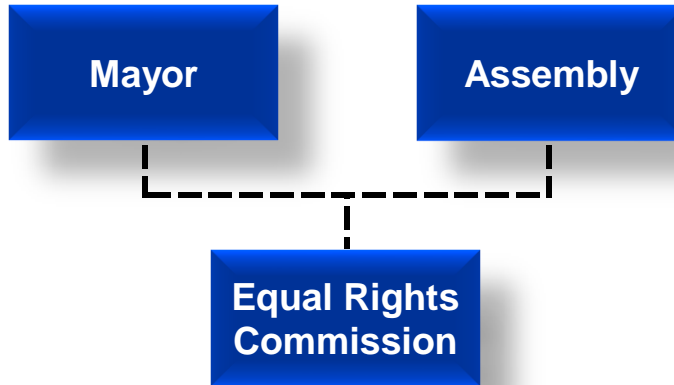


# Equal Rights Commission



## Equal Rights Commission

### Description

Established in the Anchorage Charter in 1975, the Anchorage Equal Rights Commission (Equal Rights) is the Municipal law enforcement agency charged to eliminate and prevent unlawful discrimination under Title 5 of the Municipal Code within the geographic boundaries of the Municipality. (See Anchorage Municipal Charter and Anchorage Municipal Code, Title 5.).

Equal Rights also enforces Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990 through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC).

Equal Rights is governed by nine commissioners who are appointed by the Mayor and confirmed by the Anchorage Assembly. The Commission meets on the third Thursday of the month in January, March, May, July, September and November, at 6 p.m. at the Z.J. Loussac Library, the Moose Room (2<sup>nd</sup> Floor Conference Room). Meeting dates and times are published in the Municipal Public Notices. We are meeting at the Z.J. Loussac Library to make us more accessible to the public.

Equal Rights' staff is composed of the Executive Director/Staff Attorney, four Investigators, and an Executive Assistant.

### Department Services

- Enforce the law by investigating complaints of discrimination.
- Educate the community and entities doing business in Anchorage by providing information and training regarding the laws prohibiting discrimination.
- Provide referrals to other agencies or non-profit groups.

### Department Goals that Contribute to Achieving the Mayor's Mission:



#### **Good Government – Staffing up departments, balancing the budget, and delivering better services.**

- Continue to respond to inquiries in a timely manner.
- Complete all cases no later than our current deadline of 240 days.



#### **Safe Streets and Trails – Tackling homelessness, staffing up the Anchorage Police Department, and improving public safety for everyone.**

- Seek to design and implement effective outreach programs so that all Anchorage residents will know that we exist and can assist them with discrimination and sexual harassment claims.

## Equal Rights Commission Department Summary

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	772,469	827,012	872,255	5.47%
<b>Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>5.47%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	202,049	218,912	225,172	2.86%
<b>Function Cost Total</b>	<b>974,518</b>	<b>1,045,924</b>	<b>1,097,427</b>	<b>4.92%</b>
Program Generated Revenue	(632)	(49,800)	(49,800)	-
<b>Net Cost Total</b>	<b>973,886</b>	<b>996,124</b>	<b>1,047,627</b>	<b>5.17%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	612,192	805,337	850,580	5.62%
Supplies	54,749	1,200	1,200	-
Travel	9,303	8,500	8,500	-
Contractual/Other Services	89,840	11,975	11,975	-
Debt Service	-	-	-	-
Equipment, Furnishings	6,386	-	-	-
<b>Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>5.47%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	6	6	6	-
Part-Time	-	-	-	-
<b>Position Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>

## Equal Rights Commission Reconciliation from 2024 Revised Budget to 2025 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2024 Revised Budget</b>	827,012	6	-	-
<b>Changes in Existing Programs/Funding for 2025</b>				
- Salaries and benefits adjustments	45,243	-	-	-
<b>2025 Continuation Level</b>	<b>872,255</b>	<b>6</b>	<b>-</b>	<b>-</b>
<b>2025 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2025 Proposed Budget</b>	<b>872,255</b>	<b>6</b>	<b>-</b>	<b>-</b>

