

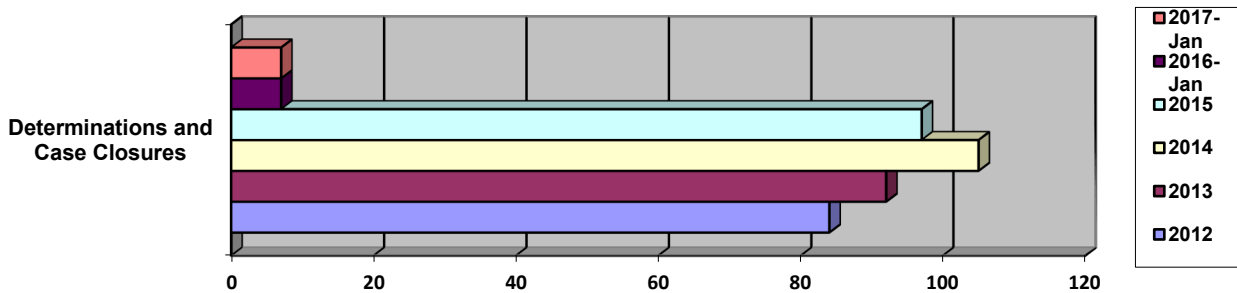
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: February 16, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of January 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 7 cases in January 2017. 7/1= 7 per month (<2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	January 2016	January 2017
Total Determinations and Case Closures	84	92	105	97	7	7



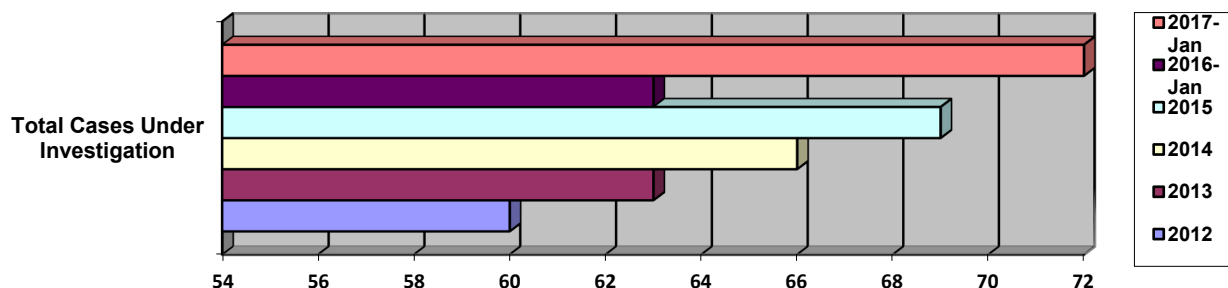
EEOC Contract. Documents to process the 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract) were submitted with a request for an award of 90 contract cases for FFY 2017 in September 2016 and we are awaiting the award of the contract extension from the EEOC office in Washington D.C.

Inquiries and New Complaints. AERC staff fielded 32 inquiries and filed 9 new complaints in January 2017. 28.13% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	January 2016	January 2017
INQUIRIES	499	441	406	431	27	32
NEW COMPLAINTS	76	96	107	99	1	9
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	3.7%	28.13%

Pending Cases. As of January 31, 2017, we have 72 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	January 2016	January 2017
Total Cases Under Investigation	60	63	66	69	63	72



Cases Over 240 Days Old. As of January 31, 2017, fourteen cases are over 240 days old, which is 19.44% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 33.3% of over 240 cases which existed on 1/31/16. There are five cases open over 400 days old, which is 6.94% of our caseload.

II. Budget

We’ve spent 7.72% of our personnel budget 7.94% through the payroll year and spent or encumbered 68.06% of our non-labor budget 12.6% through the fiscal year. Line 6000 Charges from Depts expended amounts for January 2017 have not been posted to the budget yet. The Administration and Assembly were informed in November 2016 when they were looking for cuts that basing our 2017 non-labor Professional Services budget line on 2015 amounts was not advised because, unlike in 2015 when we did not incur public hearing legal expenses, we would be incurring public hearing legal expenses in 2016 into 2017. We now need a 1st quarter 2017 budget revision to add money for professional services expenses to our 2017 budget.

Department Budget to Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$57,075.52	\$0.00	\$0.00	\$681,822.48	7.72%
2000	Non-Labor	\$27,596.00	\$5,029.47	\$13,755.04	\$0.00	\$8,811.49	68.06%
Total Direct Costs		\$766,494.00	\$62,104.99	\$13,755.04	\$0.00	\$690,633.97	9.89%
6000	Charges from Depts	\$229,773.00	\$81.25	\$0.00	\$0.00	\$229,691.75	0.03%
Total Budgeted Costs		\$996,267.00	\$62,186.24	\$13,755.04	\$0.00	\$920,325.72	7.62%
Total Function Costs		\$996,267.00	\$62,186.24	\$13,755.04	\$0.00	\$920,325.72	7.62%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$954,967.00	\$62,186.24	\$13,755.04	\$0.00	\$879,025.72	7.95%

III. Other Office Updates

Staff Meetings. AERC held a staff meeting on January 27th, where we discussed outreach opportunities for February, intake and case work training for our Outreach & Intake Coordinator, the 2017 focus set by our commissioners at our 1/26/17 AERC regular meeting, final details for our Disability public forum on January 27, 2017, the 2017 budget, various AERC procedures and intake and vacation schedules. We also reviewed our investigators' pending case lists and discussed individual case closures anticipated to close by the end of January and into February and upcoming February conciliations and the mediation in our public hearing case.

Staff-developed Informational Materials. Executive Director Basler worked with the Mayor's office and APD to finalize a Hate Crimes & Bias Incidents Fact Sheet which is attached to this report and posted to AERC's Facebook page and Webpage under Forms and Documents. Intake & Outreach Coordinator Donte Powell will be working on an informational video and a public forum slated for the third week of March 2017 regarding Hate Crimes and Bias Incidents directed at persons based on their National Origin or Religion, which are two of AERC's protected classes.

AERC Staffing. AERC is currently fully staffed with all 6 authorized full-time positions filled.

IV. Outreach Report – January 2017

Staff Outreach:

Anchorage Assembly Meeting: On Tuesday, January 10th, Investigator Stephanie Horvat attended an Anchorage Assembly Meeting where new commissioners, Albert Berke, Joshua Vo, and Lea McDermid, were sworn in to the Anchorage Equal Rights Commission, from 5-6 pm, in the Assembly Chambers.

Americans with Disabilities Act Commission Meeting: On Tuesday, January 10th Investigator Belinda Davis attended a regular Americans with Disabilities Act Commission Meeting, from 10:30 am-12 pm, at Access Alaska.

Western Regional Quarterly Meeting with IAOHRA: On Wednesday, January 11th, Investigator Stephanie Horvat attended a telephonic Western Regional Quarterly Meeting with IAOHRA about the upcoming IAOHRA annual conference, from 11 am-12 pm, in the AERC Conference Room.

ACPRTF Regular Meeting: On Friday, January 13th, Investigator Stephanie Horvat attended a regular ACPRTF meeting where APD gave a presentation on their 2017 brief, from 12-1 pm, in the Fairview Recreation Center.

Econ Equity Summit: On Wednesday, January 18th, Investigator Belinda Davis attended the YWCA's Econ Equity Summit. This was an update on its equal pay initiative. The YWCA was also seeking donations from the public and members to help continued funding for the initiative, from 12-1 pm, at YWCA Alaska.

AERC Commissioner Meeting: On Thursday, January 26th, Executive Director Pamela Basler, Investigator Stephanie Horvat, and Outreach and Intake Coordinator Donte Powell attended an AERC Commissioner Meeting, from 6-8 pm, in the Mayor's Conference Room at City Hall.

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Disability Equity Forum: On Friday, January 27th, Executive Director Pamela Basler, Investigator Stephanie Horvat, and Outreach and Intake Coordinator Donte Powell attended the AERC Disability Forum, from 6-7:30 pm, at the UAA Rasmuson Hall Room 111.

Progressive Investigator Training: Intake and Outreach Coordinator Donte Powell, engaged in Progressive Investigator Training for the month of January. Training included conducting a Fact Finding Conference, writing a Request for Essential Information, and proper management of clients, among other things.

Commissioner Outreach:

NAACP Executive Committee Meeting: On Thursday, January 7th, Commissioner Hess attended the monthly NAACP Executive Committee Meeting, from 7 – 9 pm, in the YWCA Conference Room.

“Hold These Truths”: On, Saturday, January 7th, Commissioner Hess saw Jeanne Sakata’s one-person play about Gordon Hirabayashi, a young Japanese-American who contested the internment of Japanese-Americans during World War II, all the way to the U.S. Supreme Court at the Sydney Laurence Theatre, from 7:30-9:30 pm.

“Empty Chair”: On Monday, January 9th, Commissioner Hess saw the screening of the documentary that tells the story of John Tanaka, a Juneau teenager who was slated to be the valedictorian of his 1942 high school class. He was interned by the U.S. government before the graduation ceremony. During the ceremony, his classmates placed an empty chair (representing John) on the stage. The movie also told the larger story of how Juneau reacted to the internment of their Japanese friends and neighbors. The screening was followed by a discussion with “Hold These Truths” author, Jeanne Sakata, the play’s star, Greg Watanabe, in the Anchorage Museum, from 7-9 pm.

“Continuous-A Portrait Series by Jenny Irene Miller”; **The Alaska Humanities Forum:** On Friday, January 13th, Commissioner Hess attended the second Friday event at the Forum which featured photo portraits of Native Alaskan LGBT persons by photographer Jenny Irene Miller. Several of the portrait subjects were in attendance and spoke about the impact the project has had on them. The event occurred between 5:30-7:30 pm, at the Alaska Humanities Forum.

MLK Birthday Talk: On Sunday, January 15th, Commissioner Hess was asked to speak to the congregation of Immanuel Presbyterian on MLK’s birthday, regarding his legacy and its relevance in our Nation today, from 11-11:30 am, at the Immanuel Presbyterian Church.

2017 MLK Community Celebration: On, Sunday, January 15th, Commissioner Hess attended Anchorage’s 2017 Community Celebration of Dr. King. The keynote speaker was Anchorage Police Chief, Christopher Tolley, from 3-5 pm, at the West High School.

Welcoming Anchorage: On Thursday, January 18th, Commissioner Hess attended a meeting of the Welcoming Anchorage Community Engagement Pillar Work Group, from 5-6:30 pm, at City Hall.

“Islam and Peace”: On Friday, January 20th, Commissioner Hess attended the Alaska World Affairs Council luncheon panel discussion, “Islam and Piece”, featuring three local Muslim community members, from 12-1 pm, at the Anchorage Hilton Hotel.

Anchorage Women’s March: On Saturday, January 21st, Commissioner Hess attended a March and rally, attended by 3,500 persons, supporting diversity, inclusion, and social justice in our community and Nation, from 10 am – 2 pm, in Downtown Anchorage.

Identity, Inc.: On Tuesday, January 24th Commissioner Hess, attended a Monthly meeting of the Board of Identity, Inc., Alaska’s premiere LGBT advocacy and education organization, from 5:30-7 pm, in the Identity Board Room.

Bartlett Club Lunch Forum: On Thursday, January 26th, Commissioner Hess listened to Rabah Chettfour, longtime Anchorage business owner, speak about his experiences as a Muslim in Anchorage for over 30 years, at the Anchorage Senior Center, from 12-1 pm.

Disability Equity Forum: On Friday, January 27th, Commissioners Churchill and Berke attended the AERC Disability Equity Forum, from 6-7:30 pm, at the UAA Rasmuson Hall, Room 111.

Resist Trump’s Ban on Muslims: On, Sunday, January 29th, Commissioner Hess attended a rally and March in opposition to President Trump’s recent executive orders regarding refugees and immigrants. Over 350 people rallied and marched, from 5-7 pm, at the Federal Building.



AERC Commissioners 2017

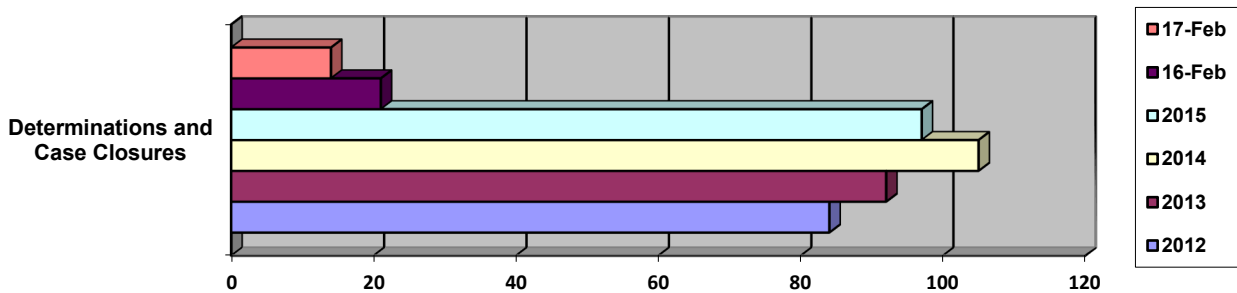
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: March 13, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of February 28, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 14 cases from January to February 2017. 14/2= 7 per month (<2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	February 2016	February 2017
Total Determinations and Case Closures	84	92	105	97	21	14



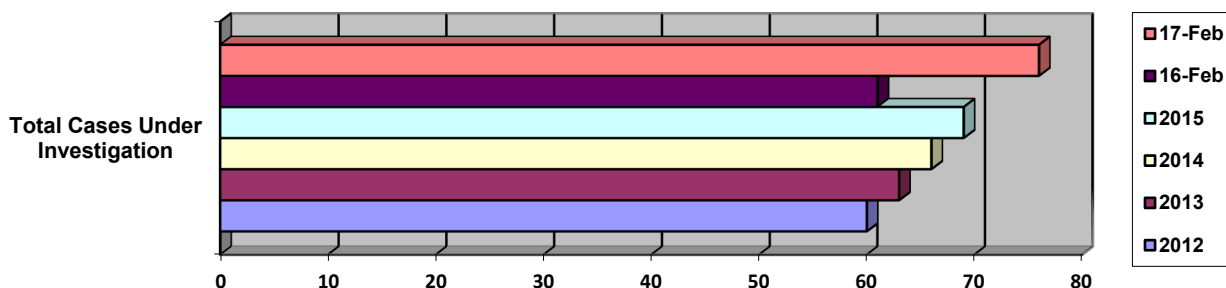
EEOC Contract. Documents to process the 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract) were submitted with a request for an award of 90 contract cases for FFY 2017 in September 2016 and we are awaiting the award of the contract extension from the EEOC office in Washington D.C.

Inquiries and New Complaints. AERC staff fielded 79 inquiries and filed 19 new complaints from January to February 2017. 24.05% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	February 2016	February 2017
INQUIRIES	499	441	406	431	62	79
NEW COMPLAINTS	76	96	107	99	13	19
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	20.97%	24.05%

Pending Cases. As of February 28, 2017, we have 76 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	February 2016	February 2017
Total Cases Under Investigation	60	63	66	69	61	76



Cases Over 240 Days Old. As of February 28, 2017, fourteen cases are over 240 days old, which is 18.42% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 27.87% of over 240 cases which existed on 2/28/16. There are three cases open over 400 days old, which is 3.95% of our caseload.

II. Budget

We’ve spent 15.19% of our personnel budget 15.61% through the payroll year and spent or encumbered 68.77% of our non-labor budget 19.72% through the fiscal year. Line 6000 Charges from Depts under the Expended column show that amounts incurred for 2017 have still not been posted by the Administration to PeopleSoft yet.

The Administration and Assembly were informed in November 2016 when they were looking for cuts that basing our 2017 non-labor Professional Services budget line on 2015 amounts was not advised because, unlike in 2015 when we did not incur public hearing legal expenses, we would be incurring public hearing legal expenses in 2016 into 2017. This budget line was cut and we submitted the required documents to request a 1st quarter 2017 budget revision to add money for professional services expenses already incurred in 2017 and for interpreting services to OMB on 2/23/17.

Department Budget to Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$112,247.10	\$0.00	\$0.00	\$626,650.90	15.19%
2000	Non-Labor	\$27,596.00	\$7,314.43	\$11,664.54	\$0.00	\$8,617.03	68.77%
Total Direct Costs		\$766,494.00	\$119,561.53	\$11,664.54	\$0.00	\$635,267.93	17.12%
6000	Charges from Depts	\$229,773.00	\$162.05	\$0.00	\$0.00	\$229,610.95	0.07%
Total Budgeted Costs		\$996,267.00	\$119,723.58	\$11,664.54	\$0.00	\$864,878.88	13.18%
Total Function Costs		\$996,267.00	\$119,723.58	\$11,664.54	\$0.00	\$864,878.88	13.18%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$954,967.00	\$119,723.58	\$11,664.54	\$0.00	\$823,578.88	13.75%

III. Other Office Updates

Staff Meetings. AERC held staff meetings on February 3rd and 17th, where we discussed outreach opportunities for February, intake and case work training for our Outreach & Intake Coordinator, planning for a Hate Crimes and Bias Incidents video and public forum for March 2017, tabling at the 2/25 Meet the World event, needed 1st Quarter 2017 budget revisions, surplus of equipment, completion of our Annual Report for 2016, the results of conciliation and mediation hearings, changes to AERC complaint procedures and upcoming intake and vacation schedules. We also celebrated our 2016 year-end results and statistics, reviewed our closure and case goals for 2017, and discussed individual case closures anticipated to close by the end of February.

Staff-developed Informational Materials. Executive Director Basler worked with the Mayor's office and APD to finalize a Hate Crimes & Bias Incidents Fact Sheet which was distributed to the Assembly Chair, the Municipal Manager and Commissioners last month and posted on AERC's Facebook page and Webpage under Forms and Documents. The Fact Sheet was also distributed to the ACPRTF and our partners list and the Fact Sheet and AERC's brochure were further distributed by APD to police officers at their staff briefings. Intake & Outreach Coordinator Donte Powell will be working in March and April on an informational video and a public forum regarding Hate Crimes and Bias Incidents directed at persons based on their National Origin or Religion, which are two of AERC's protected classes.

EEOC Trip to Anchorage. The EEOC will be visiting Anchorage the week of April 9, 2017. The San Francisco District Director, Bill Tamayo, will be providing EEOC training to local attorneys, officials, HR professionals and other interested persons for a continuing education fee of \$175 on 4/12/17 from 8am-11:45 am at the BP Energy Center (see attached flyer and registration information).

AERC Staffing. AERC is currently fully staffed with all 6 authorized full-time positions filled.

IV. Outreach Report – February 2017

Staff Outreach:

EIC Meeting: On Tuesday, February 2nd, Executive Director Pamela Basler attended an EIC planning meeting for the Municipal of Anchorage's Employee of the Year event, in City Hall Conference Room 525, from 10am - 12 pm.

RAIS Partnership Meeting: On Monday February 6th, Executive Director Pamela Basler attended a RAIS Partnership Meeting, from 1-3pm, at the BP Energy Center where the status of DOJ's refugee assistance program was discussed.

Municipal Safety Training: On Wednesday, February 8th, Executive Director Pamela Basler attended a Municipal Safety Training from 4-5pm in the Mayor's Conference Room.

ACPRTF Meeting: On Friday, February 10th, Executive Director Pamela Basler and Investigator Stephanie Horvat, attended an ACPRTF Meeting where presentations were made on FBI shooter scenarios, from 12 - 1 pm, at the Fairview Recreational Center.

The Myth of Elizabeth: On Friday, February 10th, Intake and Outreach Coordinator Donte Powell, attended “The Myth of Elizabeth: How we misread and misremember Alaska’s civil rights history”, a presentation by Ross Cohen, from 11:30 to 12:30 pm at the Snowden Building.

ADAAC Meeting: On Tuesday, February 14th, Executive Director Pamela Basler attended an ADAAC meeting where a presentation was made regarding deaf individuals, from 10:30 - 12 pm, at Access Alaska.

Anchorage Transportation Fair: On Wednesday, February 15th, Executive Director Pamela Basler attended the Anchorage Transportation Fair, from 6-7 pm, at the Alaska Airlines Center.

EIC Meeting: On Thursday, February 16th, Executive Director Pamela Basler attended an EIC planning meeting for the Municipal of Anchorage’s Employee of the Year event, in City Hall Conference Room 525, from 10am-12pm.

Anchorage Bridge Builder’s Meet the World: On Thursday, February 25th, Investigator Andrew Sundboom and Intake and Outreach Coordinator Donte Powell tabled at the Meet the World event, in the Dena’ina Civic and Convention Center, from 11-4pm. Executive Director Basler also attended the event.

Commissioner Outreach:

Welcoming Anchorage Stakeholders Meeting: On Thursday, February 2nd, Commissioner Hess attended a Welcoming Anchorage meeting where 60+ Welcoming Anchorage stakeholders came together to work on development of Welcoming Anchorage’s strategic blueprint, from 5:30-7:30 pm, in the Mountain View Community Library.

Interdenominational Prayer Service: On Friday, February 3rd, Commissioner Hess attended the Interdenominational Prayer Service where 200+ persons attended an interdenominational prayer service candlelight vigil in Town Square Park, in support of refugees and immigrants in Anchorage and religious tolerance, from 5-6 pm, in Town Square Park

“Once Uprooted, Now Home”: On Friday, February 3rd, Commissioner Hess attended “Once Uprooted, Now Home”, a First Friday event at the Anchorage Artists Co-Op featuring art by clients of Catholic Social Services, Refugee Assistance & Immigration Services program, from 6-7 pm, at the Anchorage Artists Co-Op.

Alaska Black Business Expo: On Saturday, February 4th, Commissioner Hess assisted with the NAACP’s booth at the 1st Annual Alaska Black Business Expo. He registered voters, and distributed “Vote Anchorage”, Ombudsman, Office of Equal Opportunity, and AERC brochures, from 12-4 pm, in the Dena’ina Civic & Convention Center.

“Follow Rivers”: On Saturday, February 5th, Commissioner Hess attended “Follow Rivers”, a Black History Month program at the Fairview Recreation Center. The event featured School Board candidate James Smallwood speaking about his journey to becoming a successful businessman and civically engaged individual, from 1-2 pm, in the Fairview Recreation Center.

“Home but not Less”: On Saturday, February, 11th, Commissioner Hess attended a performance of “Home but not Less: A Play Built on Alaska Voices”. The play was based on the stories of

more than 100 Alaskans who have experienced homelessness. Several community leaders participated in a panel discussion following the play. As Anchorage's former Homeless Coordinator, he was invited by the panel to offer some perspectives, from 7:30-9:30 pm, at the Anchorage Love Church.

Regular ADAAC Meeting: On Tuesday February 14th, Commissioner Berke attended and presented at a regular ADAAC meeting, from 10:30am – 12 pm, at Access Alaska.

Anchorage Transportation Fair: On Wednesday, February 15th, Commissioner Hess attended the 2017 Anchorage Transportation Fair, where the State, Municipality and consultants/contractors provided information on current and upcoming transportation projects (roads, trails, bicycle, pedestrian, public transportation, etc.), from 5-6:30 pm, at the UAA Alaska Airlines Center.

“Follow Rivers”: On Saturday, February 18th, Commissioner Hess attended “Follow Rivers”, a Black History Month program at the Fairview Recreation Center. The event featured School Board Performing Historian, Cal Williams, who focused on the history of African-American in Anchorage and Alaska, including the Fairview neighborhood, from 1-2 pm, Fairview Recreation Center.

“Community Engagement through African Cooking”: On Saturday, February 18th Commissioner Hess attended a community dinner that featured Gambian cooking, hosted by Keys for Life, from 6:30-8:30 pm, at the Central Lutheran Church.

Know Your Rights: On Sunday, February 19th, Commissioner McDermid attended the “Know Your Rights” presentation for immigrants, from 6-8pm, at Our Lady of Guadalupe Church.

“Out of Many, One”: On Monday, February 20th, Commissioners Hess, McDermid and Vo staffed the Welcoming Anchorage table at “E Pluribus Unum” (Out of Many, One) at the Fairview Recreation Center. The event was a community conversation catalyst that featured a conversation about religious tolerance, featuring a Rabbi, Christian Minister, and a Muslim. Another conversation featured a Mormon leader and a member of the LGBT community. Other speakers were from the refugee and Alaska Native communities, from 5:30-7 pm, at the Fairview Recreation Center.

UAA Faculty and Community Partner Mixer: On Thursday, February 23rd, Commissioner Hess attended a UAA faculty-community partner mixer at the Museum, that was an opportunity for UAA faculty to network and connect with current and potential community partners. Commissioner Hess staffed the Welcoming Anchorage table and distributed “Vote Anchorage”, Ombudsman, and AERC brochures, from 4-6 pm, at the Anchorage Museum at Rasmuson Center.

