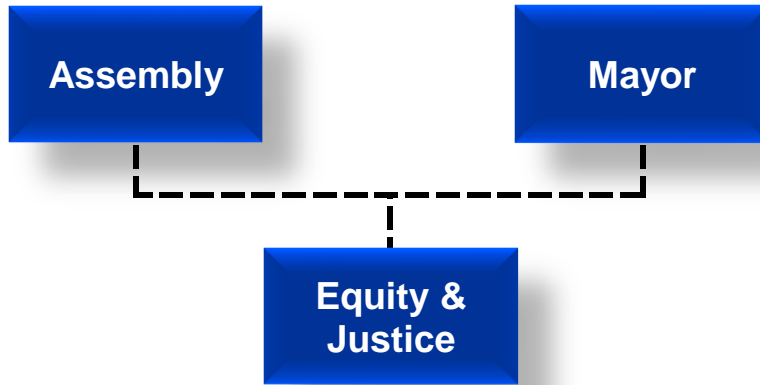


# Equity & Justice



## Equity & Justice

### Description

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

In previous years, the Equity & Justice department encompassed the division of the Office of Equal Opportunity. This division is now being transferred to the Chief Administrative Officer under the new name of the Federal Compliance Office.

### Department Services

- Co-lead Welcoming Anchorage initiative and ensure ongoing updates and implementations
- Develop leadership opportunities for municipal staff and residents designed to provide career advancement pathways for communities of color, the disability community, immigrants and refugees, LGBTQ+ residents, including continued hosting of an annual Civic Engagement Academy
- Provide leadership, guidance, training, and support to internal and external partners in the development and delivery of equity programs and tools
- Audit and provide recommendations to municipal boards and commissions to ensure community representation
- Actively monitor equity:
  - Establish baseline equity data targets/benchmarks in collaboration with partners and establish goals and initiatives to make progress and processes to track outcomes;
  - Develop methods to determine how disparate impacts will be documented and evaluated;
  - Collect, evaluate, and analyze indicators and progress benchmarks related to addressing systemic disparities;
  - Direct, evaluate, and coordinate analyses and recommendations regarding race and equity policy issues and long-range plans to address department and community needs and services; and
  - Develop and coordinate reports and supporting materials to be presented to the Mayor and Assembly for information or action.
- Ensure municipal compliance with Language Access
- Work closely with the Anchorage Equal Rights Commission and the Ombudsman Office
- Represent equity concerns throughout municipal efforts on housing equity, food security, equitable climate action, legal rights and justice issues, and economic equity
- Develop and deepen relationships with community members and non-profits committed to racial equity work; and participates in community equity collaborations on behalf of the Municipality to identify and address cumulative impacts of institutional and structural inequities in the Municipality
- Listening Tour Initiative (Municipality and Community)
  - Identify barriers within the municipality and community members of Anchorage
    - Equity and Justice Data
    - Equity and Justice Forums
    - Equity and Justice Committee

- Engage Anchorage Initiative
  - Annual Municipality Job Fair
    - Adult
      - Financial literacy clinics
      - Resume Clinics
    - Youth
      - Financial literacy clinics
      - Resume Clinics
  - Community Round Tables with the Mayor
  - Youth Mentorship Program
    - Mayors Mentorship 11<sup>th</sup>-12<sup>th</sup> Grade 6 months
    - Government Class visit with the Mayor at City Hall
  - Bridge the gap initiative
- Diversity, Equity, and Inclusion Training
  - Department Training
- Clean Streets Initiative
  - PAL and APD
  - City Clean up

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



**Building Our Future – Delivering better economic opportunities, more housing, affordable childcare, and a reliable energy future.**

- Establish baseline equity data targets/benchmarks in collaboration with partners and establish goals and initiatives to make progress and processes to track outcomes.
- Develop methods to determine how disparate impacts will be documented and evaluated.
- Collect, evaluate, and analyze indicators and progress benchmarks related to addressing systemic disparities.

