

State of Alaska
2017
Progress Report
on
Equal Employment Opportunity
and Affirmative Action
in Alaska State Government



Bill Walker
Governor

I. Table of Contents

II. Preface	3
III. Introduction	5
IV. Report Summary	8
V. Minority Employment in the Executive Branch.....	9
A. Current Outlook	9
B. Historical Trends: 1990 to Present	18
VI. Women in the Executive Branch Workforce.....	20
A. Current Outlook	20
B. Historical Trends: 1990 to Present	27
VII. Equal Employment Opportunity Program	29
◆ Appendix	31
A. Pre 2017 Race and Ethnic Category Definitions.....	31
B. Post 2017 Race and Ethnic Category Definitions.....	32
C. Job Categories as defined by the U.S. Equal Employment Opportunity Commission	33
D. Percentage of Minority Employees in Each EEO-4 Job.....	35
Category Broken Down by Department	35
E. Percentage of Women Employees in Each EEO-4 Job	39

II. Preface

This 2017 Progress Report is filed with the Governor and the Legislature pursuant Alaska Statute 39.28.020(a)(12).¹ Additional Executive Branch employee demographics may be found in the annually published “Workforce Profile” by the Department of Administration, Division of Personnel & Labor Relations, which is available on-line at the Division’s web page.

The subject of this 2017 Progress Report is the status of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the Executive Branch of the State of Alaska (hereafter “the State”). This Progress Report is intended to give an overall view of women and minority employee demographics in the State’s Executive Branch. The Report does not include workforce information on the Alaska State Legislature, the Alaska Court System, the Alaska State Defense Force, or the Alaska National Guard. Nor does this Report cover such entities as the University of Alaska, the Alaska Housing Finance Corporation, or the Alaska Railroad Corporation. The Report captures workforce data for full- and part-time *permanent* positions in the Executive Branch including seasonal positions. It does *not* capture employee data for non-permanent positions.

Data sources for this Report unless otherwise noted are the U.S. Census Bureau, the Alaska Department of Labor & Workforce Development, and the Alaska Statewide Payroll System (AKPAY). Workforce numbers were drawn from the data as of June 30, 2016, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1990 and 2016 was obtained from employee data downloaded from the payroll system. Historical data before 1990 was obtained from prior Progress Reports.

Use in this Progress Report of technical terms such as *underutilization*, *availability*, and *underrepresentation* does not necessarily signify that the State agrees these terms are properly applied to any particular factual situation, or that the State agrees that it is liable under applicable laws. Instead, these terms are employed to provide leaders and managers information for effective and targeted policy decisions.

¹ AS 39.28.020(a)(12) – The director of the division of personnel shall “prepare and submit an annual report to the governor and the legislature by February 15 on the progress and problem areas in the equal employment opportunity program and the implementation of the affirmative action plan.”

This Progress Report was prepared by the Equal Employment Opportunity Program in partnership with the Employee Planning & Information Center within the Department of Administration, Division of Personnel & Labor Relations. The EEO Program welcomes comments regarding this report. Interested parties should submit feedback in writing to the following:

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February 2017

III. Introduction

The Executive Branch workforce has continued to decline. Since the last Progress Report, it has shrunk an additional 4.3 percent to 15,127 employees; as compared to last year's count of 15,799 employees in its 15 departments. This count reflects workforce demographic data as of June 30, 2016 under Governor Bill Walker's Administration. This reduction in workforce reflects cuts to the budget, employee layoffs, and the hiring restriction implemented by the Walker Administration in 2016. Over the last year new hires were reduced from 1,607 to 1,333.² During the past year, each of the Executive Branch's 15 departments experienced a loss of employees. As the State meets the challenge of decreasing revenue and a significant budget shortfall, State public employee numbers are expected to continue to fall.

Knowledge of the Executive Branch's workforce gives us awareness of how and where we need to continue to change to remain an employer of choice. Information about workforce demographics allows executives, managers, supervisors, and employees to make decisions that have direct impact on recruiting and retaining our greatest resource – people.

Alaska's population growth has slowed with the current estimate at 739,828 people.³ Meanwhile, Alaska Department of Labor & Workforce Development estimates project our state's population to grow, reaching over 800,000 by 2020.⁴ By comparison, the population at statehood in 1959 was approximately 224,000 people. Alaska's overall population increased by 2,645 people from July 2015 to July 2016 according to the Alaska Department of Labor & Workforce Development. However, the working age population, those aged 18 to 64, decreased by 2,774 people.