Naturalization: Eligibility and Red Flags: On Friday, February 24th, Commissioner McDermid attended “Naturalization: Eligibility and Red Flags” where she presented and handed out flyers and other AERC materials to the Korean-American Community of Anchorage, from 4:30-6:30, at 3630 Jewel Lake Rd., Anchorage, AK 99502.

Meet the World in Anchorage: On Saturday, February 25th, Commissioners Hess, McDermid, and Vo staffed the Welcoming Anchorage and Ombudsman tables at Bridge Builders 2017 Meet
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the World in Anchorage, where multiple cultural groups shared their traditions and cultures. He also assisted with the AERC table, from 11 am- 3 pm, in the Dena'ina Civic & Convention Center.

Anchorage Caucus: On Saturday, February 25th, Commissioner Berke attended the Anchorage Caucus, from 10am – 12pm at the Wells Fargo Building.

Constituent Meeting: On Saturday, February 25th, Commissioner Berke attended a constituent meeting from 2:30 – 4pm, at Bartlett High School.

Identity Board Meeting: On Tuesday, February 28th, Commissioner Hess attend the monthly board meeting of Identity, Inc., Alaska's oldest LGBT advocacy and education organization, where he was elected co-chair of the organization, from 5:30-7 pm, in the Identity Conference Room.



From Left to Right: Elsa Sargento, George Martinez and Donte Powell are all smiles at Meet the World



Traditional Polynesian Dancers at Meet the World



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April 12, 2017

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plus updates from the **Alaska State Commission for
Human Rights** and the **Anchorage Equal Rights Commission**.
Join us for the key issues and challenges shaping the future
of human resource management!

AGENDA

8:00am – 10:00am

- ★ **EEOC 2017 UPDATES: Trends & Priorities, including disability, LGBT & national origin**
- ★ **HARASSMENT + RETALIATION**
 - **William Tamayo**, San Francisco District Director, U.S. EEOC

10:15am-11:45am

- ★ **COMPARE & CONTRAST: Tips for responding to EEOC, ASCHR & AERC**
 - **Nancy Sienko**, Seattle Field Director, U.S. EEOC
 - **Marti Buscaglia & Steve Koteff**, Director & Human Rights Advocate, Alaska State Commission for Human Rights
 - **Pam Basler**, Director, Anchorage Equal Rights Commission

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- Click on **Anchorage EEO Training Workshop** for details.
- **Register** by selecting number of attendees, scrolling to bottom of page and clicking "Register Now" button.

The EEOC Training Institute is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP(SM) or SHRM-SCP(SM). This program is being submitted to the HR Certification Institute (HRCI) for approval.

Directions to Venue: BP Center

If northbound on New Seward Hwy., turn right into BP's southwest entrance. Turn right at the first stop sign into the BP Energy Center parking lot. Follow footpath through woods to building entrance.

If eastbound on Benson Blvd., turn right into BP's main entrance. Turn right and follow access road to 4-way stop. Continue through intersection into the BP Energy Center parking lot.

Registration Fee **\$175**

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Register Early, Conference Space is Limited!

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- Human Resources Professionals
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials

Plan to attend EEOC's 20th National Training Conference - EXCEL

EXamining **C**onflicts in **E**mployment **L**aw | Chicago, IL | June 28 – 29, 2017

www.eetraining.eeoc.gov/excelmain.html

QUESTIONS ABOUT 2017 TRAINING?

Contact: Rudy Hurtado | (206) 220-6877 | rodolfo.hurtado@eeoc.gov or
Linda Li | (415) 522-3131 | linda.li@eeoc.gov | **Event Code: 17W-SAN-01**

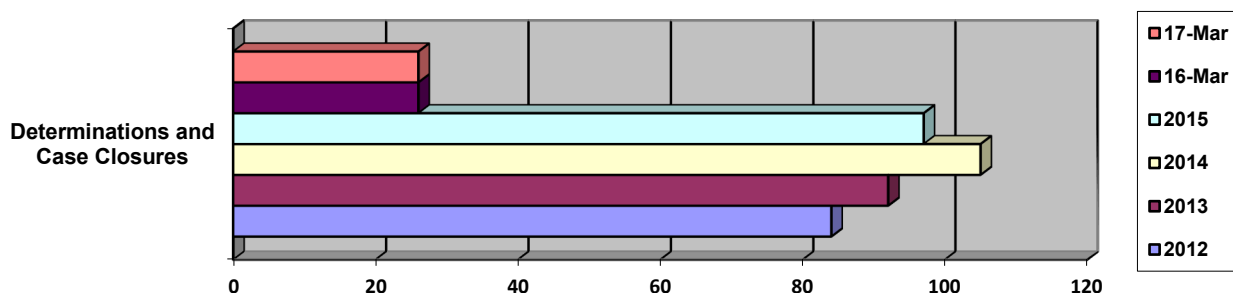
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: April 13, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of March 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 26 cases from January to March 2017. $26/3 = 8.67$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	March 2016	March 2017
Total Determinations and Case Closures	84	92	105	97	26	26



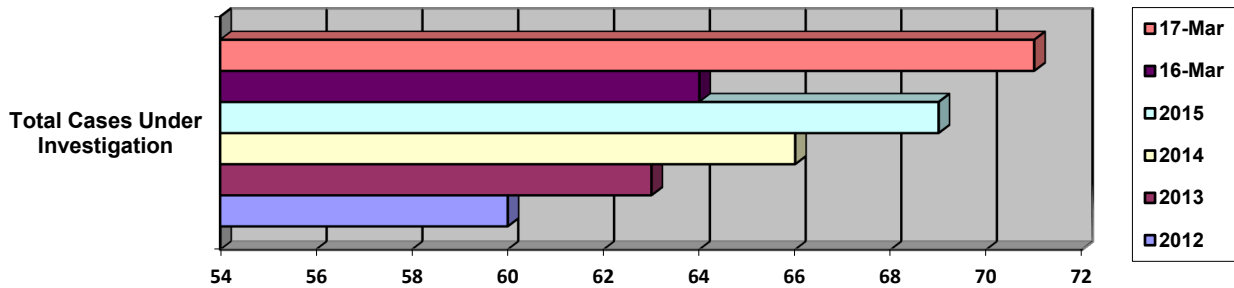
EEOC Contract. Documents to process the 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract) were submitted with a request for an award of 90 contract cases for FFY 2017 in September 2016 and we are awaiting the award of the contract extension from the EEOC office in Washington D.C.

Inquiries and New Complaints. AERC staff fielded 129 inquiries and filed 28 new complaints from January to March 2017. 21.71% of our inquiries were converted into perfected complaints (>2017 goal of 12%). The economy continues to result in increased complaints and filings in our office.

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	March 2016	March 2017
INQUIRIES	499	441	406	431	100	129
NEW COMPLAINTS	76	96	107	99	21	28
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	21%	21.71%

Pending Cases. As of March 31, 2017, we have 71 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	March 2016	March 2017
Total Cases Under Investigation	60	63	66	69	64	71



Cases Over 240 Days Old. As of March 31, 2017, twelve cases are over 240 days old, which is 16.9% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 25% of over 240 cases which existed on 3/31/16. There are two cases open over 400 days old, which is 2.8% of our caseload.

II. Budget

We’ve spent 22.71% of our personnel budget 23.28% through the payroll year and spent or encumbered 72.92% of our non-labor budget 27.94% through the fiscal year. Line 6000 Charges from Depts under the Expended column now show ICG charges incurred through 3/31/17.

The Administration and Assembly were informed in November 2016 when they were looking for cuts that basing our 2017 non-labor Professional Services budget line on 2015 amounts was not advised because, unlike in 2015 when we did not incur public hearing legal expenses, we would be incurring public hearing legal expenses in late 2016 into 2017. This budget line was cut anyway for total cuts of \$38,100. On 2/23/17, we submitted the required documents to request a 1st quarter 2017 budget revision to add back money for professional services expenses already incurred in 2017 and for interpreting services. On April 11, 2017, the Administration declined to recommend that the funds be added back. I recommend that the Commission Executive team review the attached budget documents and develop a proposal for moving forward to fund hearing costs.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$167,807.05	\$0.00	\$0.00	\$571,090.95	22.71%
2000	Non-Labor	\$27,596.00	\$9,762.13	\$10,361.19	\$0.00	\$7,472.68	72.92%
Total Direct Costs		\$766,494.00	\$177,569.18	\$10,361.19	\$0.00	\$578,563.63	24.51%
6000	Charges from Depts	\$229,773.00	\$68,114.88	\$0.00	\$0.00	\$161,658.12	29.64%
Total Budgeted Costs		\$996,267.00	\$245,684.06	\$10,361.19	\$0.00	\$740,221.75	25.70%
Total Function Costs		\$996,267.00	\$245,684.06	\$10,361.19	\$0.00	\$740,221.75	25.70%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$954,967.00	\$245,684.06	\$10,361.19	\$0.00	\$698,921.75	26.81%

III. Other Office Updates

Staff Meetings. AERC held a staff meeting on March 3rd, where we discussed outreach opportunities for March, intake and case work training for our Outreach & Intake Coordinator, planning for a Hate Crimes and Bias Incidents video and public forum for early April 2017, upcoming EEOC training on 4/12-13, needed 1st Quarter 2017 budget revisions, completion of our Annual Report for 2016, the results of conciliation hearings, and upcoming intake and vacation schedules. We also discussed individual case closures anticipated to close by the end of the 1st quarter of 2017.

Staff-developed Informational Materials. Executive Director Basler earlier this year worked with the Mayor's office and APD to finalize a Hate Crimes & Bias Incidents Fact Sheet which was distributed to the Assembly Chair, the Municipal Manager and Commissioners last month and posted on AERC's Facebook page and Webpage under Forms and Documents. The Fact Sheet was also distributed to the ACPRTF and our partners list and the Fact Sheet and AERC's brochure were further distributed by APD to police officers at their staff briefings. Intake & Outreach Coordinator Donte Powell completed an informational PSA video and released it at a public forum regarding Hate Crimes and Bias Incidents held on 4/5/17. The video is now available to view on AERC's FB page and has been shared on many other partner FB pages.

EEOC Trip to Anchorage. The EEOC visited Anchorage on April 12-13, 2017. The San Francisco District Director, Bill Tamayo, provided EEOC training on sexual harassment and other issues to local attorneys, officials, HR professionals and other interested persons for a continuing education fee of \$175 on 4/12/17 from 8-11:45am at the BP Energy Center. He also presented on internal investigation evaluations to AERC and state investigators on 4/12/17 from 1-4:30pm in City Hall Rm 155, and on sexual assault and harassment investigations to local service agencies on 4/13/17 from 8:30am-12:30 pm at the YWCA.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – March 2017

Staff Outreach:

ACPRTF Meeting: On Friday, March 10th, Executive Director Pamela Basler and Investigator Stephanie Horvat attended a regular ACPRTF meeting which featured a presentation from APD on crime scene investigations and a tour of the crime scene van, from 12 – 1 pm, at the Fairview Recreational Center.

EIC Meeting: On Monday, March 13th, Executive Director Pamela Basler attended an Employee Incentive Committee meeting to plan for the Employee of the Year event, from 11am-1pm, in City Hall Conference Room 525.

EEOC Webinar: On Wednesday, March 15th, Investigators Davis, Sundboom, Horvat and Intake and Outreach Coordinator Donte Powell, attended an EEOC Webinar on “Strategies for Investigating Staffing Agencies,” from 10-11am, in the AERC Conference Room.

ADAAC Meeting: On Tuesday, March 14th, Executive Director Pamela Basler attended a regular ADAAC Meeting, from 10:30am-12pm, at Access Alaska.

AERC Meeting: On Thursday, March 16th, Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended a regular AERC meeting, from 6-7pm in the Mayor's Conference Room.

Employment Discrimination Training: On Tuesday, March 21st, Investigator Andrew Sundboom provided respectful workplace and employment discrimination training for the Rural Alaska Community Environmental Job Training (RACEJT) Program at 11am in the Inlet Tower Hotel Conference Room.

EIC Meeting: On Wednesday, March 22nd, Executive Director Pamela Basler telephonically attended an EIC Meeting regarding the April 21st EOY event nomination submissions, from 11am-1pm, in City Hall Conference Room 525.

Amplify Your Success! On Wednesday, March 29th, Investigator Belinda Davis attended a presentation by international speaker and author James Amps, III, who spoke on personal accountability in and outside of the workplace to increase your creative abilities. Mr. Amps also related his experience in riding along with APD officers during a standoff situation. The event was sponsored by the MOA OEO office. The event was held in City Hall Room 155.

AERC "You Have the Right to Report" Hate Crimes Video Shoot: On Wednesday, March 29th, Intake and Outreach Coordinator Donte Powell conducted a Video Shoot for a Public Service announcement on reporting hate crimes and bias incidents, from 11-1pm, at the Downtown Anchorage Art Co-op.

EEOC Planning Meeting: On Thursday, March 30th, Investigator Stephanie Horvat attended an EEOC Training planning meeting via telephone and discussed EEOC's upcoming visit on April 12-13, 2017, to Alaska, and planned for public outreach, from 10 -10:30 am.

Commissioner Outreach:

Leadership Anchorage 20: At City Hall-Rm 155, on Saturday, March 4th, from 8:30 am-4:30 pm, Commissioner Hess hosted a Leadership Anchorage 20 meeting in the Assembly Conference Room, and provided feedback on the LA20 community projects.

Salute Selma: At Town Square Park, on Sunday, March 5th, from 2-4 pm, Commissioner Hess participated in a rally commemorating "Bloody Sunday" at the Edmund Pettus Bridge in 1965. The rally focused on empowering women.

Ethical Concerns with Refugee Research: UAA Bookstore, Wednesday, March 8th, 5-7 pm. Seta Kabrarian-Melkonian presented on the ethical challenges of implementing research involving refugees to attendees including Commissioner Hess.

APD Targeted Crime Plan: Mt. View Boys & Girls Club, Thursday, March 9th, 10:30-11:30 am. Commissioner Hess attended a press conference in Mt. View where the Mayor and Chief

Tolley announced the expansion of APD's Downtown foot patrols to Mt. View and Fairview, as well as a new 3-pronged approach for dealing with crime in Anchorage.

23rd Annual Empty Bowl: Dena'ina Center, Saturday, March 11th, 11:30 am – 2 pm. Commissioner Hess attended Bean's Café's annual fundraiser where attendees purchase a ticket that allows them to enjoy soup and cornbread, and select a handmade bowl donated by local artists, schools, and organizations.

International Food & Arts Gala: Williwaw, Sunday, March 12th, 3-6 pm. Commissioner Hess attended the Anchorage Sister Cities Commission's 1st Annual Food & Arts Gala, which raised funds for the Commission's community outreach and funding the expenses for visiting delegations from our Sister Cities.

Organizing for Social Impact: First Christian Church, Saturday, March 18th, 9 am -12 pm. Commissioner Hess attended a webinar featuring Rev. Dr. William Barber, the author of "The Third Reconstruction", and the founder of the Moral Monday's movement. Dr. Barber is also the president of the North Carolina NAACP. The webinar explored some of the historical and modern-day models for building transformative moral movements, and how we might re-engage and re-shape them in order to support freedom movements today.

Know Your Rights Forum: Spenard Recreations Center, Saturday, March 18th, 12:30-2 pm. Commissioners Hess and McDermid attended the Know Your Rights Forum, which was intended to help immigrants and refugees in understanding their rights and obligations when interacting with law enforcement, on the local, state, or federal levels. Commissioner Hess assisted in doing outreach for the AERC, Welcoming Anchorage, and the Municipal Ombudsman's Office.

Sexual Surveillance: Sex Trafficking and the Growth of the FBI 1910-1941: UAA Bookstore, Thursday, March 23rd, 5-7 pm. Dr. Jessica Pliley presented on her new book to attendees including Commissioner Hess on "Policing Sexuality: The Mann Act and the Making of the FBI and Global Anti-Vice Activism", and how the FBI used the 1910 Mann Act to build its national power by expanding its legal authority to police Americans' sexuality, and by marginalizing the very women it was charged to protect.

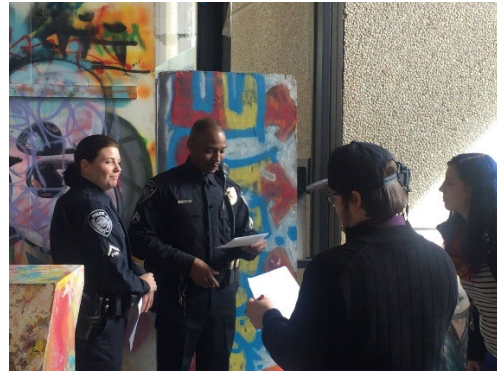
Helping Immigrant Constituents Understand Their Rights in Uncertain Times: Webinar, Friday, March 24th, 11:30 am -1 pm. Commissioner Hess participated in a webinar for elected officials and their staff members, which focused on strategies for helping immigrant constituents understand their rights in the current national political climate.

Identity Board Meeting: Identity Conference Room, Tuesday, March 28th, 5:30-7 pm. Commissioner Hess attended a monthly board meeting of Identity, Inc., Alaska's oldest LGBTQA advocacy and education organization, founded in 1977.

Town Square Park Master Plan Steering Committee: City Hall-Mayor's Conference Room, Thursday, March 30th, 5-8 pm. Commissioner Hess has been appointed to the 11-member Steering Committee for the just-launched Town Square Park Master Plan process.



Behind the scenes of the “You have the right to report” video shoot



Behind the scenes of the “You have the right to report” video shoot

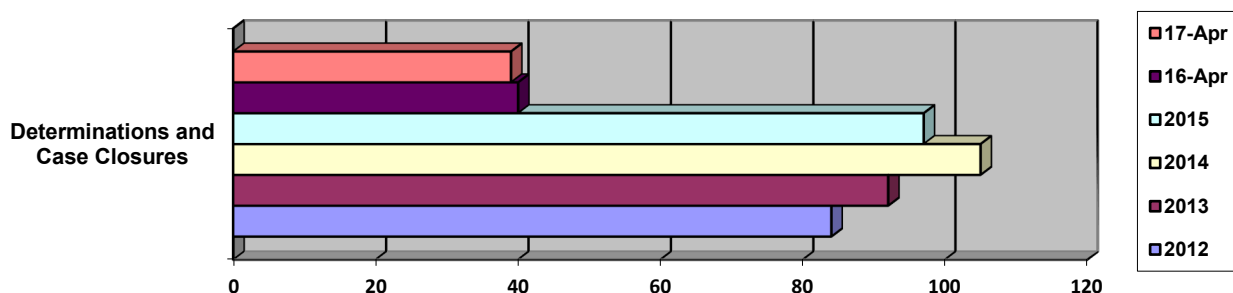
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: May 12, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director's Report as of April 30, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 39 cases from January to April 2017. $39/4=9.75$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	April 2016	April 2017
Total Determinations and Case Closures	84	92	105	97	40	39



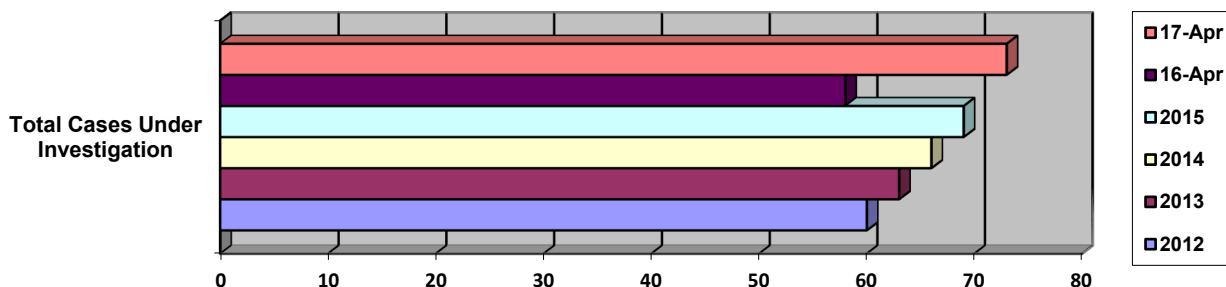
EEOC Contract. With the passage of national legislation to fully fund federal government operations thru the entire FFY 2017, AERC has received notice that it will soon receive its 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract). We will process the contract documents and submit our first voucher for case payment upon receiving the documents from the EEOC office in Washington D.C.

Inquiries and New Complaints. AERC staff fielded 171 inquiries and filed 41 new complaints from January to April 2017. 23.98% of our inquiries were converted into perfected complaints (>2017 goal of 12%). The economy continues to result in increased complaints and filings in our office during early 2017.

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	April 2016	April 2017
INQUIRIES	499	441	406	431	141	171
NEW COMPLAINTS	76	96	107	99	29	41
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	20.57%	23.98%

Pending Cases. As of April 30, 2017, we have 73 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	April 2016	April 2017
Total Cases Under Investigation	60	63	66	69	58	73



Cases Over 240 Days Old. As of April 30, 2017, nine cases are over 240 days old, which is 12.33% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 32.7% of over 240 cases which existed on 4/30/16. There are two cases open over 400 days old, which is 2.74% of our caseload.

II. Budget

We’ve spent 29.83% of our personnel budget 30.95% through the payroll year and spent or encumbered 73.84% of our non-labor budget 35.89% through the fiscal year. Line 6000 Charges from Depts under the Expended column only show ICG charges incurred through 3/31/17, but the Line 6000 budget column compared to last month’s shows that OMB reduced AERC’s budget for ICGs by \$51,682 for the year. Per OMB, this is based upon OMB updating their ICG formulas for 2017 with 2016 figures.

The Administration and Assembly were informed in November 2016 when they were looking for cuts that basing AERC’s 2017 non-labor Professional Services budget line on 2015 amounts was not advised because, unlike in 2015 when we did not incur public hearing legal expenses, we would be incurring public hearing legal expenses in late 2016 into 2017. This budget line was cut anyway for total cuts of \$38,100 to AERC’s 2017 non-labor budget. On 2/23/17, we submitted the required documents to request a 1st quarter 2017 budget revision to add back money for professional services expenses already incurred in 2017 and for deaf interpreting services. On April 11, 2017, the Administration declined to recommend that the funds be added back for public hearing expenses or provide any funds for interpreting services. The Administration states that it was advised by OMB that AERC could “absorb” the costs. I recommend that the Commission Executive team meet and develop a proposal for moving forward to fund 2017 public hearing costs.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$220,413.73	\$0.00	\$0.00	\$518,484.27	29.83%
2000	Non-Labor	\$27,596.00	\$10,015.93	\$10,361.19	\$0.00	\$7,218.88	73.84%
Total Direct Costs		\$766,494.00	\$230,429.66	\$10,361.19	\$0.00	\$525,703.15	31.41%

6000 Charges from Depts	\$178,091.00	\$68,194.46	\$0.00	\$0.00	\$109,896.54	38.29%
Total Budgeted Costs	\$944,585.00	\$298,624.12	\$10,361.19	\$0.00	\$635,599.69	32.71%
Total Function Costs	\$944,585.00	\$298,624.12	\$10,361.19	\$0.00	\$635,599.69	32.71%
9000 Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total	\$903,285.00	\$298,624.12	\$10,361.19	\$0.00	\$594,299.69	34.2%

III. Other Office Updates

Staff Meetings. AERC held staff meetings on April 7th and 26th, where we discussed outreach opportunities for April, planning for upcoming EEOC trainings on 4/12-4/13 and the April Stand Against Racism social media campaign, the current lack of litigation funding, distribution of our Annual Report for 2016, Investigative Plan preparation compliance, intake and case work training for our Outreach & Intake Coordinator, upcoming conferences (EEOC/FEPA in Cleveland, OH in July and IAOHRA in Seattle the last week of September) and upcoming intake and vacation schedules. We also discussed individual case closures anticipated to close by the end of April 2017.

Staff-developed Informational Materials. Intake & Outreach Coordinator Donte Powell completed an informational PSA video and released it at a public forum regarding Hate Crimes and Bias Incidents held on 4/5/17. The video was very well received and is now available to view on AERC's FB page and has been shared on many other partners FB pages.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – April 2017

Staff Outreach:

AERC “You Have the Right to Report” Hate Crimes and Bias Incidents Setup: On Wednesday, April 5th, Investigator Stephanie Horvat helped Intake and Outreach Coordinator Donte Powell with set up for the “You Have the Right to Report” Hate Crimes and Bias Incidents Forum, from 5-6pm, in the Fairview Recreation Center.

