the addition of a full time attorney to the staff. With the addition of the attorney, the Commission's rules of administrative procedure were finalized. That process is completed and has been passed by the Municipal Assembly. The attorney has also assembled a legal library for use in the ERC offices, minimizing the necessity for costly and time consuming trips to the public law library to investigate legal points.

Miscellaneous Duties and Responsibilities

Executive Director Vince Casey was a guest panelist at a clinic of the National School Board Association Conference in Anaheim, California. The panel discussion was on affirmative action. The conference took place in April, 1978.

In May, 1979, the National School Board Association appointed Mr. Casey to the Ethnic Heritage Advisory Committee to help devise a training package for school boards nationwide. The training package is to help recognize and address the educational needs of minorities.

The ERC is called upon for views and support on civil rights and other legislation. The executive director will review proposed legislation and offer comments and also proposes legislation.

The ERC helps people from other areas of the state in setting up similar programs in their communities. The staff must be available for questioning by state and local authorities. The ERC is often the point of contact for groups coming into the community, like the Department of Justice Community Relations Services, the HEW office of Civil Rights. The ERC staff aids such groups in establishing ongoing relations with civic and social organizations working to improve the quality of living in Anchorage.

STAFF

Vince Casey, Executive Director

Mr. Casey was employed from 1971-74 as the Director of the municipal Human Relations Commission. From 1974-77 he served as EEO Officer for the U.S. Army Civilian Employees in Alaska. He sat on the Anchorage School Board for 5 years, serving as president in 1977. He resigned from the school board to take the job as Executive Director of the Equal Rights Commission. His resignation was required by charter conflict of interest provisions.

Mr. Casey attended Ball State University in Muncie, Indiana, Michigan State University, and Anchorage Community College. He came to Alaska in 1952. His past work experience includes two years as assistant superintendent at the Ft. Richardson Post Office, and two years as superintendent at the same location. Mr. Casey is married, has five children, and is a member of Leake Temple AME Zion Church. He has been a member of the State Board of Education for the past year and a half.

Doug Elliott, Legal Counsel

Mr. Elliott joined the Equal Rights Commission staff in October, 1978, following two years in private practice, including representation of unions, native corporations and EEO claimants. A graduate of California State University, Fullerton, and the University of California's Hastings College of the Law in San Francisco, Mr. Elliott has served as an editor of the *Hastings Constitutional Law Quarterly* and authored an article on the constitutionality of CIA funding which was later reprinted in a Congressional publication. As ERC attorney, Mr. Elliott serves as prosecutor of discrimination complaints at public hearings conducted by the Commission. He also provides legal advice to other staff members concerning investigations and other matters and represents the Commission in court proceedings.

George Barril, Senior Administrative Officer

Mr. Barril joined the Commission in July, 1979. Mr. Barril has a B.A. in Business Administration from the University of Delaware. He is retired with 21 years service in the U.S. Air Force, and has had 28 years of administrative experience. As senior administrative officer, he provides administrative assistance to the executive director.

Lynn McGregor, Field Investigator

Ms. McGregor began working for the Equal Rights Commission in September, 1974, as a community relations specialist in the CETA

(Comprehensive Employment Training Act) program. In addition to continuing her education at the Anchorage Community College in the areas of law science, sociology and psychology, Ms. McGregor has also completed specialized training for investigators.

Richard Kaminskis, Field Investigator

Mr. Kaminskis graduated from the University of Michigan with a B.A. in political science. After college he entered the United States Army where his assignments included the Infantry, Support Troops and Military Police. He also served as Company Commander with the Fort Richardson, Alaska, military police. Before joining the ERC, Mr. Kaminskis was employed as the Training Officer for the Municipality of Anchorage.

Linda McDannel, Field Investigator

Ms. McDannel first worked at the Equal Rights Commission as senior office associate. Last November she was promoted to field investigator. She has worked for the Municipality four years in all. Ms. McDannel is also a member of the Alaska Air National Guard.

Susan Tremblay, Senior Office Associate

Ms. Tremblay is a new employee at the Equal Rights Commission. She comes here after a year and a half in the employee benefits department at Caroon and Black/Dawson and Company. Prior to that she has several years of secretarial experience. She is a graduate of Alaska Business College and is now a part-time student at Anchorage Community College, majoring in business.



**In Memory of
GEORGE WILLIAMS**

George Williams, who served on the Equal Rights Commission from December 1970 to October 1977, was born on February 27, 1927, in Douglas, Alaska. Mr. Williams grew up in Juneau. He was orphaned at an early age and brought up by an older sister. He met his wife, an anesthetist with the Public Health Service, in Sitka. Together they traveled to many varied locations, living in Mexico, New York, Seattle, and San Francisco. They returned to Anchorage in 1970, where Mr. Williams became a municipal employee, involved with the Alaska Native Brotherhood, and the Equal Rights Commission. Mr. Williams brought the same attitude to his work with the Commission that he had in his personal life. He was always there to give a helping hand to whomever needed it, whenever they needed it. One of his hobbies was going to school. He enjoyed classes of all kinds, not for the plaudits they brought him, but simply for the knowledge he gained.

George Williams died October 12, 1977, leaving a wife, two daughters, Ms. Sherry Sliney and Ms. Frances Lowe, and two granddaughters, all of Anchorage. Mrs. Williams has since died also.

THE OTHER PERSON

***Different color of skin is always
on the other person.***

***Different national origin is always
a part of the other person.***

***Different religious background is
always a part of the other person.***

***The only one with an accent is
the other person.***

***To the other person you are the
other person.***