Alaska is unique. The State's workforce – like Alaska's population – is diverse culturally and racially. The State's racial demographics compared to the United States as a whole, reveals Alaska as having a higher percentage of non-white people. The U.S. Census Bureau reports that the percentage of white

² State of Alaska Workforce Profile 2015 and Workforce Profile 2016 available at: <http://doa.alaska.gov/dop/resources/publications/>.

³ Alaska Department of Labor & Workforce Development, Research & Analysis Section.

⁴ Alaska Department of Labor & Workforce Development, Research & Analysis Section (Baseline State Projection); U.S. Census Bureau.

people (reported as the single race of “white alone”) in Alaska is 66.5 percent while for the nation it is 77.1 percent. Our demographics reflect a significantly larger percentage of Alaska Native and Native American peoples (14.8 percent) as compared to the nation as a whole (0.9 percent). Moreover, a greater number of Alaskans identify themselves as “two or more races” at 7.2 percent as compared to 2.6 percent of the nation.⁵

Our population expansion has brought a shift in our demographics resulting in growth in minority populations, most notably people of Asian, Pacific Islander, and Hispanic descent. In Alaska’s Asian community, over 50 percent are of people with roots in the Philippines. In Alaska’s Pacific Islander community, 66 percent have roots in Samoa. The U.S. Census Bureau projects that the nation’s Hispanic/Latino and Asian populations will triple over the next half-century and non-Hispanic whites will represent 50 percent of the total U.S. population by 2050. According to State demographers, Alaska’s Hispanic population has increased 52 percent between 2000 and 2010 and the Alaska Native population is expected to continue to grow from 122,480 in 2010 to a projected 161,483 in 2042.⁶

Alaska’s school districts’ demographics give us a glimpse of our future workforce. The greater Anchorage/Matanuska Susitna area and City and Borough of Juneau are home to over 74 percent of Executive Branch employees.⁷ The City and Borough of Juneau School District reports its student population is now 50 percent white.⁸ The Anchorage School District (ASD), the largest in the State and one of the 100 largest districts in the United States, reports its “minority” student population continues to grow and exceeds its white student population: 57.9 percent nonwhite to 42.1 percent white.⁹ The Anchorage School District counts over 90 languages – from Hmong to Yupik – spoken by students in its English learners’ program. ASD

⁵ U.S. Census (American Community Survey), QuickFacts data as of February 2017.

⁶ Alaska Population Projections 2010-2035 (April 2012) published by the Alaska Department of Labor & Workforce Development, Research & Analysis Section.

⁷ 2016 State of Alaska Workforce Profile published by the State of Alaska, Division of Personnel & Labor Relations, Employee Planning & Information Center report employees by geographic region: show 48.3 percent in the greater Anchorage/Mat-Su and 26.5 percent in Juneau for a total of 74.8 percent.

⁸ Juneau School District, City and Borough of Juneau, 2015 Facts & Figures Report.

⁹ Anchorage School District 2016-2017 Ethnicity Report.

demographics over the last ten years reveal trends with significant increases in “Asian or Pacific Islander” students and those who identify as “two or more races.”¹⁰ As the nation’s and Alaska’s faces change, so will the Executive Branch’s workforce.

The State is committed to promoting a diverse workforce that reflects Alaska. The State supports Equal Employment Opportunity (EEO) and Affirmative Action (AA) and continues to work to recruit and retain all qualified people. A primary goal of the State’s Equal Employment Opportunity Program is to ensure that positions in the public service are genuinely and equally accessible to all people. While recruitment is essential, an inclusive work environment is crucial to retention. The State does not condone, permit, or tolerate illegal discrimination against its employees or applicants for State employment on the basis of race, color, national origin, religion, sex, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood, genetic information, or status as a veteran or veteran with a disability.

Valuing the diversity of a workforce representative of all Alaskans enriches the quality of our service to the people of Alaska.

¹⁰ *Id.*

IV. Report Summary

The 2017 Progress Report focuses on two areas: current incumbency levels of minorities and women in the State workforce and historical levels. It compares the Executive Branch's workforce demographics to that of the Alaskan Civilian Labor Force.¹¹ The Report's results allow the State to focus resources in those areas where our incumbency levels are significantly less than the availability of women and minorities in the Civilian Labor Force. It highlights areas where there may be intentional or unintentional barriers of employment to women and minorities. The Report also notes areas where progress has been achieved in the diversity of our workforce.