AERC “You Have the Right to Report” Hate Crimes and Bias Incidents: On Wednesday, April 5th, Executive Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended the AERC's ”You Have the Right to Report” Hate Crimes Bias Incidents Forum, from 6-7pm, in the Fairview Recreation Center.

EIC Meeting: On Thursday, April 6th, Executive Director Pamela Basler attended an EIC meeting to finalize the MOA Employee of the Year event to be held on Friday, April 21, 2017, from 10am-12pm, in the AWWU Building.

EEOC Public Training Preparation: On Monday, April 10th, Investigator Stephanie Horvat helped prepare for the EEOC Public Training event by checking facility operations, from 10-10:30am, in the BP Energy Center. She was quite instrumental in organizing the event on behalf of the EEOC.

EEOC Panel Planning Meeting: On Monday, April 10th, Executive Director Pamela Basler attended an EEOC Panel planning Meeting, from 10-11am, via phone.

EEOC Public Training Event: On Wednesday, April 12th, Executive Director Pamela Basler presented on AERC practices in a panel presentation and Investigator Stephanie Horvat and Docket Clerk Natalie Day assisted with hosting the EEOC public training event, from 7:45am-12pm, in the BP Energy Center.

EEOC FEPA Training: On Wednesday, April 12th, Investigators Belinda Davis, Andrew Sundboom, Stephanie Horvat, Intake and Outreach Coordinator Donte Powell, and Executive Director Pamela Basler attended an EEOC Sexual Harassment training with ASCHR employees led by EEOC's Bill Tamayo, from 1-5pm, in City Hall Room 155.

EEOC Dinner: On Wednesday, April 12th, Executive Director Pamela Basler hosted the out of town EEOC presenters out to dinner at Simons and Seafort's, from 6-7:30pm.

EEOC Sexual Harassment Training: On Thursday, April 13th, Executive Director Pamela Basler and Investigator Stephanie Horvat attended the EEOC's Sexual Harassment Training for non-profits, from 9-12:30pm, at the YWCA Building.

EEOC Training with Bill Tamayo: On Thursday, April 13th, Investigators Stephanie Horvat and Belinda Davis and Executive Director Pamela Basler attended an EEOC Training with Bill Tamayo, from 1-3pm, in the AERC Conference Room.

ACPRTF Regular Meeting: On Friday, April 14th, Investigator Stephanie Horvat attended an ACPRTF regular meeting, from 12-1pm, in the Fairview Rec Center, which focused on 2016 and recent homicide statistics as presented by APD.

MOA EOY Event: On Friday, April 13th, Investigators Belinda Davis and Stephanie Horvat, Docket Clerk Natalie Day and Intake and Outreach Coordinator Donte Powell attended the Municipality of Anchorage's Employee of the Year Event, from 4-5pm, at the Dena'ina Center.

The Fire Water Myth: At UAA Campus Bookstore on Saturday, April 22nd, from 1-3 pm, Intake and Outreach Coordinator, Donte Powell attended Dr. Vivian Gonzalez's discussion about her research on the "Fire Water Myth" regarding American Indian and Alaska Native alcohol-related behavior, and assumptions about genetic predisposition for alcohol abuse. Dr. Gonzalez discussed how this myth had impacted how society views Alaska Natives and Native Americans, and how it has impacted how they see themselves.

Welcoming Anchorage Final Stakeholder Meeting: On Monday, April 24th, Executive Director Pamela Basler attended the Welcoming Anchorage Final Stakeholder meeting to finalize the Welcoming Anchorage Strategic Planning effort. This effort has been ongoing for several months. After the final document is released in May, the next steps are implementing the community-identified priorities. The meeting was held at the Mt. View Community Library, from 5:30-7:30 pm.

"America Divided" Film Screening and Fair Housing Discussion: On Tuesday, April 25th, Executive Director Pamela Basler and Investigator Andrew Sundboom attended the "America Divided" film screening and fair housing discussion, from 3-4pm, at the BP Energy Center.

Tradition Tuesday: Norwegian Community: On Tuesday, April 25th, Executive Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended Tradition Tuesday: Norway, from 6:30-7:30pm at the Loussac Library to learn about Norwegian culture.

ADA Diverse Workforce webinar training: On Friday, April 28th, Executive Director Pamela Basler, Investigators Sundboom and Davis, and Intake and Outreach Coordinator Donte Powell attended an ADA Diverse Workforce webinar training, from 12-2pm, in the AERC Conference Room.

Commissioner Outreach:

Pride Prom: UAA Student Union, Saturday, April 1st, 6-8:30 pm. Commissioner Hess served as a chaperone at Pride Prom for LGBTQ high school students from Anchorage and the Mat-Su Valley.

Beyond Borders: Bear Tooth Theatre, Monday, April 3rd, 4:30-6:30 pm. Commissioner Hess staffed an outreach table for the AERC, Ombudsman's Office and Welcoming Anchorage at the Beyond the Borders event, sponsored by the Alaska Institute for Justice. The event featured local immigrants and refugees telling their personal stories.

You Have the Right to Report Forum: Fairview Recreation Center, Wednesday, April 5th, 6-7:30 pm. Commissioner Hess attended the "You Have the Right to Report" forum hosted by the AERC. A panel spoke about hate crimes and incidents and shared their personal experiences and perspectives.

The Right to be Cold: UAA Campus Bookstore, Thursday, April 6th, 5-7 pm. Renowned Arctic and Indigenous activist, Sheila Watt-Cloutier, author of "The Right to be Cold", spoke regarding her belief that climate change is a human rights issue to which all of us on the planet are inextricably linked. Sheila is the past International Chair of the Inuit Circumpolar Council and a Nobel Peace Prize nominee.

Continuous-A Portrait Series: Identity, Inc., Friday, April 7th, 5:30-7 pm. Commissioner Hess attended "Continuous-A Portrait Series", Identity's First Friday event. Continuous features photographic portraits of Alaska Native LGBTQ individuals by Jenny Miller, and focuses on the two- spirits concept.

Cafune Alaska- A Cross Cultural Celebration of Words Lost in Translation: Anchorage Museum, Saturday, April 8th, 11 am – 12 pm. London-based positive psychology scholar Tim Lomas and artist Marek Ranis, presented on their ongoing effort to collect and share the untranslatable words of human connections and experience.

The Secret Life of a Black Aspie: UAA Campus Bookstore, Wednesday, April 12th, 5-7 pm. Commissioner Hess attended Dr. Anand Prahlad's, who is a professor, poet and authority on African American folklore, presentation of "The Secret life of a Black Aspie". His memoir, "The Secret Life of a Black Aspie", discusses growing up in the South with autism spectrum disorder, Asperger's syndrome, which was eventually diagnosed when he was 57. Dr. Prahlad spoke of how the segregated society he grew up in prevented him from being timely diagnosed.

Kid's Day: Dena'ina Center, Saturday, April 15th, 11 am-12 pm. Commissioner Hess was a celebrity reader at the Annual Kids Day event at the Dena'ina Center, along with the Mayor, Municipal Manager, and APD Chief Tolley.

Teen City: City Hall Parking Lot, Saturday, April 15th, 12-2:30 pm. Commissioner Hess did outreach for the AERC, Ombudsman's Office, and Welcoming Anchorage, at the Teen City event that was held in the City Hall parking lot, in conjunction with Kids Day. The event was facilitated by the Anchorage Municipal Youth Advisory Commission.

Basics of Fair Housing Workshop: Access Alaska, Tuesday, April 18th, 1-3 pm. As part of Fair Housing Month, Commissioner Hess attended a Basics of Fair Housing Workshop, facilitated by the Alaska Legal Services Corporation.

Town Square Park Steering Committee: Mayor's Conference Room at City Hall, Tuesday, April 18th, 5:30-7:30 pm. Commissioner Hess attended a meeting of the Steering Committee for the Town Square Park master planning effort. Part of the conversation continues to be: who are "legitimate" users of the park?

UAA CCEL Annual Community Engagement Forum: RM 307 UAA/APU Consortium Library, Friday, April 21st, 2-4 pm. Commissioners Hess and Pace attended. The annual forum highlights student and faculty projects that are in partnership with Alaska communities, and that have positive impacts on communities and non-profits.

The Fire Water Myth: UAA Campus Bookstore, Saturday, April 22nd, 1-3 pm. Commissioner Hess attended Dr. Vivian Gonzalez discussion about her research on the "Fire Water Myth" regarding American Indian and Alaska Native alcohol-related behavior, and assumptions about genetic predisposition for alcohol abuse unveiled. Dr. Gonzalez discussed how this myth had impacted how society views Alaska Natives and Native Americans, and how it has impacted how they see themselves.

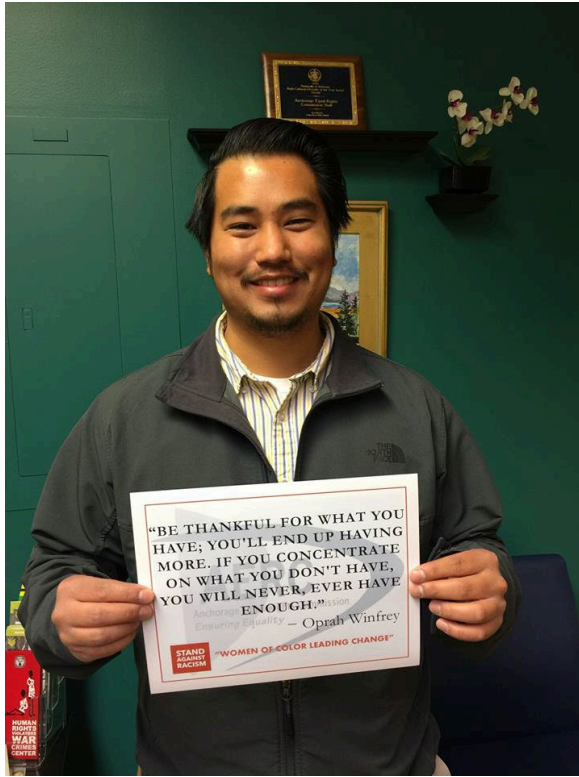
Welcoming Anchorage Final Stakeholder Meeting: Mt. View Community Library, Monday, April 24th, 5:30-7:30 pm. Commissioner Hess attended the final Stakeholders Meeting for the Welcoming Anchorage Strategic Planning effort. This effort has been ongoing for several months. After the final document is released in May, the next steps are implementing the community-identified priorities.

America Divided: BP Energy Center, Tuesday, April 25th, 3-5 pm. As part of Fair Housing Month, Commissioner Hess attended a screening of Norman Lear's documentary, "America Divided". Following the screening, staff from Alaska Legal Services led a fair housing discussion.

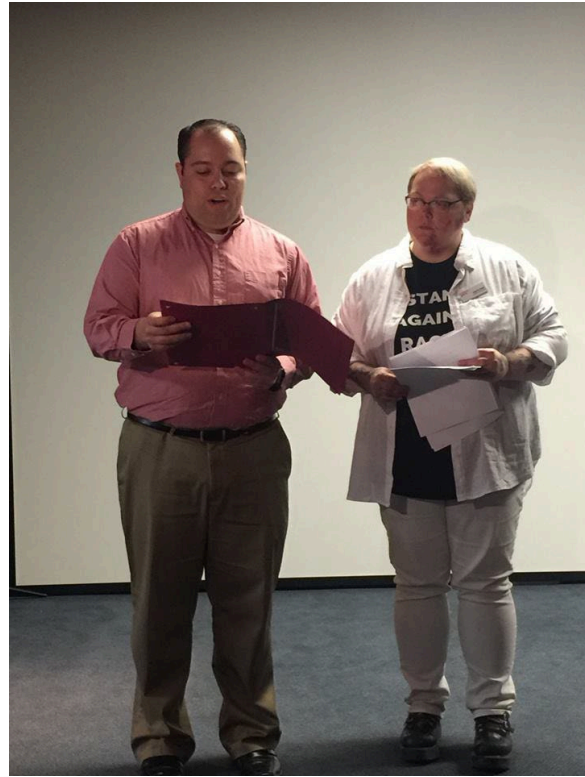
Identity Board Meeting: Identify, Inc. Conference Room, Tuesday, April 25th, 5:30-7 pm. Commissioner Hess attended the monthly board meeting of Identity, Inc., Alaska's oldest LGBTQ education and advocacy organization, founded in 1977.

YWCA Alaska's Stand Against Racism Community Event: Bear & Raven Adventure Theatre, Thursday, April 27th, 4-5 pm. Commissioners Hess and Vo attended the YWCA Alaska's 2017 Stand Against Racism community event, featuring the Clark Middle School Informers, and the Dance Workshop Youth Dancers. The Ombudsman's Office and AERC,

along with other community partners, facilitated a Facebook Stand Against Racism 2017 Campaign. The campaign photos were viewed over 25,000 times.



AERC Commissioner Joshua Vo shows his support for YWCA’s Stand Against Racism with the quote, “Be thankful for what you have, you’ll end up having more. If you concentrate on what you don’t have, you will never have enough.”—Oprah Winfrey.



Anchorage Assembly Member Felix Rivera (left) reads an Anchorage Municipal Assembly resolution honoring YWCA Alaska and recognizing April 27-30, 2017, as Stand Against Racism 2017 days, at a YWCA’s Stand Against Racism event.

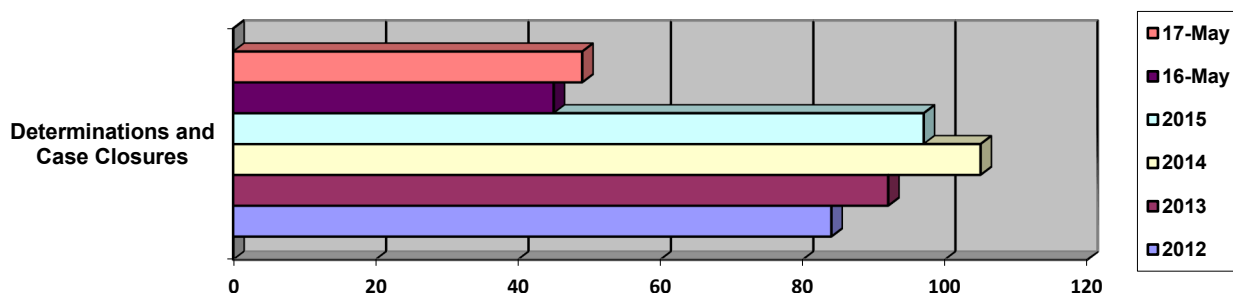
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: June 14, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of May 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 49 cases from January to May 2017. $49/5 = 9.8$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	May 2016	May 2017
Total Determinations and Case Closures	84	92	105	97	45	49



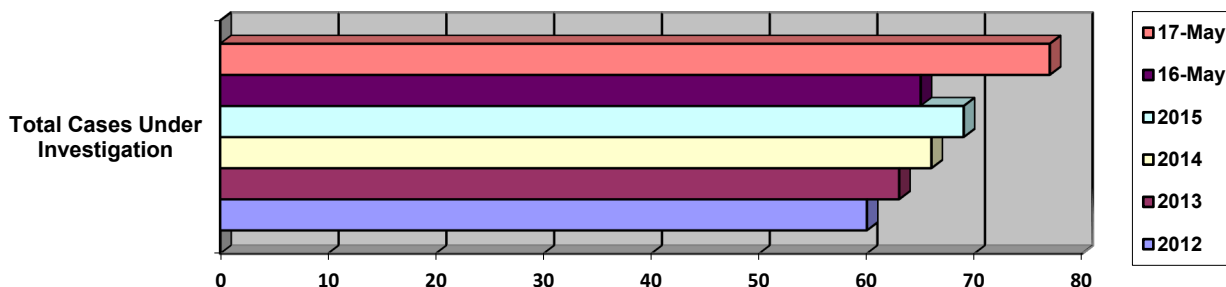
EEOC Contract. AERC received its 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract) on June 6, 2017. We are processing the contract documents and will submit the signed contract and our first voucher for case payment for FFY 2017 cases prior to 6/16/17, when it is due.

Inquiries and New Complaints. AERC staff fielded 223 inquiries and filed 54 new complaints from January to May 2017. 24.26% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	May 2016	May 2017
INQUIRIES	499	441	406	431	178	223
NEW COMPLAINTS	76	96	107	99	42	54
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	23.6%	24.26%

Pending Cases. As of May 31, 2017, we have 77 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	May 2016	May 2017
Total Cases Under Investigation	60	63	66	69	65	77



Cases Over 240 Days Old. As of May 31, 2017, 14 cases are over 240 days old, which is 18.18% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 38.5% of over 240 cases which existed on 5/31/16. There are two cases open over 400 days old, which is 2.6% of our caseload.

II. Budget

We’ve spent 36.88% of our personnel budget 38.63% through the payroll year and spent or encumbered 77.57% of our non-labor budget 45.2% through the fiscal year. Line 6000 Charges from Depts under the Expended column show ICG charges incurred all the way through 5/31/17. Finance and IT posted unusually large ICG amounts in March and April, but total 6000 charges are expected to even out by year-end per OMB.

The Administration and Assembly were informed in November 2016 when they were looking for cuts that basing AERC’s 2017 non-labor Professional Services budget line on 2015 amounts was not advised because, unlike in 2015 when we did not incur public hearing legal expenses, we would be incurring public hearing legal expenses in late 2016 into 2017. This budget line was cut anyway for total cuts of \$38,100 to AERC’s 2017 non-labor budget. On 2/23/17, we submitted the required documents to request a 1st quarter 2017 budget revision to add back money for professional services expenses already incurred in 2017 and for deaf interpreting services. On April 11, 2017, the Administration declined to recommend that the funds be added back for public hearing expenses or to provide any funds for interpreting services. The Administration states that it was advised by OMB that AERC could “absorb” the costs. The Administration has also begun posting employee parking expenses to the AERC budget with a yearly cost of \$1,500 but provided no funding for the charges. I recommend that the Commission Executive team meet and develop a proposal for moving forward to fund 2017 unfunded non-labor public hearing, interpreter and parking costs.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$272,506.17	\$0.00	\$0.00	\$466,391.83	36.88%
2000	Non-Labor	\$27,596.00	\$11,170.37	\$10,236.19	\$0.00	\$6,189.44	77.57%
Total Direct Costs		\$766,494.00	\$283,676.54	\$10,236.19	\$0.00	\$472,581.27	38.34%
6000	Charges from Depts	\$178,091.00	\$110,880.06	\$0.00	\$0.00	\$67,210.94	62.26%
Total Budgeted Costs		\$944,585.00	\$394,556.60	\$10,236.19	\$0.00	\$539,792.21	42.85%
Total Function Costs		\$944,585.00	\$394,556.60	\$10,236.19	\$0.00	\$539,792.21	42.85%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$903,285.00	\$394,556.60	\$10,236.19	\$0.00	\$498,492.21	44.81%

III. Other Office Updates

Public Hearing litigation. AERC initiated the anticipated public hearing case, three AERC Commissioners have been appointed to the hearing panel in the case, AERC filed an amended complaint on June 2, 2017, and the case is scheduled for a case planning conference next week.

Staff Meetings. AERC held staff meetings on May 12th and 26th, where we discussed outreach opportunities for May and June, Investigative Plan preparation and submission compliance, intake and case work training for our Outreach & Intake Coordinator, upcoming conferences (EEOC/FEPA in Cleveland, OH in July and IAOHRA in Seattle the last week of September) and upcoming intake and vacation schedules. We also discussed our summer focus, which is to be on case work because of the heavy volume of new cases we are continuing to get this year, and individual case closures anticipated to close by the end of May 2017.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – May 2017

Staff Outreach:

EIC Committee Meeting: On Tuesday, May 2nd, Executive Director Pamela Basler attended an EIC Committee meeting to discuss lessons learned from the Municipal Employee of the Year event held on 4/21/17, from 10am-12pm, in the SWS Conference Room.

IT Coordinator’s Meeting: On Tuesday, May 2nd, Investigator Horvat attended a meeting with the IT Coordinator, from 8:15-9:15am, in the Mayor’s Conference Room.

New Assembly Member Orientation: On Friday, May 5th, Executive Director Basler and Investigators Horvat, Sundboom, and Powell attended the Anchorage Assembly’s New Member Orientation, from 11-11:30am, in City Hall Room 435, to present on AERC.

IT HOWIE Training: On Monday, May 8th, Investigator Stephanie Horvat attended an IT HOWIE Training, from 1-2pm, in City Hall Room 435.

ACPRTF Meeting: On Friday, May 12th, Executive Director Pamela Basler and Investigator Stephanie Horvat attended a regular ACPRTF Meeting, from 12-1pm, at the Fairview Rec Center, where APD presented on gangs and two new complaints were discussed.

UAA CCEL Community-Campus Network for Civic Action Symposium: On Monday, May 15th, Executive Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended the UAA CCEL Community-Campus Network for Civic Action Symposium and participated in the social justice group, from 12-3:30pm, at the UAA Student Union –Den.

MOA Supervisors’ Signs and Symptoms Training: On Tuesday, May 16th, Executive Director Pamela Basler attended a MOA Supervisors’ Signs and Symptoms Training, from 9-11:30am, in the Assembly Chamber at the Loussac Library.

EEOC Webinar on Holding Proper Entities Liable: On Wednesday, May 17th, Investigators Horvat, Davis, Sundboom and Powell attended an EEOC Webinar on Holding Proper Entities Liable, from 10-11:30am, in the AERC Conference Room.

AERC Regular Meeting: On Thursday, May 18th, Executive Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended the May meeting of the Anchorage Equal Rights Commission, from 5:30-7 pm, in the Mayor’s Conference Room at City Hall.

Tradition Tuesday: Samoan Community: On Tuesday, May 23rd, Executive Director Pamela Basler and Outreach Coordinator Donte Powell attended the Tradition Tuesday: Samoan Community event which featured cultural information, dancing and food, from 6:30 -7:30pm, at the Loussac Library.

Webinar on Employment Services for People w/ Autism Spectrum Disorders: On Wednesday, May 24th, Executive Director Basler and Investigators Horvat, Davis, Sundboom and Powell attended a Webinar on Employment Services for People w/ Autism Spectrum Disorders in the AERC Conference Room.

Asylum Seekers: On Thursday, May 25th, Intake and Outreach Coordinator Donte Powell, tabled at the Asylum Seekers event where asylum eligibility was assessed and interview tips were given, from 5:30-7:30pm, at Our Lady of Guadalupe Church.

Alaska Veterans Motorcycle Club’s Memorial Day weekend ceremony: On Sunday, May 28th, Director Basler attended the Memorial Day weekend ceremony held at the Alaska Veterans Memorial near Byers Lake, Mile 147 of the Parks Highway, sponsored by the Alaska Veterans Motorcycle Club.

Commissioner Outreach:

Refugee Youth Talent Show: Sydney Laurence Theatre, Sunday, May 7th, 4-6 pm. Commissioner Hess attended Catholic Social Services’ Refugee Assistance & Immigration Services talent show featuring refugee youth in our community.

Erin McKittrick Presentation: UAA Campus Bookstore, Thursday, May 11th, 9:30-11:30 am. Commissioner Hess attended Erin McKittrick’s presentation on her book, “Mudflats and Fish Camps: 800 Miles around Alaska’s Cook Inlet”. The book chronicles the walking and boating journey she and her husband undertook along the 800-miles of Cook Inlet shoreline with their two small children.

Town Square Park Workshop: Alaska Center for the Performing Arts, Saturday, May 13th, 10 am – 12 pm. Commissioner Hess attended the first public workshop for the on-going Town Square Park master planning process, and helped facilitate a group discussion.

Alexis Shotwell Presentation: UAA Campus Bookstore, Monday, May 15th, 4:30-6 pm. Commissioner Hess heard Philosopher Alexis Shotwell present on her book, “Against Purity, Living Ethically Compromised Times”. Alexis discussed the challenges of living ethically in our current political climate and society.

UAA Community-Campus Network: UAA Student Union, Wednesday, May 17th, 12-3:30 pm. Commissioner Hess attended the UAA Community-Campus Network for Civic Action Symposium, which focused on the Welcoming Anchorage initiative this year. His break-out group focused on community engagement.

YWCA EconEquity Luncheon: Hotel Captain Cook, Thursday, May 18th, 12-1:30 pm. Commissioner Hess attended the YWCA Alaska’s 2017 EconEquity Luncheon, where the YWCA updated the community on their efforts to close the gender pay gap in Alaska.

AERC Regular Meeting: Mayor’s Conference Room at City Hall, Thursday, May 18th, 5:30-7 pm. Commissioners Hess, Vo, Churchill, Heaney-Mead, Berke and Pace, attended the May meeting of the Anchorage Equal Rights Commission.