## Equity & Justice Department Summary

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Division</b>				
Equity & Justice	188,172	205,257	362,997	76.85%
<b>Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>76.85%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(188,172)	(205,257)	(362,997)	76.85%
<b>Function Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	188,012	195,257	352,997	80.79%
Supplies	-	10,000	10,000	-
Travel	-	-	-	-
Contractual/Other Services	159	-	-	-
Debt Service	-	-	-	-
<b>Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>76.85%</b>
<b>Position Summary as Budgeted</b>				
Full-Time	1	1	2	100.00%
Part-Time	-	-	-	-
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>100.00%</b>

## Equity & Justice Reconciliation from 2024 Revised Budget to 2025 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2024 Revised Budget</b>	479,394	3	-	-
<b>Changes in Existing Programs/Funding for 2025</b>				
- Salaries and benefits adjustments	79,363	-	-	-
<b>2025 Continuation Level</b>	<b>558,757</b>	<b>3</b>	<b>-</b>	<b>-</b>
<b>2025 Proposed Budget Changes</b>				
- Transfer Equal Opportunity position to the Office of the Chief Administrative Officer as Federal Compliance Office	(195,760)	(1)	-	-
<b>2025 Proposed Budget</b>	<b>362,997</b>	<b>2</b>	<b>-</b>	<b>-</b>

## Equity & Justice Division Summary

### Equity & Justice

(Fund Center # 107000, 107079)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	188,012	195,257	352,997	80.79%
Supplies	-	10,000	10,000	-
Travel	-	-	-	-
Contractual/Other Services	159	-	-	-
<b>Manageable Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>76.85%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>1</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(188,172)	(205,257)	(362,997)	76.85%
<b>Function Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### Position Summary as Budgeted

Full-Time	1	1	2	100.00%
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>100.00%</b>

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

(Fund Center # 107000, 107079)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	188,012	195,257	352,997	80.79%
Supplies	-	10,000	10,000	-
Travel	-	-	-	-
Contractual/Other Services	159	-	-	-
<b>Manageable Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>76.85%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>188,172</b>	<b>205,257</b>	<b>362,997</b>	<b>76.85%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	(188,172)	(205,257)	(362,997)	76.85%
<b>Net Cost</b>				
Direct Cost Total	188,172	205,257	362,997	76.85%
Charges by/to Other Departments Total	(188,172)	(205,257)	(362,997)	76.85%
<b>Net Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Position Detail as Budgeted**

	2023 Revised		2024 Revised		2025 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Chief Equity Officer	1	-	1	-	1	-
Junior Admin Officer	-	-	-	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>-</b>

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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:

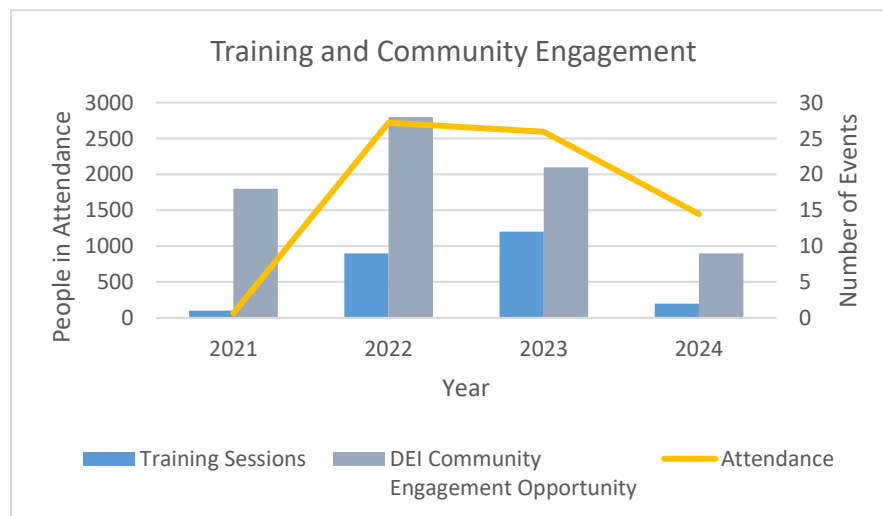
**Measure #1:** Increase employee DEI opportunity and Contractors training classes and participation by 5% annually.

**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.



**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.