**Equal Rights Commission**  
**Division Summary**  
**Equal Rights Administration**  
(Fund Center # 105000)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	612,192	805,337	850,580	5.62%
Supplies	54,749	1,200	1,200	-
Travel	9,303	8,500	8,500	-
Contractual/Other Services	89,840	11,975	11,975	-
Equipment, Furnishings	6,386	-	-	-
<b>Manageable Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>5.47%</b>
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	202,049	218,912	225,172	2.86%
<b>Function Cost Total</b>	<b>974,518</b>	<b>1,045,924</b>	<b>1,097,427</b>	<b>4.92%</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	632	49,800	49,800	-
<b>Program Generated Revenue Total</b>	<b>632</b>	<b>49,800</b>	<b>49,800</b>	<b>-</b>
<b>Net Cost Total</b>	<b>973,886</b>	<b>996,124</b>	<b>1,047,627</b>	<b>5.17%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	6	6	6	-
<b>Position Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>

**Equal Rights Commission**  
**Division Detail**  
**Equal Rights Administration**  
(Fund Center # 105000)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	612,192	805,337	850,580	5.62%
Supplies	54,749	1,200	1,200	-
Travel	9,303	8,500	8,500	-
Contractual/Other Services	89,840	11,975	11,975	-
Equipment, Furnishings	6,386	-	-	-
<b>Manageable Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>5.47%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>772,469</b>	<b>827,012</b>	<b>872,255</b>	<b>5.47%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	202,049	218,912	225,172	2.86%
<b>Program Generated Revenue</b>				
405100 - Federal Grant Revenue-Direct	-	49,800	49,800	-
408380 - Prior Year Expense Recovery	632	-	-	-
<b>Program Generated Revenue Total</b>	<b>632</b>	<b>49,800</b>	<b>49,800</b>	<b>-</b>
<b>Net Cost</b>				
Direct Cost Total	772,469	827,012	872,255	5.47%
Charges by/to Other Departments Total	202,049	218,912	225,172	2.86%
Program Generated Revenue Total	(632)	(49,800)	(49,800)	-
<b>Net Cost Total</b>	<b>973,886</b>	<b>996,124</b>	<b>1,047,627</b>	<b>5.17%</b>

**Position Detail as Budgeted**

	2023 Revised		2024 Revised		2025 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Assistant I	1	-	1	-	1	-
Executive Director Anch Equal Rights	1	-	1	-	1	-
Professional Investigator II	1	-	1	-	1	-
Professional Investigator III	2	-	2	-	2	-
Professional Investigator IV	1	-	1	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>6</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>6</b>	<b>-</b>

## Anchorage Equal Rights Commission

*Anchorage: Performance. Value. Results.*

### Mission

The Anchorage Equal Rights Commission strives to eliminate discrimination against all citizens and visitors to Anchorage through its enforcement of and educational efforts about municipal and other anti-discrimination laws.

### Core Services

- Enforce the law impartially by investigating individual complaints of discrimination.
- Educate the public by providing information and training about the laws prohibiting discrimination.
- Provide referral services to the public and to government agencies who contact our office.

### Accomplishment Goals

- Respond to inquiries in a timely manner.
- Respond to filed complaints with timely investigations and increased timeliness of case closures.
- Respond to complaints and complete case investigations impartially.
- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law.

### Performance Measures

Progress in achieving goals shall be measured by:

#### Measure 1: Percentage of inquiries responded to within 24 hours

	YTD					
	2019	2020	2021	2022	2023	2024
Inquiries Responded to within 24 Hours	99.8%	99.3%	99.5%	100%	98.5%	93.5%

#### Measure 2: Number of cases

	YTD							
	2020	2021	2022	2023	2024 Q1	2024 Q2	2024 Q3	2024 Q4
New Cases	82	72	73	60	11	14		
Closed Cases	83	97	71	85	27	26		
Cases Over 240 Days	56	38	38	28	4	2		

**Measure 3: Percentage of Education and outreach events\* completed with a goal of 200 per year**

	2024 Q1	2024 Q2	2024 Q3	2024 Q4
<b>Number of Events</b>	23	54		
<b>% of Target Reached 50 events per quarter</b>	46%	100%		

\*Education and outreach events include school classes visited, community events attended/sponsored, partnerships with civil rights organizations, businesses, and other agencies such as first responders and victim advocacy organizations.

\*\*2022-2024 have had the primary focus of catching up on back logged cases, it is estimated by June 2024 all cases will be caught up and focus will shift to outreach.



**PVR Measure WC: Managing Workers' Compensation Claims**

Reducing job-related injuries is a priority for the Administration by ensuring safe work conditions and safe practices. By instilling safe work practices, we ensure not only the safety of our employees but reduce the potential for injuries and property damage to the public. The Municipality is self-insured and every injury poses a financial burden on the public and the injured worker's family. It just makes good sense to WORK SAFE.

Results are tracked by monitoring monthly reports issued by the Risk Management Division.