Fairview Park Fix-It: Fairview Park, Saturday, May 20th, 9 am-2 pm. Commissioner Hess participated in the Fairview Park Fix-It. Commissioner Hess is part of the group that applied for a Challenge Grant for the park. At the event they planted edible plant beds, including rhubarb, blackberries, currants, and strawberries. We also planted apple trees. The idea is for the kids in and economically challenged neighborhood to be able to harvest the fruits and berries.

RAIS Partnership Meeting: BP Energy Center, Tuesday, May 23rd, 1:30-2:30 pm. Commissioner Hess attended the quarterly partnership meeting of the CSS Refugee Assistance & Immigration Services program. Partners were updated on the effects of the President’s recent executive orders, and briefed on the outlook for refugee arrivals in Alaska over the next 12 months.

Identity Board Meeting: Identity Conference Room, Tuesday, May 23rd, 5:30- 7 pm. Commissioner Hess attended the monthly board meeting of Identity, Inc., Alaska’s oldest (1977) LGBT advocacy and educational organization.

Asylum Seekers: On Thursday, May 25th, 2017, Commissioner McDermid, presented on Asylum Eligibility and Interview Tips, and Commissioner Vo provided support by tabling at the event, from 5:30-7:30pm, at Our Lady of Guadalupe Church.

HHN Lecture: Blaine’s Art, Thursday, May 25th, 5:45-7 pm. Commissioner Hess attended a lecture and slide show on recent efforts by Helping Hands for Nepal to assist the people of Nepal. The program was conducted by HHN Executive Director, Linda Jackson.

MOA Memorial Day Ceremony: Alaska Veterans Memorial, Monday, May 29th, 10-11 am. Commissioner Hess attended the Municipality of Anchorage’s Memorial Day Ceremony at the Alaska Veterans Memorial at Delaney Park. The ceremony honored and remembered the members of the U.S. armed forces who have died in service to our country.



Prior AERC Commissioner Lucy Hansen, and Intake and Outreach Coordinator Donte Powell celebrate at Tradition Tuesday: Samoan Community



Prior AERC Commissioner Lucy Hansen shows Mayor Ethan Berkowitz a traditional Samoan dance

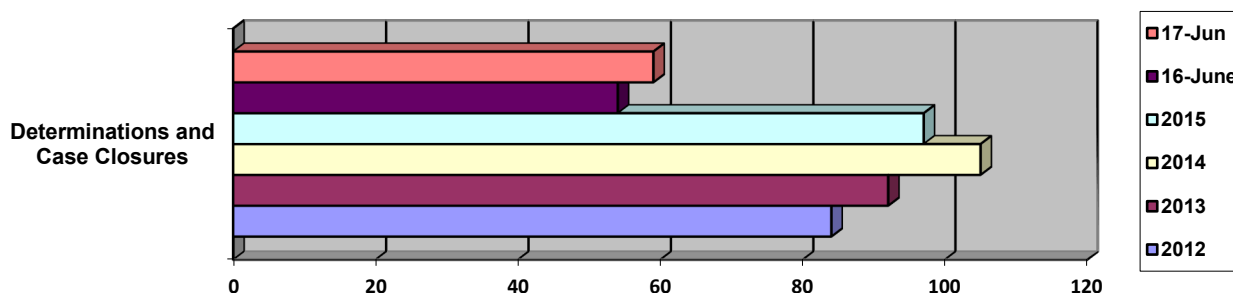
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: July 13, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of June 30, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 59 cases from January to June 2017. $59/6 = 9.83$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	June 2016	June 2017
Total Determinations and Case Closures	84	92	105	97	54	59



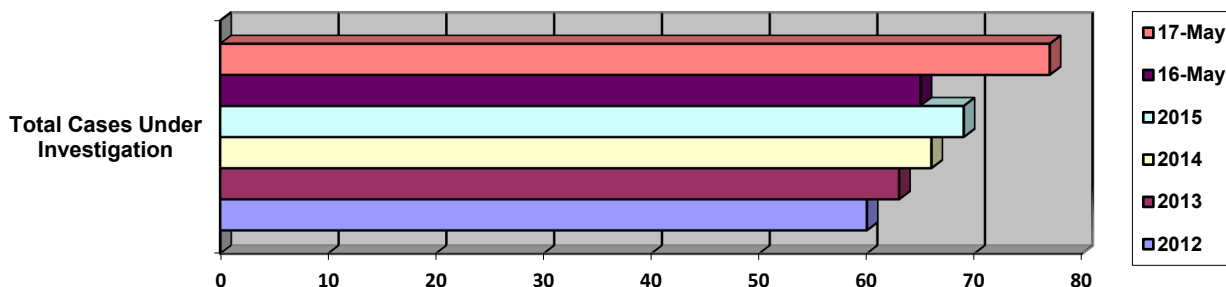
EEOC Contract. AERC received its 2017 FEPA Charge Resolution Contract (a Year 1 extension of the 3-year 2016 contract) on June 6, 2017. The contract has now been signed by all parties and approved by the EEOC. On July 6, 2017, AERC sent out its first 2017 voucher for payment for 66 completed FFY 2017 cases to the EEOC.

Inquiries and New Complaints. AERC staff fielded 269 inquiries and filed 67 new complaints from January to June 2017. 24.91% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	June 2016	June 2017
INQUIRIES	499	441	406	431	216	269
NEW COMPLAINTS	76	96	107	99	52	67
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	24.07%	24.91%

Pending Cases. As of June 30, 2017, we have 79 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	May 2016	May 2017
Total Cases Under Investigation	60	63	66	69	65	79



Cases Over 240 Days Old. As of June 30, 2017, 12 cases are over 240 days old, which is 15.19% of the agency’s caseload and better than our goal percentage (<2017 goal of <20% cases over 240 days old). This is less than the 40.3% of over 240 cases which existed on 6/30/16. There are three cases open over 400 days old, which is 3.8% of our caseload.

II. Budget

We’ve spent 47.52% of our personnel budget 49.58% through the payroll year and spent or encumbered 85.81% of our non-labor budget 53.15% through the fiscal year. Appropriations funding for public hearing expenses is still necessary. Line 6000 Charges from Depts under the Expended column only show ICG charges incurred through 5/31/17. Finance and IT posted unusually large ICG amounts in March and April, but total 6000 charges are expected to even out by year-end per OMB.

Department Budget To Actuals

Approp	Description	Budget*	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$351,184.58	\$0.00	\$0.00	\$387,713.42	47.52%
2000	Non-Labor	\$27,596.00	\$14,231.97	\$9,450.59	\$0.00	\$3,913.44	85.81%
Total Direct Costs		\$766,494.00	\$365,416.55	\$9,450.59	\$0.00	\$391,626.86	48.90%
6000	Charges from Depts	\$178,091.00	\$111,008.65	\$0.00	\$0.00	\$67,082.35	62.33%
Total Budgeted Costs		\$944,585.00	\$476,425.20	\$9,450.59	\$0.00	\$458,709.21	51.43%
Total Function Costs		\$944,585.00	\$476,425.20	\$9,450.59	\$0.00	\$458,709.21	51.43%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$903,285.00	\$476,425.20	\$9,450.59	\$0.00	\$417,409.21	53.78%

III. Other Office Updates

Public Hearing litigation. AERC filed an amended complaint on June 2, 2017, Respondent filed an answer on June 30, 2017, and the case has been scheduled for mediation before the State Office of Administrative Hearings ALJ for August 11, 2017.

Staff Meetings. AERC held a staff meeting on June 9th, where we discussed outreach opportunities for June, tabling at the June Pacific Islander cultural celebration and the PrideFest celebration, case processing policy compliance, settlement percentages, intake and case work training for our Outreach & Intake Coordinator, upcoming conferences (EEOC/FEPA in Cleveland, OH in July and IAOHRA in Seattle the last week of September), upcoming intake and vacation schedules and individual case write-ups due by the end of June 2017. We also discussed our summer focus, which continues to be on case work, as a heavy volume of new cases has continued to be presented to AERC and filed in 2017.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – June 2017

Staff Outreach:

ACPRTF Regular Meeting: On June 9th, Executive Director Pamela Basler and Investigator Stephanie Horvat attended a regular ACPRTF meeting, from 12-1:30pm at the Fairview Rec Center where a pending complaint was discussed and accepted for investigation.

Regular ADA Advisory Commission Meeting: On June 13th, Executive Director Pamela Basler attended a regular ADA Advisory Commission meeting, from 10:30am-12pm at the DHHS Building, 4th Floor Conference Room.

Refugee Camp Simulation: On June 14th, Executive Director Pamela Basler attended Catholic Social Services' Refugee Camp Simulation, from 5-8pm, at Chugach Optional School.

I Am Not Your Negro: On June 14th, Investigator Belinda Davis attended the screening of "I Am Not Your Negro", from 7-9pm, at the UAA Wendy Williamson Auditorium.

Dr. Marc Lamont-Hill Juneteenth Keynote Speech: On June 15th, Investigator Belinda Davis, and Intake and Outreach Coordinator Donte Powell attended Dr. Marc Lamont-Hill's Juneteenth Keynote Speech, from 7-9pm, at the Wendy Williamson Auditorium.

Pacific Islander Culture Celebration: On the Delaney Park Strip, Saturday, June 10th, from 11:30am-1:30pm, Intake and Outreach Commissioner Donte Powell staffed the AERC's table at this celebration of Pacific Islander culture.

2017 PrideFest: On the Delaney Park Strip, Saturday, June 24th, 12-5 pm, Intake and Outreach Coordinator Donte Powell staffed the AERC table at PrideFest, from 11:30am-1:30 pm.

Commissioner Outreach:

Anchorage Design Week Social: Anchorage Museum, Thursday, June 1st, 6-7 pm. Commissioner Hess attended a social gathering of potential community partners for the 2017 Anchorage Design Weekend, which is September 22nd – 24th.

First Friday-Helping Hand for Nepal: Blaine's Art, Friday, June 2nd, 5-7 pm. Commissioner Hess attended a First Friday Fundraising Auction to benefit Helping Hand for Nepal, a nonprofit

that provides assistance to the people of Nepal, one of the world's poorest nations. The event included a slideshow by HHN Director, Linda "Jay" Jackson, of her recent trip to Nepal.

Town Square Park Workshop: At the Performing Arts Center/Town Square Park, Saturday, June 3rd, 10 am-12 pm. Commissioner Hess attended the second public workshop for the Town Square Park Master Planning Process. During this workshop, participants conducted a place audit of the park and surrounding area.

Quarterly BPAC Meeting: City Hall-Mayor's Conference Room, Tuesday, June 6th, 6-8 pm. Commissioner Hess attended the quarterly meeting of the Anchorage AMATS Bicycle & Pedestrian Advisory Committee. During the meeting Commissioner Hess was elected as the Chair of the BPAC.

Safe Streets, Greener City: St. Mary's Church, Wednesday, June 7th, 7-8 pm. Commissioner Hess attended a public meeting facilitated by AFACT and St. Mary's Local Organizing Ministry, which focused on improving bicycle and pedestrian safety in Anchorage.

World Refugee Day: Clark Middle School, Saturday, June 10th, 12-2 pm. Commissioner Hess attended the World Refugee Day celebration in Mt. View, hosted by CSS's Refugee Assistance & Immigration Services.

Pacific Islander Culture Celebration: Delaney Park Strip, Saturday, June 10th, 2:30-4 pm. Commissioners Hess, Churchill and Berke helped staff the AERC's table at this celebration of Pacific Islander culture.

Day of Remembrance & Mural Painting: Identity/Mad Myrna's, Monday, June 12th, 5-7 pm. Commissioner Hess attended a remembrance ceremony for the victims of the Pulse Nightclub tragedy, and then the group processed to Mad Myrna's and painted a community mural.

Pride Week Resolution: Anchorage Assembly Chambers, Tuesday, June 13th, 5-6 pm. Commissioner Hess joined a group of community members to accept the 2017 Pride Week Resolution from the Anchorage Assembly.

Identity Board Meeting: Identity Offices, Wednesday, June 14th, 5:30-7 pm. Commissioner Hess attended a special board meeting of Identity, Inc., Alaska's oldest (1977) LGBT advocacy and education organization.

Beyond the Closet 3: 49th State Brewery, Saturday, June 17th, 6-9 pm. Commissioner Hess attended Beyond the Closet 3, which is modeled on Arctic Entries. Several individuals talked for seven minutes each about their experiences as LGBT persons in Anchorage over the past four decades.

Pride Week Memorial Ceremony: Anchorage Memorial Park Cemetery, Sunday, June 18th, 2-3 pm. Commissioner Hess attended the annual Pride Week memorial gathering at the LGBT memorial at Anchorage Memorial Park Cemetery, to remember members of the community who have passed.

Youth Arts Showcase: Alaska Experience Theatre, Monday, June 19th, 7-9 pm. Commissioner Hess attended Identity's 1st Annual Pride Week Youth Arts Showcase, where LGBT youth performed song, dance, poetry, and comedy, to celebrate who they are.

3rd Annual Rainbow Run: Ship Creek Trail, Tuesday, June 20th, 6-8 pm. Commissioner Hess attended Identity's 3rd Annual Pride Week Rainbow Run 5k.

2017 Equality Parade: Downtown Anchorage, Saturday, June 24th, 11 am- 12 pm. Commissioner Hess participated in the 2017 Pride Week Equality Parade through Downtown Anchorage, to the Delaney Park Strip.

2017 PrideFest: Delaney Park Strip, Saturday, June 24th, 12-5 pm. Chair Greene and Commissioners Hess and Pace staffed the Ombudsman/Welcoming Anchorage Table at PrideFest, and the AERC table from 2:30-5 pm.

Welcoming Week Planning Meeting: City Hall-Assembly Conference Room, Monday, June 26th, 1-2:30 pm. Commissioner Hess facilitated the first planning meeting for Anchorage's 2017 Welcoming Week (Sept. 15th-24th).

Town Square Park Master Planning: City Hall-Mayor's Conference Room, Monday, June 26th, 5:30-7:30 pm. Commissioner Hess attended a joint meeting of the Citizen's Advisory Group and Technical Advisory Group, for the Town Square Park Master Planning Process.



Commissioner Hess staffing the AERC, Ombudsman, and Welcoming Anchorage tables at PrideFest 2017.



Various Polynesian groups march and wave their flags at the Pacific Islander Community Celebration.

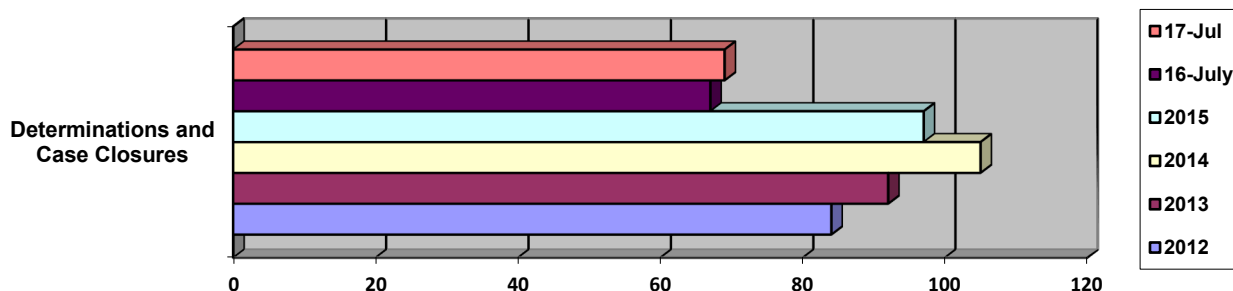
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: August 15, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director's Report as of July 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 69 cases from January to July 2017. $69/7 = 9.86$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	July 2016	July 2017
Total Determinations and Case Closures	84	92	105	97	67	69



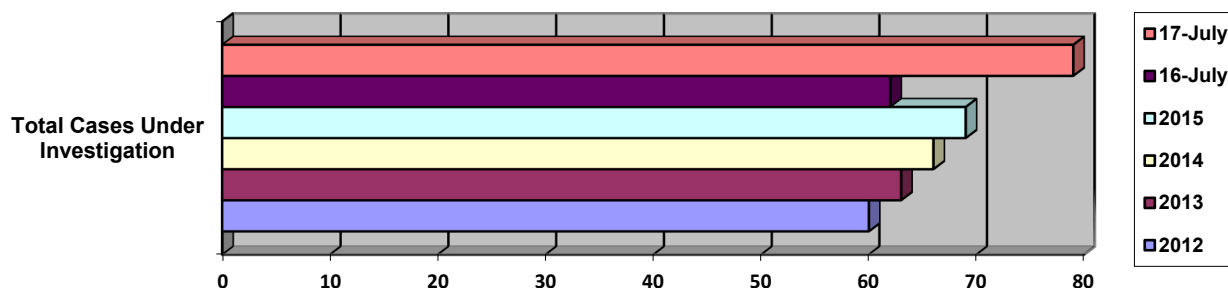
EEOC Contract. On July 6, 2017, AERC sent out its first 2017 voucher for payment for 66 completed FFY 2017 cases to the EEOC. On August 3, 2017, AERC requested an upward modification of its 2017 contract from 87 to 92 cases.

Inquiries and New Complaints. AERC staff fielded 317 inquiries and filed 77 new complaints from January to July 2017. 24.29% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	July 2016	July 2017
INQUIRIES	499	441	406	431	256	317
NEW COMPLAINTS	76	96	107	99	60	77
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	23.44%	24.29%

Pending Cases. As of July 31, 2017, we have 79 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	July 2016	July 2017
Total Cases Under Investigation	60	63	66	69	62	79



Cases Over 240 Days Old. As of July 31, 2017, 17 cases are over 240 days old, which is 21.52% of the agency’s caseload and greater than our goal percentage (>2017 goal of <20% cases over 240 days old). One investigator has 10 cases over 240 days. The total July 2017 percentage is less than the 32.26% of over 240 cases which existed on 7/31/16. There are two cases open over 400 days old, which is 2.5% of our caseload.

II. Budget

We’ve spent 55.52% of our personnel budget 57.8% through the payroll year and spent or encumbered 99.99% of our non-labor budget 61.91% through the fiscal year. Funding for public hearing expenses is still necessary. Line 6000 Charges from Depts under the Expended column now show ICG charges incurred through 7/31/17. The Administration has required submission of 10% of direct costs budget cuts to every non-police and non-fire department or agency for 2018. If the cuts are implemented fully at 10% on small agencies like AERC, we will lose up to the equivalent of one full-time position of labor staffing and our ability to serve clients and the community in 2018 will be significantly diminished.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$738,898.00	\$410,309.87	\$0.00	\$0.00	\$328,588.13	55.52%
2000	Non-Labor	\$27,596.00	\$18,144.46	\$9,450.59	\$0.00	\$0.95	99.99%
Total Direct Costs		\$766,494.00	\$428,454.33	\$9,450.59	\$0.00	\$328,589.08	57.13%
6000	Charges from Depts	\$178,091.00	\$139,524.78	\$0.00	\$0.00	\$38,566.22	78.34%
Total Budgeted Costs		\$944,585.00	\$567,979.11	\$9,450.59	\$0.00	\$367,155.30	61.13%
Total Function Costs		\$944,585.00	\$567,979.11	\$9,450.59	\$0.00	\$367,155.30	61.13%
9000	Total Revenues	(\$41,300.00)	\$0.00	\$0.00	\$0.00	(\$41,300.00)	0.00%
Total		\$903,285.00	\$567,979.11	\$9,450.59	\$0.00	\$325,855.30	63.92%

III. Other Office Updates

Public Hearing litigation case. Mediation before the State Office of Administrative Hearings ALJ occurred on August 11, 2017, and the case was settled for back wages, termination to resignation, training on reasonable accommodations for HR staff, policy changes to FMLA and reasonable accommodations company policies and ½ of mediation costs. Documents are out for signature and then a case closure order will be presented to the 3-judge panel of AERC Commissioners for issuance.

Staff Meetings. AERC held staff meetings on July 7th and July 28th, where we discussed outreach opportunities for July and August, upcoming conferences (EEOC/FEPA in Cleveland, OH in July and IAOHRA in Seattle the last week of September), upcoming intake and vacation schedules and individual case write-ups due by the end of July 2017. We also discussed our summer focus, which continues to be on case work, as a heavy volume of new cases has continued to be presented to AERC and filed in 2017.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – July 2017

Staff Outreach:

“You Have the Right to Report” Project Initiation Meeting: On Wednesday July 5th, Intake and Outreach Coordinator Donte Powell met with George Martinez, Special Assistant to the Mayor to discuss the details of the 2017 EEOC/FEPA Engagement Project, from 11-11:30 am, in the Mayor’s Office.

EEOC/FEPA Conference: On July 16th – July 20th, Executive Director Pamela Basler attended the EEOC/FEPA Conference in Cleveland, Ohio. The topics discussed at the conference were:

- A legal update on Title VII and ADEA cases, Jeanne Goldberg, EEOC Senior Attorney Advisor.
- “BECAUSE OF SEX”: One Law, Ten Cases, and Fifty Years that Changed American Women’s Lives at Work”, Gillian Thomas, Author and ACLU Senior Staff Attorney.
- A legal update on the Americans with Disabilities Act cases, Christopher J. Kuczynski, EEOC Acting Associate Legal Counsel.
- A presentation on “Ban the Box”, Sasha Naiman, Deputy Director, Ohio Justice & Policy Center.
- A forum on what features could be useful in IMS NxGen Document Module.
- A forum on possible FEPA/EEOC engagement activities and on case allocations.
- A presentation on “Bias in the Workplace”, Dr. Sheldon Goode, Executive Director, Diversity and Inclusion, Metropolitan Atlanta Rapid Transit Authority.

Planning Meeting with Beacon Media and Marketing: On Wednesday, July 19th, Intake and Outreach Coordination Donte Powell attended a planning meeting with Arie Henry from Beacon Media and Marketing for the 2017 EEOC/FEPA Engagement Project, from 2-3pm at Beacon Media and Marketing.

AERC Regular meeting: Mayor's Conference Room at City Hall, Thursday, July 20th, 6 pm-7:15 pm. Intake and Outreach Coordinator Donte Powell staffed the July meeting of the Anchorage Equal Rights Commission. A highlight of the meeting was a presentation by Commissioner Berke and two guests regarding Audism, and issues the deaf community faces.

“You Have the Right to Report” Video Brainstorm: On Friday, July 28th, Intake and Outreach Coordinator Donte Powell, attended a Brainstorming session for the 2017 EEOC/FEPA Engagement Project with Rainier Herczeg, Youth Advisory Commission (YAC) Chair, from 3:30-4:30pm, in the AERC Conference Room.

TM Database Updates: on Monday, July 31st, Investigator Stephanie Jedlicka had a meeting with Mike Jones regarding Time Matters database updates in the AERC Office, from 3-3:30pm.

Commissioner Outreach:

Anchorage 4th of July Parade: Downtown Anchorage, Monday, July 4th, 10 am-12 pm. Commissioner Hess walked with Bridge Builders in Anchorage's 4th of July Parade. The Bridge Builders group highlighted the diversity and inclusiveness of our community. For the third consecutive year, Bridge Builders was awarded the parade Grand Champion Award.

Making Government Work in the Digital Age: Bear Tooth Theatrepub, Thursday, July 6th, 11:30 am-1 pm. Nationally renowned expert Jennifer Pahika presented on how to make government work, and be more responsive and inclusive in the digital age.

Spotting & Avoiding Scams Targeting Diverse Communities in Anchorage: BP Energy Center, Monday, July 10th, 11 am-1 pm. Commissioner Hess attended a forum that focused on how to spot and avoid scams targeting diverse communities. The event was facilitated by the Federal Trade Commission, and multiple community partners. Resource kits were provided to attendees.

We Fought the Road: UAA Campus Bookstore, Monday, July 10th, 4 pm-6 pm. Authors Dennis and Christine McClure presented on their new book “We Fought the Road: Ordinary Men Build A Legendary Road”. The book tells the story of the construction of the Alcan Highway, through the love letters that Ms. McClure's father, Army 1st Lieutenant Turner Timberlake, sent to his then fiancé (later wife). Historian Lael Morgan and educator and activist Jean Pollard also spoke about the project, and the fight to win recognition for the African-American soldiers who constructed much of the highway.

Community Engagement through Cooking: Cuddy Family Midtown Park, Saturday, July 15th, 2 pm-4 pm. Commissioner celebrated with Keys to Life as they wrapped up this year's Community Engagement Through Cooking series with a Samoan Luau at Cuddy Park. Participants could learn how to prepare and cook Samoan food, and then enjoy the fruits of their labors, or they could only attend the meal. This series focused on building community across cultural and ethnic groups, through food.

