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# Equity and Justice Department

*Anchorage: Performance. Value. Results.*

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## **Mission**

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

## **Direct Services**

Office of Equity and Justice is responsible for:

- Support and manage Municipal Policies and Programs that promote Equity and Opportunity.
- Work with the Mayor's Office to recruit and manage municipal Boards and Commissions to ensure community representation.
- Develop leadership opportunities for municipal staff and residents designed to provide career advancement pathways for communities of color, the disability community, immigrants and refugees, LGBTQ+ residents.
- Ensure municipal compliance with Language Access laws.
- Works closely with OEO, AERC, Ombudsman Office, Resilience Subcabinet and represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice issues, and economic equity.
- Establish baseline equity data targets/benchmarks in collaboration with partners; and establish goals and initiatives to make progress and processes to track outcomes.
- Develop methods to determine how disparate impacts will be documented and evaluated.
- Collects, evaluates, and analyzes indicators and progress benchmarks related to addressing systemic disparities.
- Direct, evaluate, and coordinate analyses and recommendations regarding race and equity policy issues and long-range plans.
- Develops and coordinates reports and supporting materials to be presented to the Mayor and Assembly for information or action.
- Develop consistent communication and feedback mechanisms.
- Stay abreast of research and best practice in equity and inclusion and infuse/adapt to municipal government.
- Develop and Foster Key Community Partnerships. Develop and deepen relationships with community members and non-profits committed to racial equity work.
- Participates in community equity collaborations on behalf of the Municipality.

- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.

**Accomplishment Goals**

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

**Performance Measures**

Progress in achieving goals shall be measured by:

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

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

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

Employee Equal Opportunity & Contractors Compliance Training			
	DEI Community		
	Training Sessions	Engagement Opportunity	Attendance
2021	1	18	65
2022	9	28	2720
2023	12	21	2593
2024	2	9	1446
Q1	1	6	980
Q2	1	3	466
Q3			
Q4			

This measure was implemented in the 3<sup>rd</sup> Quarter of 2021.