Solution for Our City: Dena'ina Center, Monday, July 17th, 11:30 am-1 pm. Commissioner Hess attended the Anchorage Assembly Chamber's Make It Monday Forum that focused on housing and homelessness in our community, and included reports on how collaborative partnerships are making progress with these issues. Panelist included the City's Homeless

Coordinator, the Chair of the Anchorage Coalition to End Homelessness, and the CEO of United Way Anchorage.

AERC Regular Meeting: Mayor's Conference Room at City Hall, Thursday, July 20th, 6 pm-7:15 pm. Commissioners Hess, Berke, Pace, Heaney-Mead, McDermid, Husa, Churchill, and Chair Greene, attended a July meeting of the Anchorage Equal Rights Commission. Presentations were given by Commissioner Berke, and two guests, regarding Audism, and issues that the deaf community faces, and by Van Le, Group Manager for R&M Consultants, Inc. on the progress of the Town Square Park Remodel, and how to increase disability access to the Anchorage PAC.

2017 Teddy Bear Picnic/Ted Stevens Day: Cuddy Family Midtown Park, Saturday, July 22nd, 12 pm-4 pm. Commissioner Hess volunteered with the Ted Stevens Foundation at the 2nd Annual Teddy Bear Picnic, and Ted Stevens Day Celebration. The event celebrates and highlights inclusive playgrounds for all.

Immigrant Integration in to the Anchorage Economy: UAA/ISER, Monday, July 24th, 11:30am-1 pm. Commissioners Hess, attended a roundtable discussion on how to better integrate immigrants and refugees into the Anchorage economy, and the financial contributions that these populations make to the local economy.

Identity, Inc. Board Meeting: Identity Conference Room, Tuesday, July 25th. Commissioner Hess attended the July meeting of the Board of Identity, Inc. Alaska's largest and oldest (1977) LGBTQ education and advocacy organization.

Welcoming Week Planning Meeting: Mayor's Conference Room at City Hall, Friday, July 28th, 2 pm-3:30 pm. Commissioner Hess facilitated a planning meeting for Anchorage's 2017 Welcoming Week (September 15th-24th).

Transgender Support Group Picnic: Alderwood Park, Saturday, July 29th, 4 pm -6:30 pm. Identity's Transgender Support Group held a picnic on Government Hill, and Commissioner Hess attended to show support for the Transgender Community. Mayor Berkowitz and First Lady, Dr. Mara Kimmel stopped by to show their support, as did Assembly Member Felix Rivera.



Mara Kimmel, Municipality of Anchorage First Lady, speaks at Tradition Tuesday which featured the South Asian Community.



Attendees of Tradition Tuesday mix and mingle while learning about the South Asian Community.

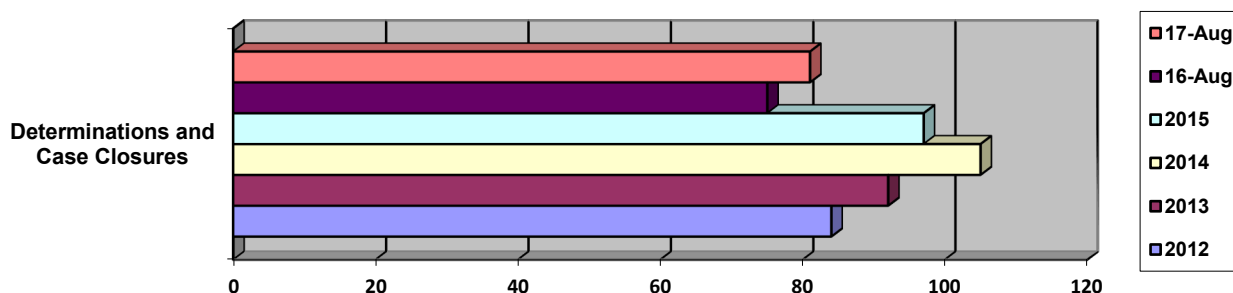
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: September 20, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of August 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 81 cases from January to August 2017. $81/8 = 10.13$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	August 2016	August 2017
Total Determinations and Case Closures	84	92	105	97	75	81



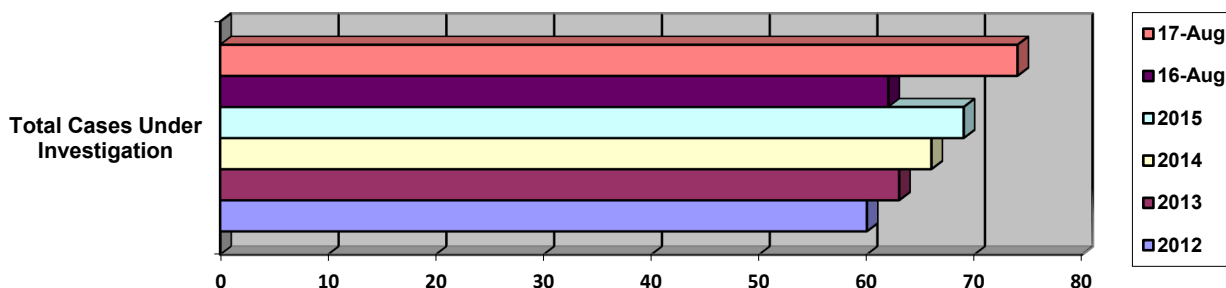
EEOC Contract. AERC requested an upward modification to its 2017 contract from 87 to 92 cases and Washington has approved the contract modification. The 2017 contract will be closed out at the end of the FFY on 9/30/17 and a final voucher for payment has been submitted to the EEOC.

Inquiries and New Complaints. AERC staff fielded 355 inquiries and filed 84 new complaints from January to August 2017. 23.66% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	August 2016	August 2017
INQUIRIES	499	441	406	431	293	355
NEW COMPLAINTS	76	96	107	99	68	84
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	23.21%	23.66%

Pending Cases. As of August 31, 2017, we have 74 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	August 2016	August 2017
Total Cases Under Investigation	60	63	66	69	62	74



Cases Over 240 Days Old. As of August 31, 2017, 20 cases are over 240 days old, which is 27.03% of the agency’s caseload and greater than our goal percentage (>2017 goal of <20% cases over 240 days old). One investigator has 9 cases over 240 days. The total August 2017 percentage is less than the 27.42% of over 240 cases which existed on 8/31/16. There are two cases open over 400 days old, which is 2.7% of our caseload.

II. Budget

We’ve spent 64.59% of our personnel budget 65.47% through the payroll year and spent or encumbered 74.28% of our non-labor budget 72.05% through the fiscal year. Funding for public hearing expenses was secured by transferring \$15,000 from our Personnel Services Line 1000 to the Professional Services sub-account in our Non-Labor Line 2000 account. Line 6000 Charges from Depts under the Expended column reflect ICG charges through August 31, 2017. We received payment from the EEOC for our first voucher submission, which is reflected in the Expended column of our Total Revenues Line 9000. The Administration required submission of 10% of direct costs budget cuts to every non-police and non-fire department or agency for 2018. If the cuts are implemented fully at 10% on small agencies like AERC, we will lose up to the equivalent of one full-time position of labor staffing and our ability to serve clients and the community in 2018 will be significantly diminished. UPDATE: I was notified on 9/20/17 to submit a 5% of direct costs proposed 2018 budget to OMB.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$723,898.00	\$467,610.10	\$0.00	\$0.00	\$256,287.90	64.59%
2000	Non-Labor	\$42,596.00	\$25,275.20	\$6,368.09	\$0.00	\$10,952.71	74.28%
Total Direct Costs		\$766,494.00	\$492,885.30	\$6,368.09	\$0.00	\$267,240.61	65.13%
6000	Charges from Depts	\$178,091.00	\$110,483.70	\$0.00	\$0.00	\$67,607.30	62.03%
Total Budgeted Costs		\$944,585.00	\$603,369.00	\$6,368.09	\$0.00	\$334,847.91	64.55%
Total Function Costs		\$944,585.00	\$603,369.00	\$6,368.09	\$0.00	\$334,847.91	64.55%
9000	Total Revenues	(\$41,300.00)	(\$48,300.00)	\$0.00	\$0.00	\$7,000.00	116.94%
Total		\$903,285.00	\$555,069.00	\$6,368.09	\$0.00	\$341,847.91	62.15%

III. Other Office Updates

Public Hearing litigation case. Mediation before the State Office of Administrative Hearings ALJ occurred on August 11, 2017, and the case was settled for back wages, termination to resignation, training on reasonable accommodations for HR staff, policy changes to FMLA and reasonable accommodations company policies and ½ of mediation costs. A case closure order has been signed by the 3-judge panel of AERC Commissioners and check disbursement and final case closure occurred on 9/20/17 after receipt of the panel's order and an additional final case closure order issued by the SOA ALJ office.

Staff Meetings. AERC held a staff meeting on August 17th, where we discussed outreach opportunities for August, ADA leave issues, the 2018 budget, the upcoming IAOHRA national conference in Seattle the last week of September, Anchorage Welcoming Week events planned for September 15-23rd, individual SAP training requirements, upcoming intake and vacation schedules and individual case write-ups due by the end of August 2017. We also discussed our summer focus, which continues to be on case work, as a heavy volume of new cases continues to flow into AERC in 2017.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – August 2017

Staff Outreach:

Municipality of Anchorage (MOA) Director's Meeting: On Wednesday, August 2nd, Executive Director Pamela Basler attended an MOA Director's Meeting from 4-5p.m., in the Mayor Conference Room.

SAP Employee Self-Service (ESS) Training: On Monday, August 7th, Executive Director Basler and Investigators Davis, Sundboom, Jedlicka, and Powell attended the SAP EES training at the AFD training Center, from 11-1p.m.

AERC Case No.: 15-339 Mediation: On Friday, August 11th, Executive Director Basler participated in a mediation meeting at the SOA ALJ office, from 10a.m.-2p.m.

AERC Welcoming Week Planning Meeting: On Friday, August 11th, Executive Director Basler attended a Welcoming Week planning meeting, from 2-3:30p.m., in the Anchorage Museum's Reynolds Classroom.

Time Matters (TM) Reports Meeting with Mike Jones: On Friday, August 18th, Investigator Jedlicka had a meeting with TM Consultant Mike Jones regarding TM reports at the AERC office, from 8-8:30a.m.

You Have the Right to Report Filming Session: On Wednesday, August 23rd, Investigator Powell attended a filming session for the "You Have the Right to Report" video he is overseeing, from 3-5pm at the Beacon Media and Marketing office.

Commissioner Outreach:

National Night Out/Mt. View Block Party: Mt. View Community Center/Lyons Parks, Tuesday, August 1st, 5-7 pm. Commissioner Hess attended an annual celebration of the Mt. View neighborhood coming together to stand against crime in their community, and to build relationships with law enforcement.

The Power of Words: UAA Campus Bookstore, Friday, August 4th, 10-11:30 am. Commissioner Hess attended In the Power of Words: ASD Multilingual Students Read Original Poetry and Prose, where approximately 20 multiannual Anchorage School District students, grades seven through 12, performed original poetry and prose they wrote during the summer of 2017 ASD/UAA Summer Academy.

Fresh International Kitchen's Iraqi Lunch: Elks Lodge at the Northway Mall, Friday, August 4th, 12-1:30 pm. Commissioner Hess attended the Fresh International Kitchen's Iraqi Lunch, where a RAIS client prepared a meal of Iraqi cuisine, for a pop-up restaurant.

Japanese Summer Festival: UAA Lucy Cuddy Hall, Saturday, August 5th, 11 am-12 pm. Commissioner Hess attended an annual celebration of Japanese culture, food, and the friendship between Japan and Anchorage.

Back to School Health & Safety Fair: Fairview Rec Center, Saturday, August 5th, 12-2 pm. Commissioner Hess joined the MOA Parks and Recreation and Health & Human Services Departments as the facilitated a Back to School Health & Safety Fair. The MOA's mobile health clinic provided free school immunizations, and more than a dozen community partners provided information, and free school supplies.

Town Square Park Design Charrette: The Alaska Center for the Performing Arts, Monday, August 7th, 5:30-8 pm. Commissioner Hess attended a design charrette for the ongoing master planning process for Town Square Park.

Community Conversation-Homelessness: The Alaska Humanities Forum, Thursday, August 10th, 6:30-8:30 pm. Commissioner Hess attended a community conversation at the Forum around the issue of homelessness in Anchorage. Participants broke into small groups and discuss the issue from various perspectives and then came together to debrief.

Artists Activate Town Square Park: Town Square Park, Saturday, August 12th, 3-6 pm. Commissioner Hess saw Artists, including visual, musical and spoken word, come together to activate Town Square Park. A DJ provided music, and the Super Saturated Sugar Strings put on a free concert in the park. Members of the community were invited to help create works of art. Over 300 people attended the event.

Alaska Jewish Museum's "2017 New Exhibit Opening": On Monday, August 14th, Commissioner Pace attended Alaska Jewish Museum's "2017 New Exhibit Opening".

Anchorage Civic Engagement Workshop: City Hall Innovation Hub, Wednesday, August 16th, 11 am-1 pm. Commissioner Hess attended a workshop hosted by the MOA's Innovation Team and the Rose Foundation, where the MOA's resiliency initiative in Mt. View, Midtown and Spenard was discussed and analyzed.

Welcoming Week Planning Meeting: Anchorage Museum Reynolds Classroom, Friday, August 18th, 2-3:30 pm. Commissioner Hess facilitated a planning meeting for Anchorage's 2017 Welcoming Week (September 15th-24th).

A Service of Reflection: Congregation Beth Shalom, Friday, August 18th, 7-8:30 pm. Commissioner Hess was one of the community members asked to speak at a Service of Reflection in response to the incidents in Charlottesville, hosted by Congregation Beth Shalom.

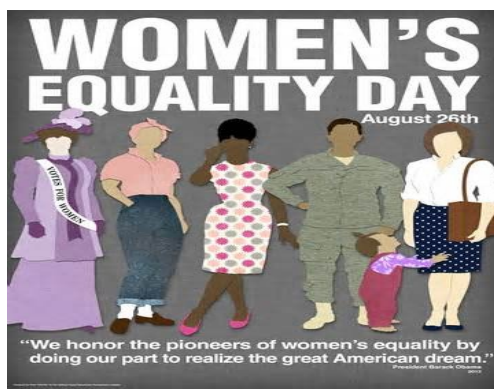
Bridge Builders Unity Gala: The Hotel Captain Cook, Saturday, August 19th, 6-9 pm. Commissioner Hess attended Bridge Builders annual celebration of diversity and unity in our community. Community activists from different cultural communities were honored and recognized by Bridge Builders and Governor Walker and First Lady Donna Walker.

Stand Against Racism-A Community Prayer Vigil: Central Lutheran Church, Sunday, August 20th, 1-2 pm. Commissioner Hess attended an interdenominational stand against racism held in response to recent events in our nation.

Women's Equality Day Rally: Delaney Park, Saturday, August 26th, 1-3 pm. Commissioner Hess attended an Anchorage Women's Equality Day Rally at Delaney Park. The event marked the anniversary of the 19th Amendment to the Constitution (ratified on August 18th, 1920), which gave women the right to vote.

Civil Rights Icon-What's Next for Trans Rights in Alaska: UAA Wendy Williamson Auditorium, Tuesday, August 29th, 7-9 pm. Commissioner Hess attended a presentation by nationally known Trans activist Mara Keisling. Ms. Keisling spoke on transgender discrimination and rights in Anchorage and Alaska. Her presentation was followed by a panel discussion featuring local transgender individuals and parents of transgender individuals.

Welcoming Anchorage Stakeholders Meeting: Fairview Rec Center, Thursday, August 31st, 5:30-7 pm. Commissioner Hess attended the final stakeholders meeting for the development of Welcoming Anchorage's Roadmap for an equitable, diverse, inclusive Anchorage. The document was previewed for the group before its official release. Attendees were encouraged to be part of the implementation phase of the effort.



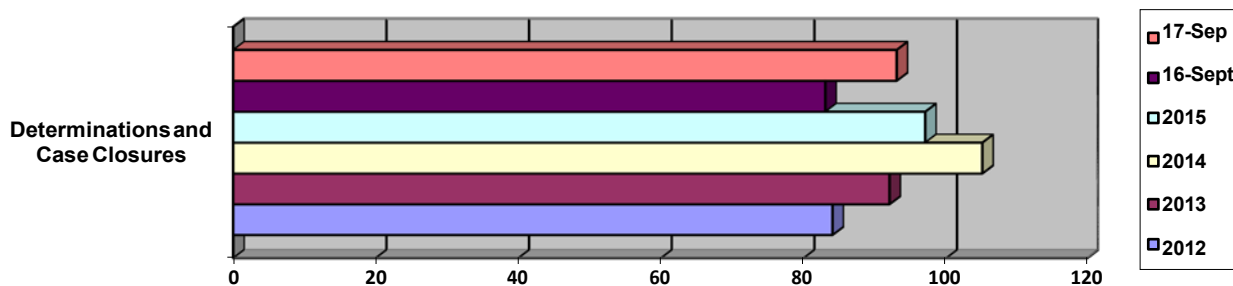
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: October 20, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director's Report as of September 30, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 93 cases from January to September 2017. $93/9= 10.33$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	Sept 2016	Sept 2017
Total Determinations and Case Closures	84	92	105	97	83	93



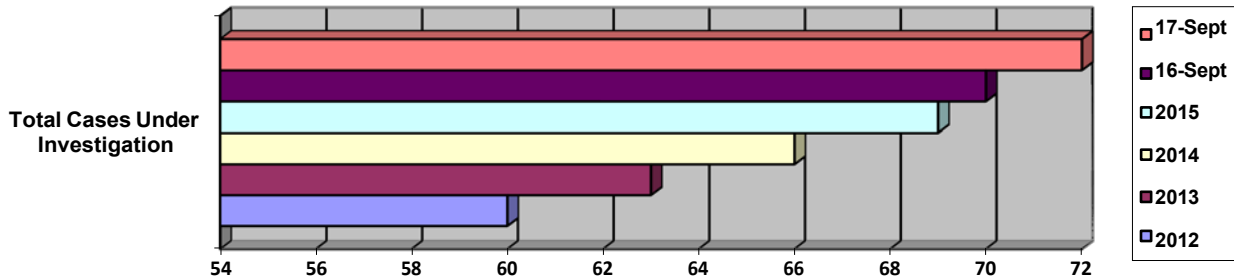
EEOC Contract. The 2017 contract was closed out at the end of the FFY on 9/30/17 and a final voucher for payment was submitted to the EEOC. AERC has received the contract extension paperwork for 97 cases for the FFY 2018 EEOC contract.

Inquiries and New Complaints. AERC staff fielded 394 inquiries and filed 93 new complaints from January to September 2017. 23.6% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	September 2016	September 2017
INQUIRIES	499	441	406	431	335	394
NEW COMPLAINTS	76	96	107	99	84	93
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	25.07%	23.6%

Pending Cases. As of September 30, 2017, we have 72 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	Sept 2016	Sept 2017
Total Cases Under Investigation	60	63	66	69	70	72



Cases Over 240 Days Old. As of September 30, 2017, 19 cases are over 240 days old, which is 26.39% of the agency’s caseload and greater than our goal percentage (>2017 goal of <20% cases over 240 days old). One investigator has 10 cases over 240 days. The total September 2017 percentage is more than the 24.4% of over 240 cases which existed on 9/30/16. There are three cases open over 400 days old, which is 4.16% of our caseload.

II. Budget

We are within budget for 2017 and the Assembly is currently reviewing the Mayor’s proposed budget for 2018. MOA is no longer posting departments’ budget items to PeopleSoft, so hopefully OMB will provide training to our office in the next month on budget documents in SAP and we will have new reports to provide to you on AERC’s budget in November.

III. Other Office Updates

Public Hearing litigation case. We are waiting for a bill from the State Office of Administrative Hearings for the case that closed on 9/20/17 so that we can pay it and bill the Respondent for ½ of the costs.

Staff Meetings. AERC held a staff meeting on September 8th, where we discussed outreach opportunities for September, the 2018 budget, new investigator training by EEOC in Seattle, the upcoming IAOHRA national conference in Seattle the last week of September, Anchorage Welcoming Week events planned for September 15-23rd, upcoming intake and vacation schedules and individual case write-ups due by the end of September 2017. We also discussed our fall focus, which will continue to be on case work, as a heavy volume of new case filings has continued throughout 2017.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled.

IV. Outreach Report – September 2017

Staff Outreach:

SAP Training SRM 100: On Tuesday, September 5th, from 8am-1pm, Investigator Powell attended the SAP SRM 100 Training at the AFD Training Center.

Welcoming Week Planning Meeting: Wednesday, September 6th, from 2-3 pm, Ombudsman's Conference Room at City Hall. Executive Director Basler attended a planning meeting for Anchorage's 2017 Welcoming Week celebrations.

Monthly Director's Meeting: On Wednesday, September 6th, Executive Director Basler attended a regular monthly Director's Meeting from 4-5 pm in the Mayor's Conference Room.

SAP Training SRM 100: On Tuesday, September 7th, from 8am-5pm Senior Office Associate Natalie Day attended the SAP SRM 100 Training at the AFD Training Center.

Regular ACPRTF Meeting: On Friday, September 8th, Executive Director Basler and Investigator Jedlicka attended a regular ACPRTF meeting at the Fairview Recreation Center, from 12-1 pm.

SAP Training AP 100: On Tuesday, September 12th, from 8am-5pm, Senior Office Associate Natalie Day attended the SAP AP 100 Training at the Permit Center.

SAP Training AP 100: On Tuesday, September 14th, from 8am-1pm, Investigator Powell attended the SAP AP 100 Training at the AFD Building.

City Hall Welcome Mat: 6th Avenue in front of City Hall. Friday, September 15th, 9:45-11am. Investigator Jedlicka and Senior Office Associate Day assisted in greeting people at the Park(ing) Day/Welcoming Week City Hall Welcome Mat. Two parking spaces in front of City Hall were temporarily converted into an active public space, where the public could sip hot tea and converse with public officials and employees.

New Investigator Training: From September 16th to September 18th, Investigator Powell attended New Investigator Training provided by the EEOC, in Seattle, Washington.

ECM AP Knowledge Transfer Session #1: On Monday, September 18th, from 3-5pm Senior Office Associate Natalie Day attended the ECM AP Knowledge Transfer Session #1 on a Skype call in the Mayor's Conference Room.

AP Invoice Posting: On Tuesday, September 19th, Investigator Jedlicka attend an AP Invoice Posting training from 1-3pm at the AFD Training Center.

Meeting with EEOC Seattle Region Director: On Friday, September 22nd, Executive Director Basler and Investigator Powell met with Nancy Sienko from EEOC to preview and approve the PSA "Right to Report" video Mr. Powell produced. The video will be finalized and distributed in October or November.

Anchorage Welcoming Week Community Celebration: Anchorage Museum front lawn. Saturday, September 23rd, 11 am-3:30 pm. Investigators Sundboom and Powell tabled and

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helped to facilitate our 2017 Anchorage Welcoming Week Community Celebration on the front lawn of the Anchorage Museum. 20 organizations hosted tables and distributed information to the public while different cultural communities provided entertainment (song, dance, spoken word).

IAOHRA Conference: From Sunday, September 24th, to Thursday, September 28th, Executive Director Basler and Investigators Davis, Jedlicka and Powell attended the IAOHRA Conference in Seattle, Washington. Ms. Basler was elected to the Board position of Western Region Representative in this international human rights organization. More information about the conference is reported on in an attachment to this ED report.

Campaign KICK-OFF Training the Coordinators: On Monday, September 25th, from 3-5pm Senior Office Associate Natalie Day attended the Campaign KICK-OFF Training the Coordinators in the Mayor's Conference Room.

GL Journal Entry Processing: On Friday, September 29th, from 8:30-11:30am, Investigator Jedlicka and Senior Office Associate Natalie Day attended a GL Journal Entry Processing training at the ML&P building.

Regular AERC Meeting: On Tuesday, September 21st, from 6-7pm, Executive Director Basler and Investigator Powell attended a regular AERC meeting in the Mayor's Conference Room.

Know Your Rights at Work: Spenard Recreation Center. Saturday, September 30th, 12-2:30 pm. Investigator Davies presented at the Know Your Rights at Work forum at the Spenard Rec Center.

Commissioner Outreach:

Practice What You Preach: East High School Auditorium. Thursday, September 7th, 7-8:30 pm. Commissioner Hess attended a panel discussion featuring representative from the Christian, Jewish, Muslim and Buddhist faith traditions. The participants spoke to how their faiths address coexistence and working together.

Welcoming Week Planning Meeting: Ombudsman's Conference Room at City Hall. Friday, September 8th, 2-3:30 pm, Commissioner Hess facilitated the final planning meeting for Anchorage's 2017 Welcoming Week celebrations.

Alaska Fallen Firefighters Memorial Ceremony: Alaska Fallen Fire Fighters Memorial. Monday, September 11th, 6-7 pm. I attended the annual Alaska Fallen Firefighters Memorial Ceremony, where 3 new names were added to the Memorial.

City Hall Welcome Mat: 6th Avenue in front of City Hall. Friday, September 15th, 1-2 pm. Commissioner Hess assisted in greeting people at the Park(ing) Day/Welcome Week City Hall Welcome Mat. Two parking spaces in front of City Hall were temporarily converted into an active public space, where the public could sip hot tea and converse with public officials and employees.

Artists Activate 7th Avenue Garage Pop-Up: 7th Avenue Parking Garage. Friday, September 15th, 5-7 pm. As part of Welcoming Week, artists activated the basement level of the 7th Avenue and G Street Parking Garage.

Welcoming Week Civics Fair: Loussac Library Atrium. 1-2 pm. I attended the first iteration of what will hopefully be an annual civics fair, hosted by the Anchorage Public Library, Alaska Bar Association, ACLU of Alaska, and other community partners. The fair featured booths hosted by local community organizations, and talks by the Mayor, a local judge, and others, on various topics including civic engagement.

Victims for Justice Annual Ceremony: Hostetler Park. Saturday, September 16th, 2-3:30 pm. Commissioner Hess assisted with the rededication of the Victim's Memorial, and read names of the 2016-2017 victims of violence whose names were added to the memorial.

Town Square Park Master Plan Meeting: Mayor's Conference Room at City Hall. Monday, September 18th, 5:30-7:30 pm. Commissioner Hess attended a joint meeting of the Citizens Advisory Group and the Technical Advisory Group, for the Town Square Park Master Plan.

Welcoming Week Naturalization Ceremony: Anchorage Assembly Chambers at the Loussac Library. Wednesday, September 20th, 12-2:30 pm. Commissioner Hess attended and helped facilitate the 2017 Anchorage Welcoming Week Naturalization Ceremony in the Assembly Chambers. 46 individuals from 21 countries were naturalized.

Welcoming Week Consular Corps Reception: Wells Fargo Alaska Heritage Museum. Wednesday, September 18th, 5-6:30 pm. Commissioner Hess attended a reception hosted by Wells Fargo for Anchorage Consular Corps, as part of our 2017 Anchorage Welcoming Week activities.

Regular AERC Meeting: On Tuesday, September 21st, from 6-7pm, Commissioners Pace, McDermid, Vo, Pace, Churchill, Berke and Heaney-Mead attended a regular AERC meeting in the Mayor's Conference Room.

Town Square Park Community Workshop: Alaska Center for the Performing Arts. Saturday, September 23rd, 10-11 am. Commissioner Hess attended the final public workshop for the Town Square Park Master Plan.

Anchorage Welcoming Week Community Celebration: Anchorage Museum front lawn. Saturday, September 23rd, 11 am-3:30 pm. Commissioners Hess, Berke, Vo and Churchill tabled and helped to facilitate our 2017 Anchorage Welcoming Week Community Celebration on the front lawn of the Anchorage Museum. 20 organizations hosted tables, distributing information to the public, and different cultural communities provided entertainment (song, dance, spoken word).

Fairview Community Walk 'N Talk 'N Scavenger Hunt: 13th Avenue and Fairbanks Street. Sunday, September 24th, 10 am-12 pm. Commissioner Hess participated in a walk through the Fairview neighborhood. The area's history, past development, social issues, and potential future development were discussed.

Identity Board Meeting: Identity Conference Room. Tuesday, September 26th, 5:30-7 pm. Commissioner Hess attended the monthly board meeting of Identity, Inc., Alaska's oldest LGBT advocacy and education organization (1977).

Know Your Rights at Work: Spenard Recreation Center. Saturday, September 30th, 12-2:30 pm. Commissioner Hess attended the Know Your Rights at Work forum at the Spenard Rec Center. Commissioner Hess staffed the Welcoming Anchorage/Ombudsman/AERC table.

Censored Story Time: Loussac Library Atrium. Saturday, September 30th, 4-5 pm. Commissioner Hess read from Harper Lee's "To Kill a Mockingbird" at the Library's Censored Story Time, as part of Banned Books Week.



AERC commissioners and staff at the Welcoming Anchorage Community Celebration



AERC Staff with Polynesian performers at the Welcoming Anchorage Community Celebration

Synopsis: 2017 International Association of Official Human Rights Agencies Conference, Seattle, Washington

Dates: September 24th - 28th

Theme: “Entering A New Era: Uniting to Protect and Promote Human Rights for All”

The International Association of Official Human Rights Agencies (IAOHRA) Conference is held annually in different cities across the United States. The conference is held to gather together the best Civil and Human Rights professionals in the United States and Canada. During the conference, presentations and updates are given detailing the efforts and progress of Civil and Human Rights initiatives and issues, regular IAOHRA business is tended to, and breakout sessions are provided for participants to attend. The following are some highlights of the Seattle IAOHRA Conference’s keynote presentations and breakout sessions.

Keynote Presentation Highlights

Stella Adams, Chief of Civil Rights, National Community Reinvestment Coalition

Date: Monday, September 25, 2017

During a lunch session, Stella Adams, Chief of Civil Rights, National Community Reinvestment Coalition, gave a heartfelt presentation on the current status of civil rights in America. In her presentation she discussed the 2017 white supremacist activity in North Carolina and how it reminded her of similar marches that occurred during the American Civil Rights Movement of the 1960’s. Her presentation emphasized the need for civil and human rights agencies to continue to uphold and fight for equity for all.

Gang of Four: Seattle Civil Rights Leaders

Date: Monday, September 25, 2017

Presenters: Larry Gossett, King County Councilmember; Estela Ortega, Executive Director, El Centro de la Raza; Sharon Tomiko Santos, Washington State House of Representatives; Laura Wong Whitebear.

This keynote presentation discussed how four friends, a Native American, an African American, a Latino American, and an Asian American, were able to put aside their differences, come together and form a powerful force and political alliance for the rights of minorities in Seattle, known as the Gang of Four. The four being, Bernie Whitebear, Bob Santos, Roberto Maestas, and Larry Gossett. Through their combined or individual efforts, they formed the Minority Executive Directors’ Coalition, the Seattle Indian Health Board, the United Indians of All Tribes Foundation, El Centro de la Raza, and Central Area Motivation Program, just to name a few. Larry Gosset is the sole surviving member of the “Gang of Four”.

Daybreak Star Cultural Center

Date: Wednesday, September 27, 2017

Presenters: Jan Halssleman, Attorney, Earth Justice; Dr. Augustin Arbulu, Director, Michigan Department of Civil Rights; Twa-le Abrahamson-Swan, SHAWL Society, Spokane Tribe; Matt Remle, Educator/Activist/Author, Hunkpapa Lakota.

This keynote presentation discussion was held at about a 45 minute drive away from the central IAOHRA Conference location, in the main hall of the Daybreak Star Cultural Center, a Native American cultural center in Seattle, WA. The center serves as an urban base for Native Americans in the Seattle area. The presentation was opened by Native American Tulalip Drummers. Following the drumming performance, the panel discussed how implicit bias played a role in environmental policy and decision-making from the Flint Water Crisis to Standing Rock. Panelists discussed how those policies have had a detrimental effect on minority communities and reservations. During the presentation, a video was shown that detailed the Standing Rock protest in North Dakota.

Breakout Session Highlights:

LGBTQ Employment Discrimination Session

Date: Wednesday, September 27, 2017

The session was led by Molly Powell, an Administrative Judge with the Seattle Field Office of the U.S. Equal Employment Opportunity Commission, where she hears the employment discrimination complaints of federal employees. Ms. Powell reviewed several cases that have been litigated to include: Smith v City of Salem, Glenn v Brumby, and Lusardi v. Department of the Army. The following is a brief summary of the Lusardi case:

Lusardi v Department of the Army- Lusardi was a civilian transgender female who filed a disparate treatment claim on the basis of sex in the terms and conditions of her employment. Ms. Lusardi alleged that she was not allowed to use the “common women’s bathrooms” but instead was required to use a single stall restroom. Also, Ms. Lusardi was called “he and sir” by several supervisors which was not in keeping with Ms. Lusardi’s name and sex change on all personnel records and a change in Ms. Lusardi’s work e-mail address to reflect her name change. The case was appealed through several administrative agencies. With the final order issued by the Office of Special Counsel, the Army was (1) required to allow Ms. Lusardi access to the common female facilities, (2) to take appropriate disciplinary action against the supervisors, (3) provide eight hours of EEO training to civilian personnel and contractors, (4) provide 16 hours of in-person EEO training to all management officials, and (5) submit a report of compliance to the Office of Special Counsel.

In addition, there was a discussion regarding the use of pronouns as it pertains to a LGBTQ individual. Session participants was reminded to ask the individual how they preferred to be addressed and to use the individual’s preference.

Protecting Human Rights for All at the Local Level

Date: Tuesday, September 26, 2017

Carmelyn Malalis, Commissioner at the New York City Commission on Human Rights presented on her commission’s work and states that the two main functions of the NYC Commission are (i.) investigations and testing, and (ii.) community outreach. The NYC
G:\Equal Rights\Admin\Executive Director\Commission Reports\2017\Executive Director Report 20170931.docx

Commission prohibits discrimination in employment, housing and public accommodations based on a variety of protected classes. The law provides additional protections in employment based on arrest or conviction records and credit history and in housing based on family status and source of income, among other things. Ms. Malalis states that they can also enforce discriminatory harassment laws in partnership with the police department. Ms. Malalis states that the police department generally is responsible for finding the bad actor, and after they do so, the Complainant can determine if they would like to file a complaint. In regard to community outreach, the NYC Commission offers “Know Your Rights” trainings for employees and “Know Your Obligations” trainings for employers. The Commission also attends various community events, runs social media campaigns and creates informational posters and videos.

Robin Toma, Executive Director, and Isabelle Gunning, President, of the Los Angeles County Commission of Human Rights, presented on the LA Commission. The LA Commission addresses inequities in services and policing, and unlike the NYC Commission, does not have enforcement authority. The LA Commission also offers grants to community organizations to further their non-profit work in the community.

Where do we go from here? - Defining the Role of Civil Rights Agencies in Addressing Hate Incidents in the Community.

Date: Wednesday, September 27, 2017

This IAOHRA Conference breakout session focused on how agencies at a community level can address hate incidents and the importance of community organizations in the creation of racially equitable polices. The most interesting highlights from this breakout session were a Racial Equity Toolkit developed by the Seattle Race and Social Justice Initiative, and the Continuum on Becoming an Anti-Racist Multicultural Organization detailed below.

Racial Equity Toolkit

The Seattle Race and Social Justice initiative is an initiative out of the Seattle Civil Rights Office that makes a commitment to eliminate racial disparities and achieve racial equity in Seattle. Their mission is to:

- Ensure racial equity in City programs and services to make tangible differences in people’s lives.
- Work with community-based organizations to support the movement to end structural racism.
- Help lead regional and national networks for racial equity through partnerships with other governments and institutions, the private sector and philanthropy.

As a part of their mission they have created a Racial Equity Toolkit to assess policy, initiatives, programs and budget issues. The Racial Equity Toolkit is a step by step analysis tool that was created to counteract racially inequitable outcomes from seemingly neutral policies. The toolkit is to be applied early in the process of the consideration of policies that affect the community. The toolkit is to be applied by people with different racial perspectives. The steps of the Toolkit are:

1. Set Outcomes.
 - a. Leadership communicates key community outcomes for racial equity to guide analysis
2. Involve Stakeholders + Analyze Data.
 - a. Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.
3. Determine Benefit and/or Burden.
 - a. Analyze issue for impacts and alignment with racial equity outcomes.
4. Advance Opportunity or Minimize Harm.
 - a. Develop strategies to create greater racial equity or minimize unintended consequences
5. Evaluate. Raise Racial Awareness. Be Accountable.
 - a. Track impact on community or color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.
6. Report Back.
 - a. Share information learned from analysis and unresolved issues with Department Leadership and Change Team.

When applied correctly, negative effects from seemingly neutral policies can be addressed before they affect the community. Certain city departments in Seattle have been mandated to use the toolkit.

Continuum on Becoming an Anti-Racist Multicultural Organization

The Continuum on Becoming an Anti-Racist Multicultural Organization is another resource that can be used to effectively combat the root causes of racial discrimination and hate incidents. The Continuum requires organizations, especially those that tout being anti-racist or multicultural, to self-evaluate themselves and calculate the level of actual racial and multicultural inclusion within their agencies, versus just expressing the desire for a racial inclusive and multicultural organization. While this tool is directed at Anti-Racist Multicultural Organizations, it can be used by any organization to gauge the level of actual racial inclusion that is within that agency. The levels of the continuum are:

1. Exclusive: An Exclusionary Institution
2. Passive: A “Club Institution”
3. Symbolic Change: A Compliance Organization
4. Identity Change: An Affirming Institution
5. Structural Change: A Transforming Institution
6. Fully Inclusive Anti-Racist Multicultural: Organization in a Transformed Society

Once an organization is assessed, changes would be made within the agency to increase the level of racial inclusion until it reaches the highest level of the Continuum, a fully inclusive anti-racist multicultural organization.

The Continuum sheet is attached. For further information about resources, please contact Donte Powell, Intake and Outreach Coordinator, AERC at 907-343-4342.

Agenda

The Conference Agenda is also attached.

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL → MULTICULTURAL ⇒ ANTI-RACIST ⇒ ANTI-RACIST MULTICULTURAL

Racial and Cultural Differences Seen as Deficits → Tolerant of Racial and Cultural Differences → Racial and Cultural Differences Seen as Assets

1. Exclusive	2. Passive	3. Symbolic Change	4. Identity Change	5. Structural Change	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<p>An Exclusionary Institution</p> <ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups such as Women, gays and lesbians, Third World citizens, etc. Openly maintains the dominant group's power and privilege 	<p>A "Club" Institution</p> <ul style="list-style-type: none"> Tolerant of a limited number of "token" People of Color and numbers from other social identity groups allowed with "proper" perspective and credentials. May still secretly limit or exclude People of Color in contradiction to public policies Continues to intentionally maintain White power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life Often declares "We don't have a problem." Monocultural norms, policies and procedures of dominant culture viewed as the "right" way "business as usual" Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<p>A Compliance Organization</p> <ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts. Recruiting "so-called color" on committees or office staff Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But ...</i></p> <ul style="list-style-type: none"> Not those who make waves Little or no contextual change in culture, policies, and decision making Is still relatively unaware of continuing patterns of privilege, paternalism and control Token placements in staff positions: must assimilate into organizational culture 	<p>An Affirming Institution</p> <ul style="list-style-type: none"> Removing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racist training Raises consciousness of institutionalized White power and privilege Develops intentional identity as an anti-racist institution Begins to develop accountability to racially oppressed communities Involves community in dismantling racism and eliminating inherent White advantage Actively recruits and promotes members of groups that have been historically denied access and opportunity <p style="text-align: center;"><i>But ...</i></p> <ul style="list-style-type: none"> Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<p>A Transforming Institution</p> <ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their World-view, culture and lifestyles Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society based on anti-racist commitments 	<p>Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression.</p> <ul style="list-style-type: none"> Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest A sense of restored community and mutual caring Aligns with others in combating all forms of social oppression Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.



2017 IAOHRA Conference

September 24-28, 2017

The W Hotel
1112 4th Avenue
Seattle, WA 98102

Conference Schedule

Sunday, September 24, 2017

2:30 PM-11:00 PM Conference Office/Daily (*Gathering Place, 3rd Floor*)

2:30 PM-6:00 PM Conference Registration (*Pre-function Great Room 2A*)

3:00 PM-3:45 PM Conference Planning Meeting (*Studio 4, 3rd Floor*)

3:45 PM-5:45 PM IAOHRA Board Meeting (*Studio 4, 3rd Floor*)

6:30 PM-8:00 PM Opening Reception (*Great Room 2, 3rd Floor*)

Presiding: Jean Kelleher, President of IAOHRA, Director, Alexandria Office of Human Rights

Blessing: Walter Echo-Hawk

- Recognition of New Members
- Regional Meet & Greet

Monday, September 25, 2017

8:00 AM-5:00 PM Conference Registration (*Pre-function Great Room 2A*)

7:30 AM-8:30 AM Continental Breakfast (*Pre-function Great Room 2*)

8:30 AM-9:30 AM **Greetings/Opening Ceremony** (*Great Room 2, 3rd Floor*)

IAOHRA President, Jean Kelleher, Executive Director, Alexandria Office of Human Rights

Sharon Ortiz, Executive Director, Washington State Human Rights Commission

Patricia Lally, Director, Seattle Office of Civil Rights

Matias Valenzuela, Director, Office of Equity and Social Justice, Office of King County Executive

Ellen Buchman, Executive Vice President, Leadership Conference on Civil and Human Rights

Conference Overview:

Jim Stowe, Executive Director, Montgomery County Office of Human Rights (Co-Chair)

Carol Johnson, Executive Director, Arkansas Fair Housing Commission (Co-Chair)

9:30 AM-10:30 AM **Opening Plenary**

Human Rights In Native America

Native America is at the dawn of a “New Era” in Federal Indian Law and Policy--the Human Rights Era. The challenge at hand for this generation is to implement indigenous human rights that come from modern international human rights laws into domestic laws and policies in the United States. This session will identify implementation challenges in addition to ways human rights agencies can assist.

Presenter:

Walter Echo-Hawk

Moderator: Jim Stowe, Director, Montgomery Country Office of Human Relations

10:30 AM-10:40 AM **BREAK**

10:40 AM-12:30 PM **BREAKOUT SESSIONS**

Affirmatively Furthering Fair Housing

(Studio 4, 3rd Floor)

Every public and private agency that receives funds or related support from the U.S. Department of Housing and Urban Development (HUD) has an obligation to “Affirmatively Further Fair Housing.”

This session will focus on the new requirements for producing a quality fair housing assessment (formerly called an Analysis of Impediments) and how to insure compliance with the Fair Housing Act and HUD’s AFFH rule. This session will also present specific information, and strategies for developing effective enforcement techniques and building collaborations to achieve housing opportunities and reduce inequality.

Presenter:

Michael Mitchell,
Principal International Development and Planning, LLC

Moderator:

Carol Johnson,
Executive Director, Arkansas Fair Housing Commission

Institutionalizing Equity and Racial Justice in Government

(Studio 5, 3rd Floor)

The City of Seattle and King County have been two jurisdictions leading in race, equity and social justice initiatives in local government. King County has Equity and Social Justice, and the City of Seattle has its Race and Social Justice Initiative. They will each talk about how they are leading their efforts working internally and with the community. The Government Alliance on Race and Equity is a network of local jurisdictions across the country working to dismantle institutional racism in an effort to advance racial equity.

Presenters:

LaMont Green,
Manager Race & Social Justice Initiative, City of Seattle

Nora Liu,
Government Alliance for Race and Equity

Moderator:

Matias Valenzuela,
Director, Office of Equity and Social Justice, Office of King County Executive

Including the Voices of People with Disabilities

(Strategy Room, 3rd Floor)

Including the voices of people with disabilities in civil rights investigations is critical to ensuring their rights to fully participate in social, economic, and political activities. This training will discuss ways to make investigation processes accessible to people with physical, intellectual, and psychiatric disabilities. We will share and discuss strategies for communication, accommodations to consider, and ways to improve accessibility of information about the complaint and investigation process.

Presenter:

Sarah Haywood Eaton
Staff Attorney, Disability Rights Washington

Moderator:

Sharon Ortiz,
Executive Director, Washington State Human Rights Commission

12:30 PM-1:45 PM.....**Lunch** (Great Room 2, 3rd Floor)

Speaker:

Stella Adams, Chief of Civil Rights
National Community Reinvestment Coalition

Moderator: Beverly Watts, Executive Director, Tennessee Human Rights Commission

2:00 PM-3:45 PM..... **BREAKOUT SESSIONS**

**Workplace Harassment/
Sexual Assault Of
Immigrant Women**

(Studio 4, 3rd Floor)

Immigrant women are covered under Title VII. However, they are often silenced by their undocumented status and do not report widespread workplace sexual assault out of fear. This session discusses this problem and explores cross-jurisdictional issues and steps that can be taken to combat workplace sexual harassment and assault (including rape) of immigrant women workers.

Presenters:

Carmen Flores, Attorney
U.S. Equal Employment
Opportunity Commission

Alyson Dimmitt Gnam,
Attorney Northwest Justice
Project

Dr. Victoria Breckwich

Vasquez University of
Washington Bothell

Moderator:

Guadalupe Gamboa,
Commissioner, Washington State
Human Rights Commission

**Standing With Immigrants
and Refugees**

(Studio 5, 3rd Floor)

Local immigrant and refugee communities today are having to respond to national policies and threats. In the State of Washington, local governments and community organizations have come together with networks, legal defense funds and other strategies to stand with immigrants.

Presenters:

Mozhdeh Oskouian,
Directing Attorney Northwest
Immigrant Rights Project
(Seattle Office)

Victoria Mena, Policy
Director and Development
Strategist Colectiva Legal del
Pueblo

Bookda Gheisar, Immigrant
and Refugee Policy & Strategy
Analyst Office of Equity and
Social Justice (King County)

Cuc Vu, Director of Seattle
Office of Immigrant and
Refugee Affairs (OIRA)

Moderator: Matias

Valenzuela, Director, Office of
Equity and Social Justice, Office
of the King County Executive

U-VISA Certification

(Strategy Room, 3rd Floor)

In 2000, Congress created the U-Visa when it passed the Victims of Trafficking and Violence Protection Act, a form of humanitarian protection for victims of certain crimes who are currently assisting, have previously assisted, or are likely to be helpful to the investigation of unlawful activity by a law enforcement agency. The U-Visa encourages immigrants to report and assist in the investigation and prosecution of unlawful activity by providing temporary legal status to victims of certain criminal activity. Learn about how a civil rights enforcement agency can certify U-Visas when a civil rights violation is a crime.

Presenter:

Blanca Rodriquez,
Attorney, Northwest Justice
Project

Moderator:

Sharon Ortiz,
Executive Director, Washington
State Human Rights Commission

4:00 PM-5:15 PM **Gang of Four: Seattle's Civil Rights Leaders** (Great Room 2, 3rd Floor)

It was the sixties. Nationally, the civil rights movement took center stage. Marches, sit-ins, demonstrations, and inner-city riots were taking on the powers that be not only in the south, but across urban centers throughout the country.

This panel will discuss how a Native American, an African American, a Latino American, and an Asian American from different backgrounds crossed racial lines and came together to form a powerful political alliance, known as the Gang of Four.

Seattle's Gang of Four changed the face of the city in the 1960s, 70s, and 80s by bringing four ethnic groups together in battle against city, county, and state powerbrokers over development, poverty, fishing rights, and gentrification. The four leaders quickly learned that working together provided greater results than working apart.

"The Four Amigos" refers to Bernie Whitebear, Bob Santos, Roberto Maestas, and Larry Gossett. All went on to leadership roles, including jointly founding the Minority

Executive Directors' Coalition. Whitebear founded the Seattle Indian Health Board and the United Indians of All Tribes Foundation. Santos was a prominent leader among Seattle's Asian Americans and Interim Director of the Community Development Association; Maestas was the founder and director of El Centro de la Raza; Gossett founded the Central Area Motivation Program and went on to public office as a member of the King County Council. Larry Gossett is the sole surviving member of the "Gang of Four."

Presenters:

Larry Gossett, King County Councilmember

Estela Ortega, Executive Director, El Centro de la Raza

Sharon Tomiko Santos, Washington State House of Representatives

Laura Wong Whitebear

Moderator: Matias Valenzuela, Director, Office of Equity and Social Justice, Office of the King County Executive

Tuesday, September 26, 2017

7:30 AM-8:30 AM..... Continental Breakfast (Pre-function Great Room 1, 2nd Floor)

Regional Meetings

Southern Region (Studio 1, 2nd Floor)

Midwest Region (Studio 2, 2nd Floor)

Atlantic Region (Studio 3, 2nd Floor)

Western Region (Strategy Room, 3rd Floor)

8:30 AM-9:30 AM..... Plenary Session (Pre-function Great Room 1, 2nd Floor)

“Strategies For Protection And Promotion Of Human Rights For All”

Keynote: Catherine Lhamon, Chairperson

U.S. Commission On Civil Rights

Moderator: Robin Toma, Executive Director, Los Angeles County Human Relations Commission

9:30 AM-9:40 AM..... BREAK

9:40 AM-11:40 AM..... BREAKOUT SESSIONS

Interrupting The School-To-Prison Pipeline
(Studio 1, 2nd Floor)

This session will explore the civil rights implications of the School-to-Prison Pipeline (STPP). The STPP is a metaphor that describes how children of color and children with disabilities are funneled out of public schools into the juvenile and criminal justice systems.

This session will examine specific policies and practices thought to contribute to this problem, e.g., zero tolerance, exclusionary discipline policies and unconscious bias. There are hopeful interventions that could possibly change this phenomenon that results in the criminalization of vulnerable children.

Presenters:

Dominique Davis,

Founder and CEO of Community Passageways

Clarence Henderson, Esq.

Commissioner, Washington State Human

50th Anniversary Of The Fair Housing Act of 1968
(Studio 2, 2nd Floor)

The year 2018 marks the 50th anniversary of what HUD Secretary Ben Carson has called “one of the best pieces of legislation” our nation has ever passed - the Fair Housing Act. Fifty years after passage of the Fair Housing Act, housing discrimination and residential segregation continue to adversely affect millions of people in our country. That is because where you live matters. It affects every aspect of your life including how long you will live, your propensity to acquiring certain diseases, how much money you will make, your chances of being incarcerated, and whether your children will have a fair shot at attending college. Where you live determines whether you will live in a community with high-performing schools; access to nutritious and affordable food; quality healthcare facilities; reliable transportation;

International Human Rights: A Unifying And Potent Approach In The New Era
(Studio 3, 2nd Floor)

Why should we integrate human rights into our everyday language and programs? What difference does it make for the effectiveness of our work? How can it bring resources for your agency?

Presenters:

Joshua Cooper,
University of Hawaii, Manoa and U.S. Human Rights Network

Alejandra Gonza,
Director of the International Human Rights Clinic, University of Washington School of Law

Brian Griffey,
Researcher / Advisor on the

Protecting Human Rights For All At The Local Level
(Strategy Room, 3rd Floor)

“Big Changes in the Big Apple: New Directions for New York’s HRC in the New Era”

The new Chair/Commissioner of the NYC Commission on Human Rights will provide an update on the new direction and vision for the nation’s largest municipal human rights agency, some of the big strategic, structural, and policy changes they’ve undertaken in recent years, and highlight their work on gender identity and gender expression protections and their work with Muslim and South Asian communities as examples of their multi-pronged approach, including relationship-building, stakeholder and community engagement, communications campaigns, legal enforcement guidance, and law enforcement actions.

Presenter:

Carmelyn P. Malalis, Esq.,
Commissioner, New York City Commission on Human Rights

“Taking on Implicit Bias and Policing Issues in LA: An initiative in LA County for Reducing Implicit Bias”

These panelists will share initiatives by the

Rights Commission
Vanessa Hernandez, Esq.
 Education Equity
 Director
 ACLU-WA

Anne Lee, Esq.
 Executive Director,
 TeamChild

Marcus Stubblefield
 Criminal Justice
 Strategies & Policy
 Section Manager
 Office of the King
 County Executive

Moderator:
Diane Clements-Boyd
 Executive Director
 Evansville-Vanderburgh
 County Human Relations
 Commission

banks and credit unions; clean, healthy environments; and so much more. Learn how fair housing issues still impact us today and what you can do as a civil and human rights worker to expand housing opportunities that will not only eliminate housing discrimination but, strengthen families, communities, businesses and our overall economy.

Presenter:
Lisa Rice,
 Executive Vice President
 National Fair Housing
 Alliance

Moderator:
Beverly Watts, Executive
 Director, Tennessee Human
 Rights Commission

U.S., Amnesty International

Ken Neubeck,
 City of Eugene
 Human Rights
 (former Commissioner)
 on Eugene's Equity
 and Human Rights
 Plan

**Moderator/
 Presenter:**
**JoAnn Kamuf
 Ward,**
 Director, Human
 Rights in the U.S.
 Project, Columbia
 Law School Human
 Rights Institute

Commission and the Los Angeles County Board of Supervisors which address inequities in services and policing for the most populous county government in the U.S., including the recent WK Kellogg Foundation grants for the Truth, Racial Healing and Transformation enterprise awarded to 14 regions in the U.S., including Los Angeles.

Presenter:
Isabelle Gunning, Esq.,
 President, Los Angeles County
 Commission on Human Relations,
 and Professor of Law at
 Southwestern University School
 of Law

Moderator:
Robin Toma, Esq.,
 Executive Director, Los Angeles
 County Commission on Human
 Relations

12:00 PM-1:30 PM..... Lunch (Great Room 1, 2nd Floor)

Fred Underwood, Director of Diversity and Community Outreach Programs, National Association of Realtors
Bryan Greene, General Deputy Assistant Secretary of the Office of Fair Housing and Equal Opportunity
 U.S. Department of Housing and Urban Development (HUD)

Governor Jay Inslee, Washington State

Moderator: Sharon Ortiz, Executive Director, Washington State Human Rights Commission

1:40 PM-3:15 PM..... BREAKOUT SESSIONS

**Washington Attorney
 General's Office
 A New Approach To Civil
 Rights Enforcement**
 (Studio 1, 2nd Floor)

This session will highlight civil rights cases filed by the Washington Attorney General, including the first lawsuit filed against the President's Immigration Ban. Learn new and innovative ways to eliminate discrimination.

Presenter:
Colleen Melody,
 Division Chief, Wing
 Luke Civil Rights Unit,
 Washington State Attorney

**Fair Housing Discrimination:
 Legal Case Review**
 (Studio 2, 2nd Floor)

Brancart & Brancart has represented plaintiffs before the United States District Courts for the Central, Northern, Southern, and Eastern Districts of California, the Districts of Nevada, Montana, and North Dakota, the Court of Appeals for the Ninth Circuit, and the United States Supreme Court. The firm also represents housing discrimination complainants before the U. S. Department of Housing and Urban Development and state fair housing agencies.

**Recent Trends: Respecting
 Hate Crime & Prejudice**
 (Studio 3, 2nd Floor)

This presentation will cover both long-term and contemporary national trends regarding hate crime, prejudice and intergroup conflict in the United States from research at the Center for the Study of Hate & Extremism and elsewhere. Among the findings will be an analysis of the correlation between political speech and hate crime following catalytic events. There will also be an examination of both the findings and limitations derived from these various data sets, as well as policy suggestions for stakeholders and regional officials.

Presenter:
Prof. Brian Levin,
 Director, Center for the Study of

Tuesday, September 26, continued

General's Office

Moderator:
Skylee Sahlstrom,
Commissioner, Washington
State Human Rights
Commission

Presenter:
Chris Brancart, Attorney
Brancart and Brancart

Moderator:
Carol Johnson, Executive
Director, Arkansas Fair
Housing Commission

Hate & Extremism
California State University, San
Bernardino

Moderator:
Benjamin Earwicker,
Director of the Idaho Human Rights
Commission

3:30 PM-5:30 PM..... CORPORATE MEETING (ELECTIONS) *(Great Room 1B, 2nd Floor)*

6:00 PM-7:00 PM.....Reception (Great Room 1, 2nd Floor)
Host: **National Association of Human Rights Workers**

7:30 PM-8:30 PM.....“An Introduction to the Pike Place Market”
(Pike Street Market)

Skylee Sahlstrom, Commissioner
Washington State Human Rights Commission

SEATTLE ON YOUR OWN

Wednesday, September 27, 2017

7:30 AM-8:30 AM..... Continental Breakfast *(Pre-function Great Room 1, 2nd Floor)*

8:45 AM-10:30 AM..... Plenary Session *(Great Room 1, 2nd Floor)*

“Addressing the Rise in Hate and Bias Crimes”

There has been a rise in hate crimes and bias incidents almost everywhere. Panelists will discuss these issues and what states and local communities are doing as a response.

Patrice O’Neill, Executive Producer, Not In Our Town/The Working Group

Mark C. Bishop, Michigan Department of Civil Rights/Michigan Alliance Against Hate Crimes

Randy Blazak, Chair, Oregon Coalition Against Hate

Jasmin Samy, Civil Rights Director Council on American-Islamic Relations of Washington State

Moderator: Rue Landau, Executive Director, Philadelphia Commission on Human Relations

10:30 AM-10:40 AM BREAK

10:40 AM-12:00 PM BREAKOUT SESSIONS

FBI Hate Crimes
(Studio 1, 2nd Floor)

This session will discuss the investigation of hate crimes in Seattle and ways the Department is combatting hate. Hate crimes are the highest priority of the FBI’s Civil Rights program, not only because of the devastating impact they have on families and communities, but also because groups that preach hatred and intolerance can plant the seed of terrorism here in our country. The Bureau investigates hundreds of these cases every year and works to detect and deter further incidents through law enforcement training, public outreach, and partnerships with a myriad of community

**Working Across Faiths
to Advance Justice**
(Studio 2, 2nd Floor)

In today’s challenging political environment, Washington State faith leaders have united as a powerful voice of the faithful building a more just, peaceful and sustainable world. This work builds from the strengths of today’s increasing diversity of cultures and faiths.

**Where Do We
Go from Here:
Defining the Role of Civil
Rights Agencies in
Addressing Hate
Incidents in the
Community**
(Studio 3, 2nd Floor)

This session will focus on the role of civil rights agencies in addressing the rise in bias incidents in the community. Panel will discuss the important role of civil rights agencies to

groups.

Traditionally, FBI investigations of hate crimes were limited to crimes in which the perpetrators acted based on a bias against the victim's race, color, religion, or national origin. In addition, investigations were restricted to those wherein the victim was engaged in a federally protected activity. With the passage of the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, the Bureau became authorized to investigate these crimes without this prohibition. This landmark legislation also expanded the role of the FBI to allow for the investigation of hate crimes committed against those based on biases of actual or perceived sexual orientation, gender identity, disability, or gender.

Presenter:

Ryan W. Bruett, Supervisory Special Agent
Federal Bureau of Investigation
Seattle Field Office

Moderator: Clarence Henderson,
Commissioner, Washington State Human Rights
Commission

Presenters:

Aneelah Afzali,
Executive Director,
American Muslim
Empowerment Network
(AMEN)

Michael Ramos,
Executive Director
Church Council of
Greater Seattle

Rabbi David Basior,
Director of Education
Kadima Reconstructionist
Community, Seattle

Moderator:

Matias Valenzuela,
Director, Office of Equity
and Social Justice,
Office of the King County
Executive

coordinate community-based efforts to address bias not protected by existing civil rights laws.

Presenters:

Mark C. Bishop,
Michigan Department
of Civil Rights/Michigan
Alliance Against Hate
Crimes

Patty Lally,
Director, Seattle Office
of Civil Rights

Randy Blazak,
Chair Oregon Coalition
Against Hate

Moderator:

Merrill Smith, Jr.,
Chairman Prince George
County Maryland Human
Relations Commission

12:15 PM-1:45 PM..... Awards Luncheon (Great Room 1, 2nd Floor)

Keynote: Leon Russell, National President
NAACP

Moderator: Carol Johnson, Executive Director, Arkansas Fair Housing Commission

2:00 PM-3:15 PM..... BREAKOUT SESSIONS

**History of Seattle's
LGBTQ
Rights Movement**
(Studio 1, 2nd Floor)

Marriage Equality became a reality in 2015 when the Supreme Court ruled that same-sex marriage is a legal right in the United States. This was a historic moment for the LGBTQ community; for many it was a day they believed they would never live to see. This session will include a discussion on the history of the LGBTQ movement in Seattle and the barriers that continue to thwart full equality and inclusion.

Transgender 101
(Studio 2, 2nd Floor)

This session will include an overview of transgender terms and motivations. Transgender language is quickly changing. A four-quadrant drawing gives the audience a view of what motivates transgender women to be who they are. The transgender spectrum is overlaid with a view of our sexual orientations because gender identity issues cause a confusing juxtaposition to sexual orientation within the community.

**LGBTQ
Employment
Discrimination**
(Studio 3, 2nd Floor)

This session will focus on EEOC's guidance on LGBTQ discrimination and similar cases at the Seattle Field Office of the EEOC. The session will also provide an overview of what is ahead in the region, the San Francisco district of the EEOC and across the nation.

Presenter:

Molly B. Powell,
Administrative
Judge U.S. Equal

**U.S. Consumer Financial
Protection Bureau
AGS and Financial
Institutions and
Regulators**
(Strategy Room, 3rd Floor)

This session will discuss the work of the Consumer Financial Protection Bureau and litigation the Bureau is pursuing in federal court; highlighting cases in the Pacific Northwest.

Presenters:

Frank Vespa-Papaleo,
Deputy Director, Civil
Rights Division

Presenter:
Charlene Strong,
Commissioner
Moderator:
Kimberly Taylor-Riley,
Director of Equity and Diversity, Lincoln, Nebraska

Presenters:
Karen Williams
Dr. Deborah Smith
Mac McGregor
Alyssa Lee
Moderator:
Rue Landau,
Executive Director, Philadelphia Human Relations Commission

Employment Opportunity Commission Seattle Field Office
Moderator:
Cheryl Strobert,
Deputy Director, Washington State Human Rights Commission

Je Yon Jung, West Region Senior Fair Lending Counsel Office of Fair Lending and Equal Opportunity Consumer Financial Protection Bureau
Moderator:
Jean Kelleher,
Director, Alexandria Human Rights Commission

3:45 PM..... Depart For Daybreak Star Cultural Center

3:45 PM-8:00 PM..... Daybreak Star
Blessing and Welcome (4:15)
Tulalip Drummers (4:30)
Environmental Racism- Water is Life and a Human Right (4:45)
This panel will discuss how implicit bias plays a role in environmental policy and decision-making from the Flint Water Crisis to Standing Rock. Panelists will discuss how these policies have had a detrimental effect on communities and reservations. You will hear about the Standing Rock litigation, the banks that financed the Dakota Pipeline and how Native American activists continue the struggle to protect the earth for us all.
Jan Hassleman, Attorney, Earth Justice
Dr. Augustin Arbulu, Director, Michigan Department of Civil Rights
Twa-le Abrahamson-Swan, SHAWL Society, Spokane Tribe
Matt Remle, Educator/Activist/Author, Hunkpapa Lakota
Moderator: Lenore Three Stars, Commissioner, Washington State Human Rights Commission
Dinner: Famous Dave’s BBQ & Traditional Salmon
Honor Ceremony - Senator John McCoy

8:15 PM..... Return To Hotel

Thursday, September 28, 2017

7:30 AM-8:30 AM..... Continental Breakfast (Pre-function Great Room 1, 2nd Floor)

8:30AM-10:00 AM..... Plenary Session (Great Room 1, 2nd Floor)
Report Of States: Taking The Civil Rights Temperature Across The Nation
This presentation will showcase how IAOHRA member agencies can partner with academia and nonprofits to develop a strategy and tool useful to them and their governments in identifying racial inequities that need priority attention for remedies and resources. The case study will be the Advancement Project’s Race Counts reports on major jurisdictions among California’s counties, including Los Angeles, San Francisco, Santa Clara, Orange County and San Diego.
Moderator: Kimberly Taylor-Riley, Director of Equity and Diversity, Lincoln, Nebraska
Race Counts: Catalyzing Actions on Racial Equity by your Government
Presenter: John Kim, Executive Director of the Advancement Project’s California Office

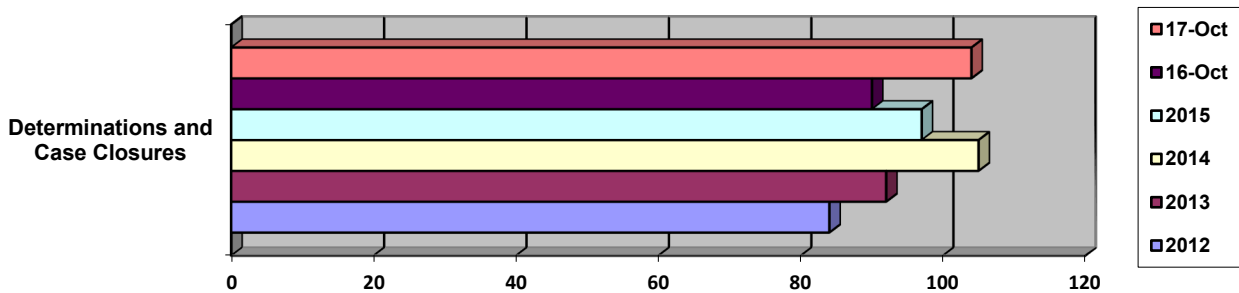
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: November 6, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of October 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 104 cases from January to October 2017. 104/10= 10.4 per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	October 2016	October 2017
Total Determinations and Case Closures	84	92	105	97	90	104



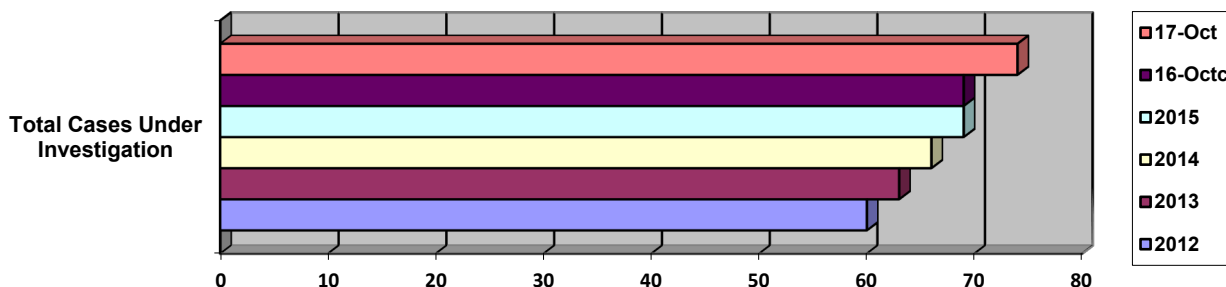
EEOC Contract. AERC has submitted contract documents for FFY 2018 to the EEOC for 97 cases and will probably get the signed contract in the spring. The FFY 2017 contract was closed out on 9/30/17 and a final voucher for payment has been submitted to the EEOC.

Inquiries and New Complaints. AERC staff fielded 437 inquiries and filed 113 new complaints from January to October 2017. 25.86% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	October 2016	October 2017
INQUIRIES	499	441	406	431	374	437
NEW COMPLAINTS	76	96	107	99	92	113
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	24.6%	25.86%

Pending Cases. As of October 31, 2017, we have 81 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	October 2016	October 2017
Total Cases Under Investigation	60	63	66	69	69	81



Cases Over 240 Days Old. As of October 31, 2017, 19 cases are over 240 days old, which is 23.46% of the agency’s caseload and greater than our goal percentage (>2017 goal of <20% cases over 240 days old). The total October 2017 percentage is more than the 20.29% of over 240 cases which existed on 10/31/16. There are three cases open over 400 days old, which is 3.7% of our caseload.

II. Budget

Below is our 2017 budget in PeopleSoft through mid-September. The MOA stopped posting to PeopleSoft in mid-September. Current Budget to Actual reports for individual departments are not developed yet in SAP and neither Payroll nor Finance could even give me recent payroll runs. I am therefore guessing that our Line 1000 Personnel Services for the 9/22, 10/6 and 10/20 payrolls is \$81,000 for a total of \$571,919.20 or 79% of budget YTD for labor. For Line 2000 Non-Labor, for which we also have no way of accessing budget to actuals, I am guessing off of my own Excel spreadsheet that we have actually expended \$31,627.14 or 74.25% of budget YTD, we will be spending at least \$3,000 of the encumbered funds, and we also, as of 11/1/17, have at least \$3,000 more in planned 2017 non-labor expenses. We anticipate at least \$20,000 more in revenues by year-end.

Department Budget To Actuals

Approp	Description	Budget**	Expended	Encumbered	Pre-Encum	Remaining	% Spent
1000	Personnel Services	\$723,898.00	\$490,919.20	\$0.00	\$0.00	\$232,978.80	67.81%
2000	Non-Labor	\$42,596.00	\$26,434.62	\$6,368.09	\$0.00	\$9,793.29	77.00%
Total Direct Costs		\$766,494.00	\$517,353.82	\$6,368.09	\$0.00	\$242,772.09	68.32%
6000	Charges from Depts	\$178,091.00	\$122,659.39	\$0.00	\$0.00	\$55,431.61	68.87%
Total Budgeted Costs		\$944,585.00	\$640,013.21	\$6,368.09	\$0.00	\$298,203.70	68.43%
Total Function Costs		\$944,585.00	\$640,013.21	\$6,368.09	\$0.00	\$298,203.70	68.43%
9000	Total Revenues	(\$41,300.00)	(\$48,300.00)	\$0.00	\$0.00	\$7,000.00	116.94%
Total		\$903,285.00	\$591,713.21	\$6,368.09	\$0.00	\$305,203.70	66.21%

III. Other Office Updates

Public Hearing litigation case. In the public hearing case entitled Pamela Basler, Executive Director, Anchorage Equal Rights Commission, ex. rel Richard Wigginton, Complainant, vs. The ARC of Anchorage, Respondent. OAH No. 17-0574 MUN, Agency No. 15-339, this case was settled and then closed on September 20, 2017. AERC has received the last bill from the State ALJ Office and will pay the amount of \$2,956.80 and then bill the Repondent for ½ of the total ALJ mediation fees billed for this case.

Staff Meetings. AERC held staff meetings on October 13th and 30th, where we discussed outreach opportunities for October and November, the 2018 budget, KABA timekeeping and AP processing, bring backs from the IAOHRA national conference in Seattle the last week of September, individual SAP training requirements, upcoming intake and vacation schedules and individual case write-ups due by the end of October 2017 and by year-end. We also discussed our fall focus, which continues to be on case work, as a heavy volume of new cases continues to flow into AERC in 2017. Twenty new cases were filed in October alone.

AERC Staffing. AERC is currently fully staffed with all 6 full-time positions filled. Everyone has been busy learning the new payroll, AP and Purchasing functionalities of the new city-wide software program SAP.

IV. Outreach Report – October 2017

Staff Outreach:

ADAAC Meeting: On Tuesday, October 10th, Executive Director Pamela Basler attended a regular ADAAC meeting, from 10:30 - 11:30am in the MOA DHHS Building.

IAOHRA Board of Directors Meeting: On Friday, October 13th, Executive Director Pamela Basler telephonically attended an IAOHRA Board of Directors meeting from 12:00 – 1:00 pm.

ACPRTF Meeting: on Friday, October 13th, Executive Director Pamela Basler and Investigator Stephanie Jedlicka attended a regular ACPRTF Meeting, from 12 – 1:30pm at the Fairview Rec Center.

NAACP Anti-discrimination presentation: On Monday, October 16th, Investigator Belinda Davis conducted an anti-discrimination presentation for the NAACP, from 6:30 – 8:30 pm in the YWCA Building.

Volunteer at AFN Youth and Elders: On Tuesday, October 17th, Investigator Powell signed up to volunteer at the AFN Youth and Elders Conference, from 12 – 2:30 pm, at the Dena'ina Center.

Commissioner Outreach:

Midtown Corridor Improvement Open House: Stewart Title of Alaska, Thursday, October 5th, 5:30-7 pm. Commissioner Hess attended a workshop for improvements to Midtown bicycle and pedestrian connectivity. The goal is to increase connectivity and safety.

RAIS Partnership Meeting: BP Energy Center, Friday, October 6th, 9:30-10:30 am. Commissioner Hess attended the quarterly partnership meeting for Catholic Social Services' Refugee Assistance & Immigration Services program. We were updated regarding expected refugee arrivals in Anchorage for the balance of 2017, and anticipated numbers for 2018.

Transgender Artists Spotlight Show: Identity, Inc., Friday, October 6th, 6-8 pm. Commissioner Hess attended a First Friday Transgender Artists Spotlight Show hosted by Identity, Inc. Local transgender artists exhibited their work.

Filipino-American History Celebration: The Center, Sunday, October 12th, 12-2 pm. Commissioner Hess attended a Filipino American History Month Celebration hosted by the Anchorage Filipino Community as part of Filipino American History Month. The event featured traditional Filipino foods, and highlight Filipino history and culture.

U.S Census Data Workshop: MOA, DHHS, Monday, October 16th, 1-3 pm. Commissioner Hess attended a workshop hosted by the MOA Health Department, featuring Heidi Crawford, Data Dissemination Specialist with the U.S. Census Bureau. Attendees learned how to navigate and access U.S. Census data, down to the block level in our community.

Spirit of Denali Lunch: Brother Francis Shelter, Wednesday, October 18th, 12-2 pm. Commissioner Hess was invited by Catholic Social Services to attend the BFS's Spirit of Denali Lunch, held in conjunction with the AFN Convention. The event featured a buffet lunch for BFS clients featuring traditional Native foods, and Native song, dance and drumming performances.

AFN, Anchorage's Communities Welcome You: Egan Center, Wednesday, October 18th, 5-7 pm. Commissioner Hess attended a welcoming event for the 2017 AFN Convention at the Egan Center, hosted by Bridge Builders of Anchorage.

Women of Achievement Induction Ceremony: The Hotel Captain Cook, Thursday, October 19th, 5-6:30 pm. Commissioner Hess attended the induction ceremony for the 2017 YWCA Alaska/BP Women of Achievement. This year's inductees included AERC Chair, Wanda Greene.

Walk Together: Town Square Park, Saturday, October 21st, 11 am-1 pm. Commissioner Hess participated in the 2017 Walk Together for Freedom, hosted by the Anchorage Sister Cities Commission. The concept of Walk Together started in Australia, and Anchorage became a participating community in 2016.

Urban & Rural in Alaska: UAA, Friday, October 27th, 8:30 am -1:30 pm. Commissioner Hess attended the annual Urban & Rural in Alaska Conference at UAA, hosted by the UAA Center for Community Engagement and Learning. Commissioner Hess attended workshops related to the mental health system in Anchorage and Alaska, including needs, available resources, and systemic problems.

Naming & Framing Social Issues: UAA, Friday, October 27th, 1:45-4:45 pm. Commissioner Hess attended the Naming & Framing Social Issues workshop hosted by UAA Dialogues for Public Life program. Participants learned how to name and frame social issues for community dialogues.

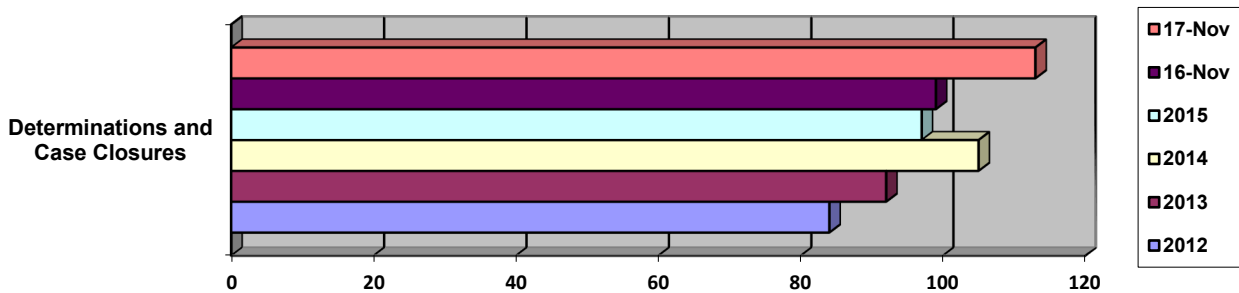
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: December 18, 2017
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director's Report as of November 30, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 113 cases from January to November 2017. $113/11 = 10.27$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	Nov 2016	Nov 2017
Total Determinations and Case Closures	84	92	105	97	99	113



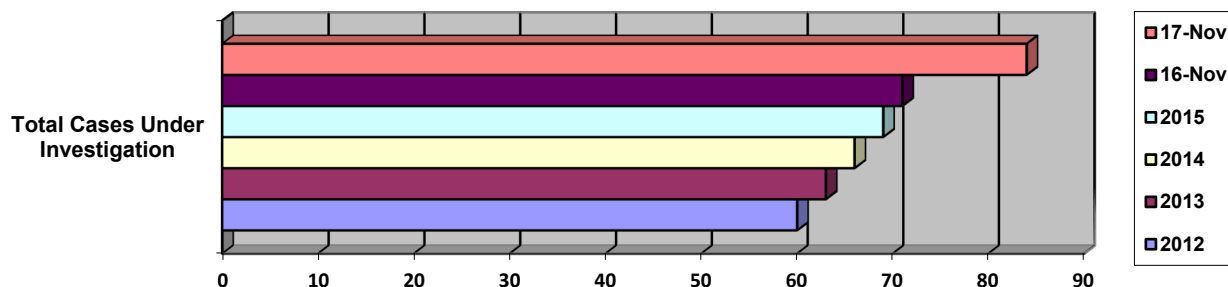
EEOC Contract. AERC has submitted contract documents for FFY 2018 to the EEOC for 97 cases and will probably get the signed contract executed in the spring of 2018. The FFY 2017 contract was closed out on 9/30/17 and a final voucher for payment was submitted to the EEOC.

Inquiries and New Complaints. AERC staff fielded 492 inquiries and filed 125 new complaints from January to November 2017. 25.41% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	November 2016	November 2017
INQUIRIES	499	441	406	431	413	492
NEW COMPLAINTS	76	96	107	99	104	125
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	25.18%	25.41%

Pending Cases. As of November 30, 2017, we have 84 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	November 2016	November 2017
Total Cases Under Investigation	60	63	66	69	71	84



Cases Over 240 Days Old. As of November 30, 2017, 18 cases are over 240 days old, which is 21.43% of the agency's caseload and greater than our goal percentage (>2017 goal of <20% cases over 240 days old). The total November 2017 percentage is more than the 14.08% of over 240 cases which existed on 11/30/16. There are five cases open over 400 days old, which is 5.95% of our caseload.

II. Budget:

Current Budget to Actual reports for individual departments are not developed yet and runnable in SAP, but I was able to acquire the following recent budget to actuals information:

AERC 2017 Budget to Actuals

	Current Budget	Encumbrance	Actuals	Difference
Labor	\$723,899.00	\$0.00	\$629,785.00	\$94,114.00
Non-Labor	\$42,596.00	\$3,464.00	\$36,698.00	\$2,434.00
ICG	\$178,091.00	\$0.00	\$122,869.00	\$55,222.00
Expense Accounts	\$944,586.00	\$3,464.00	\$789,351.00	\$151,770.00
Revenue	-\$41,300.00	\$0.00	-\$48,300.00	\$7,000.00
Balance	\$903,286.00	\$3,464.00	\$741,051.00	\$158,770.00

III. Other Office Updates

Public Hearing litigation case. In the public hearing case entitled Pamela Basler, Executive Director, Anchorage Equal Rights Commission, ex. rel Richard Wigginton, Complainant, vs. The ARC of Anchorage, Respondent, OAH No. 17-0574 MUN, Agency No. 15-339, AERC recently received a reimbursement check from Respondent for ½ of the total ALJ mediation fees AERC already paid to the State of Alaska in this case.

Staff Meetings. AERC held a staff meeting on November 9th, where we discussed outreach opportunities for November, KABA timecard processing, public accommodation inquiries, case processing for a particular Respondent, upcoming intake and vacation schedules, and individual case write-ups due by the end of November 2017 and by year-end. We also discussed our winter focus, which continues to be on case work, as a heavy volume of new cases continues to flow into AERC in 2017. 32 new cases were filed in October and November of 2017.

AERC Staffing. AERC is currently fully staffed with 6 full-time positions filled.

IV. Outreach Report – November 2017

Staff Outreach:

Diversity-Stories Affecting Our Lives: Hotel Captain Cook, Wednesday, November 1st, 11:30-1:15 pm. Executive Director Pamela Basler attended the Diversity-Stories Affecting Our Lives event and heard stories of attorneys' experiences working in Alaska.

Monthly Director's Meeting: Mayor's Conference Room at City Hall, Wednesday, November 1st, 4-5pm. Executive Director Pamela Basler attended a Monthly Director's Meeting.

Anchorage Performing Arts Center (PAC) Access Meeting: AERC Conference Room, Thursday, November 2nd, 2- 2:45pm. Executive Director Pamela Basler attended a meeting with Commissioner Kimberly Pace and representatives from the Municipality of Anchorage to discuss how to make the PAC more accessible.

AP 200 Skype Training: AERC Conference Room, Thursday, November 2nd, 3:30-4:30pm, Investigator Stephanie Jedlicka attended an AP 200 Skype training course.

ACPRTF Regular Meeting: Fairview Recreational Center, Monday, November 2nd, 12-1 pm. Investigator Stephanie Jedlicka facilitated an ACPRTF Regular meeting.

The AERC-Its People, Purpose and Projects: UAA Campus Bookstore, Monday, November 6th, 5-7 pm. Executive Director Pamela Basler and Outreach and Intake Coordinator Donte Powell attend a presentation by Commissioner Lea McDermid and Investigator Andrew Sundboom, who gave general information to the public about the AERC.

AERC Regular Meeting: Mayor's Conference Room at City Hall, Thursday, November 9th, 6-7 pm. Executive Director Pamela Basler and Intake and Outreach Coordinator Donte Powell attended the regularly scheduled November meeting of the Commission.

Accessible Adventure Tourism Webinar: AERC Conference Room, Tuesday, November 14th, 9-10:30 pm. Executive Director Basler and Investigators Sundboom, Davis, Jedlicka and Powell attended the Accessible Adventure Tourism webinar followed by a discussion.

Thanksgiving Blessing Volunteer Event: Spenard Recreation Center, Monday, November 20th, 3-5pm. Executive Director Basler and Investigators Davis, Sundboom, Jedlicka and Powell helped distribute Thanksgiving food items to people in need at the Thanksgiving Blessing volunteer event.

Assembly Meeting: Loussac Library, Tuesday, November 21st, 5-8pm. Executive Director Pamela Basler attended an Assembly Meeting in which action on the 2018 MOA budget was taken.

Meeting with Executive Director of Los Angeles Human Rights Commission: Langham Huntington Hotel, L.A., CA, November 30th, 8:30-10:30 am. Executive Director Pamela Basler met with Robin Toma, the Executive Director of Los Angeles Human Rights Commission, to discuss IAOHRA priorities for 2018.

Commissioner Outreach:

PAC Access Meeting: AERC Conference Room, Thursday, November 2nd, 2- 2:45pm. Commissioner Pace attended a meeting with Executive Director Basler and representatives from the Municipality of Anchorage to discuss how to make the PAC more accessible.

Dia de Muertos: Out North Gallery, Thursday, November 2nd, 5:30-7 pm. Commissioner Hess attended the 2017 Day of the Dead commemoration at Out North Gallery. The event is a celebration of Hispanic culture and traditions.

Transportation Alternative Public Workshops: Dena'ina Center, Saturday, November 4th, 10:30 pm. Commissioner Hess attended the Bicyclist and Pedestrian workshops for the City's study of transportation alternatives for our 2040 Transportation Plan.

The AERC-Its People, Purpose and Projects: UAA Campus Bookstore, Monday, November 6th, 5-7 pm. At this event Commissioner Lea McDermid gave a presentation with Investigator Andrew Sundboom on general information about the AERC. Commissioner Hess attended the Commission's presentation at the UAA Campus Bookstore.

Transit Workshop Open House: Dena'ina Center, Tuesday, November 7th, 5-6 pm. Commissioner Hess attended the open house for the City's transportation alternatives workshops, where the public's ideas from the previous days was displayed.

Coalition of Alaskans for Immigrants' Rights Meeting: ACLU, Tuesday, November 7th, 2-4 pm. Commissioner McDermid attended a Coalition of Alaskans for Immigrants' Rights Meeting.

YWCA/BP Alaska Women of Achievement: Discovery Theater, Wednesday, November 8th, 6-9 pm. Commissioner Hess attended the 2017 Women of Achievement Ceremony, where 10 women were inducted, including AERC Chair, Wanda Greene. Commissioner Hess was recognized as the YWCA's third male "Ambassador" in 28 years.

AERC Regular Meeting: Mayor's Conference Room at City Hall, Thursday, November 9th, 6-7 pm. Commissioners Hess, Berke, McDermid, Churchill, Greene, Heaney-Mead, and Pace attended the regularly scheduled November meeting of the Commission.

An Evening with Nikole Hannah-Jones: Anchorage Museum, Friday, November 10th, 7-9 pm. Commissioner McDermid attended "An Evening with Nikole Hannah-Jones." Nikole Hannah-Jones, an award-winning investigative journalist, gave a presentation on contemporary civil rights and the segregation of schools.

Welcoming Anchorage: Loussac Library, Thursday, November 16th, 11 am-12:30 pm. Commissioner Hess attended a meeting for the Welcoming Anchorage initiative's Civic Engagement workgroup.

Covenant House Candlelight Vigil: Town Square Park, Thursday, November 16th, 6-7 pm. Commissioner Hess attended the Annual Covenant House Alaska Candlelight Vigil recognizing the plight of our community's homeless young people.

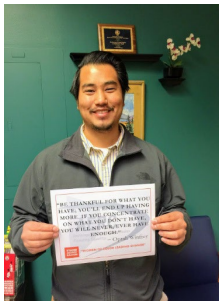
Hiland Mountain Lullaby Project: Hiland Mountain Correctional Complex, Saturday, November 18th, 1-3 pm. Commissioner Hess attended the 2017 Hiland Mountain Lullaby Project Concert. As part of this outstanding effort, more than a dozen local musicians helped female inmates at Hiland compose lullabies to their children. The project wraps up with a concert, and the release of a CD of the lullabies.

How Municipalities Can Improve Census 2020 Accuracy & Address Immigrant Undercounts: MOA Health Department, Monday, November 20th, 11 am-12 pm. Commissioner Hess attended a work shop hosted by the U.S. Census Bureau, which focused on how to improve accuracy of counts for immigrant communities for the 2020 Census.

Welcoming Anchorage Meeting: Loussac Library, November 20th, 12-1:30pm. Commissioner McDermid attended a Welcoming Anchorage Meeting to discuss and vote on a priority project.

Transgender Day of Remembrance: St. Mary's Church, Monday, November 20th, 6:30-8 pm. Commissioner Hess attended Anchorage's Annual Transgender Day of Remembrance Service at St. Mary's Church. The 300+ transgender individuals from around the world, who were murdered over the past 12 months for being who they were, were remembered.

Identity, Inc.: Identity conference room, Tuesday, November 28th, 5:30-7 pm. Commissioner Hess attended the monthly Board meeting of Identity, Inc., Alaska's oldest (1977) LGBT educations and advocacy organization.



Commissioner Vo shows his support for YWCA's Stand Against Racism



AERC Commissioners table at the Welcoming Anchorage 2017 Community Celebration



Investigator Sundboom and Commissioner Vo table at Meet the World 2017

Thank you AERC Commissioners for all of your 2017 outreach efforts!

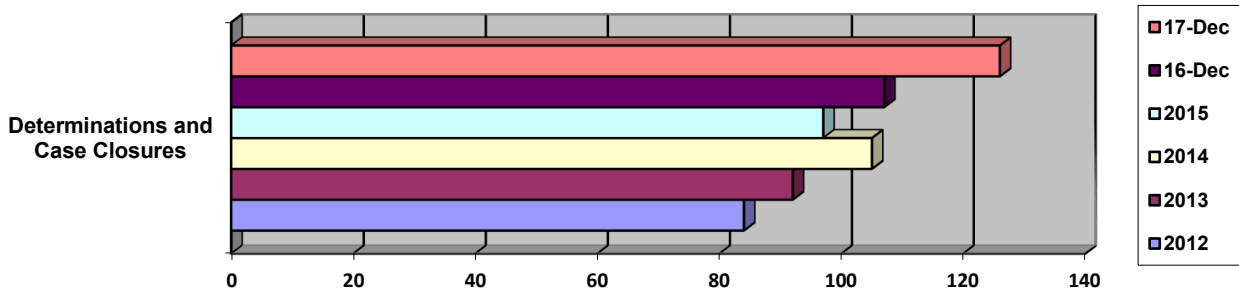
**ANCHORAGE EQUAL RIGHTS COMMISSION
MEMORANDUM**

DATE: January 22, 2018
TO: AERC Commissioners
FROM: Pamela Basler, Executive Director
SUBJECT: Executive Director’s Report as of December 31, 2017

I. Case Status:

Case Closures. AERC investigators issued determinations or closed 126 cases from January to December 2017. $126/12= 10.5$ per month (>2017 goal of 8 closures per month).

DETERMINATIONS AND CASE CLOSURES						
	2012	2013	2014	2015	Dec 2016	Dec 2017
Total Determinations and Case Closures	84	92	105	97	107	126



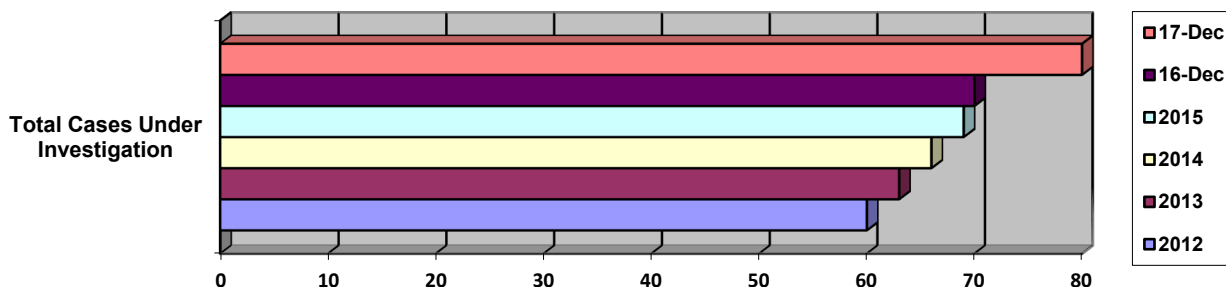
EEOC Contract. AERC has submitted contract documents for FFY 2018 to the EEOC for 97 case closures and will probably get the signed contract executed in the spring of 2018. The FFY 2017 contract was closed out on 9/30/17 and a final voucher was submitted to the EEOC for payment of the remaining FFY 2017 case closures.

Inquiries and New Complaints. AERC staff fielded 523 inquiries and filed 134 new complaints from January to December 2017. 25.62% of our inquiries were converted into perfected complaints (>2017 goal of 12%).

INQUIRIES AND NEW COMPLAINTS						
	2012	2013	2014	2015	December 2016	December 2017
INQUIRIES	499	441	406	431	442	523
NEW COMPLAINTS	76	96	107	99	111	134
% OF PERFECTED COMPLAINTS	15.2%	21.77%	26.35%	22.97%	25.11%	25.62%

Pending Cases. As of December 31, 2017, we have 80 open cases pending.

PENDING CASES						
	2012	2013	2014	2015	December 2016	December 2017
Total Cases Under Investigation	60	63	66	69	70	80



Cases Over 240 Days Old. As of December 31, 2017, 13 cases are over 240 days old, which is 16.25% of the agency’s caseload and less than our goal percentage (<2017 goal of <20% cases over 240 days old). The total December 2017 percentage is more than the 11.43% of over 240 cases which existed on 12/31/16. There are four cases open over 400 days old, which is 5% of our caseload.

II. Budget:

YTD 2017 Budget to Actuals are below. ICGs are through October 2017 and Labor has one more payroll to post for 2017. There may be other year-end charges eventually posted to the 2017 budget:

AERC 2017 Budget to Actuals

	Current Budget	Encumbrance	Actuals	Difference
Labor	\$723,899.00	\$0.00	\$684,105.62	\$39,793.38
Non-Labor	\$42,596.00	\$3,456.15	\$36,713.27	\$2,426.58
ICG	\$178,091.00	\$0.00	\$135,701.30	\$42,389.70
Expense Accounts	\$944,586.00	\$3,456.15	\$856,520.19	\$84,609.66
Revenue	-\$41,300.00	\$0.00	-\$48,300.00	\$7,000.00
Balance	\$903,286.00	\$3,456.15	\$808,220.19	\$91,609.66

III. Other Office Updates

Staff Meetings. AERC held staff meetings on December 8th and 28th, where we discussed outreach opportunities for December and January, EEOC case numbers, year-end budget numbers, upcoming intake and vacation schedules, case reassignments, 2018 case closure and task reassignments, and staff recruitment. We also celebrated the achievement of our 2017 case intake,

inquiry and closure goals at our 12/28 meeting. Thank you to staff for working so hard in 2017 and both meeting all and surpassing some of our ambitious case target goals!

AERC Staffing. AERC is currently has an opening for one full-time position, our Outreach and Intake Coordinator position.

IV. Outreach Report – December 2017

Staff Outreach:

ACPRTF Subcommittee Meeting: AERC Conference Room, Friday, December 1st, 1-2 pm. Investigator Stephanie Jedlicka facilitated an ACPRTF Subcommittee meeting.

ACPRTF Regular Meeting: Fairview Recreational Center, Friday, December 8th, 12-1:30 pm. Investigator Stephanie Jedlicka facilitated an ACPRTF Regular meeting.

IAOHRA Board of Directors Meeting: Conference Call, Friday, December 8th, 12-1 pm. Executive Director Pamela Basler telephonically attended the Board of Director's Meeting as the Western Region Representative to the Board.

ADAAC Meeting: On Tuesday, December 12th, Executive Director Pamela Basler attended a regular ADAAC meeting, from 10:30 - 11:30am in the MOA DHHS Building.

The Salvation Army's Gift 2017: Sullivan Arena, Wednesday, December 13th, 3-5 pm, Investigators Stephanie Jedlicka, Donte Powell, Belinda Davis and Andrew Sundboom helped distribute holiday presents and holiday food items to community members in need.

Commissioner Outreach:

LA21: Saturday, Loussac Library Learning Commons, Saturday, December 2nd, 11 am 1 pm. Commissioner Hess attended the "Projects Pitch" for Leadership Anchorage, Class 21. Individuals and community organizations "pitched" potential projects to the LA21 cohort. The proposed projects were all aligned with the Welcoming Anchorage initiative. Commissioner Hess is part of a 5-member team from the Municipality working with Leadership Anchorage.

Dialogues for Public Life: BP Energy Center, Monday, December 4th, 6:30-8 pm. Commissioner Hess participated in UAA's Dialogues for Public Life and Welcoming Anchorage's "Open Dialogue" around the topic "How Can We Make Anchorage a More Welcoming Community?" The conversation was planned using community, suggestions, and thoughts submitted by the public during the Anchorage Welcoming Week Community Celebration on the front lawns of the Anchorage Museum during Welcoming Week (September 2017).

BPAC Quarterly Meeting: Mayor's Conference Room at City Hall, Tuesday, December 5th, 6-8 pm. Commissioner Hess chaired the quarterly meeting of the AMATS Bicycle & Pedestrian Advisory Committee. The committee advised the AMATS Policy Committee regarding bicycle and pedestrian infrastructure projects in Anchorage. Better pedestrian and bike infrastructure in low-income, diverse neighborhoods is a priority for the BPAC.

Unmasking Brain Injury: AK Humanities Forum, Friday, December 8th, 5:30-7 pm. Commissioner Hess attended the premiere of the “Unmasking Brain Injury” masks project. Participants heard stories of people from Alaska who live with brain injury, viewed masks they've created to represent their experiences, and engaged in a community conversation that challenged our assumptions about one another and about ourselves.

Human Rights Day Vigil: Town Square Park, Sunday, December 10th, 2-3 pm. Commissioner Hess attended Anchorage’s Human Rights Day Vigil, where a diverse group of community and religious leaders spoke about human rights, and how our community can become more inclusive and supportive of the rights of every person.

LDS Panel: LDS Church on Brayton Drive, Saturday, December 16th, 1-2:30 pm. Commissioner Hess was part of a moderated 4-person panel discussion regarding the need to add gender identity and sexual orientation to the State of Alaska statutes. The panel was part of a Church of Latter Day Saints statewide leadership conference. The other panel members were a member of the LDS Church, a transgender woman minister, and a representative of the Alaska Conference of Catholic Bishops.

Alaska ADA Community of Practice: Access Alaska, Tuesday, December 19th, 9-11:30 am. Commissioner Hess attended a follow-up meeting to the 02/03/16 ADA Planning Forum, to discuss trending issues and concerns, pertaining to implementation of the Americans with Disabilities Act (ADA) in Alaska. Both meetings were hosted by the Northwest ADA Center. One of their primary objectives is to build a Community of Practice (CoP) in each of their four states (OR, WA, ID, AK), in order to provide an ongoing channel of communication, which will guide them in addressing out regional ADA training needs, and the development of informational products and materials. Additionally, the purpose of such a CoP is to regularly bring together people who share an interest, concern, or a passion for ACCESSIBILITY and learn how to do things better, share best practices, and/or to provide support for others.



AERC staff at the Salvation Army Gift event.