This year's Report's numbers show that there are fewer minorities in the Executive Branch of government than the previous year (3,429 to 3,370) in the context of a smaller overall workforce. However, the percentage of minority employees actually rose by 2.76 percent despite the State's reduction in force. In 2016, the share of Executive Branch positions held by persons of color grew from 21.7 percent to 22.3 percent, an increase of 2.76 percent from the previous year. Conversely, the share of Executive Branch positions held by white persons shrank from 78.3 percent to 77.7 percent, a decrease of 0.77 percent for the year. Alaska's first peoples, Alaska Natives, continue to be the most underrepresented group in the Executive Branch workforce by 6.9 percent. The percentage of minorities in the highest echelon of public service – executives – is at 9.9 percent.

There are currently 7,343 women employees in the Executive Branch, a decrease from last year's report of 7,673 women. There continues to be a higher percentage of women in our workforce compared to the Alaskan Civilian Labor Force. Women continue to have the highest concentration in "Administrative Support" positions at 81.0 percent, increasing 0.4 percent from last year. Women in higher paying jobs (range 18 and above) have increased and are now at the highest percentages on record at 49 percent. Moreover, this year's report shows the highest number of women executives on record at 42.1 percent.

The 2017 Progress Report shows modest improvement for both women and minorities in the Executive Branch, but additional change is warranted particularly in areas of "occupational segregation."

¹¹ The Civilian Labor Force (CLF) is defined as all non-institutionalized civilians aged 16 and older who are either working or looking for work (unemployed).

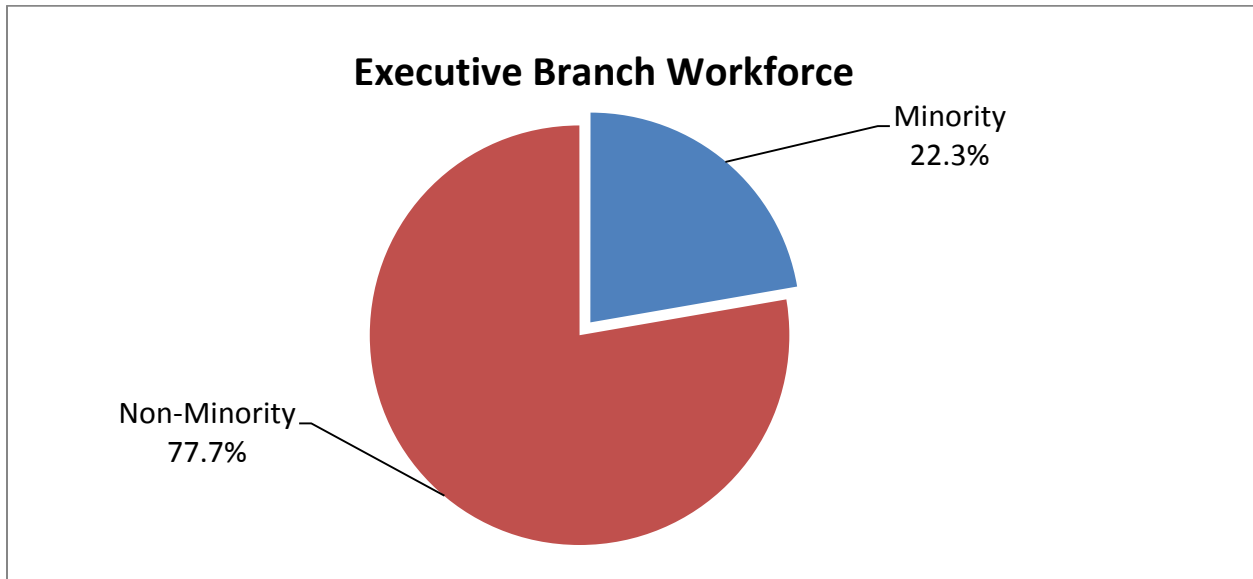
V. Minority Employment in the Executive Branch

A. Current Outlook

Employees from minority groups now comprise 22.3 percent of the State’s Executive Branch workforce. This represents the highest percentage on record. Moreover, data reveals that as the state’s number of public employees is declining, the percentage of our minority employees showed modest improvement from 21.7 percent last year. For wider comparison, the Federal government reported that its non-white employees made up 35.3 percent of its workforce in Federal fiscal year 2014.¹²

While our workforce is made up of 22.3 percent of minority groups, the U.S. Census reports the Alaskan Civilian Labor Force (CLF) is comprised of approximately 28.8 percent of racial minorities.¹³ (See Exhibits 1 and 2)

Exhibit 1

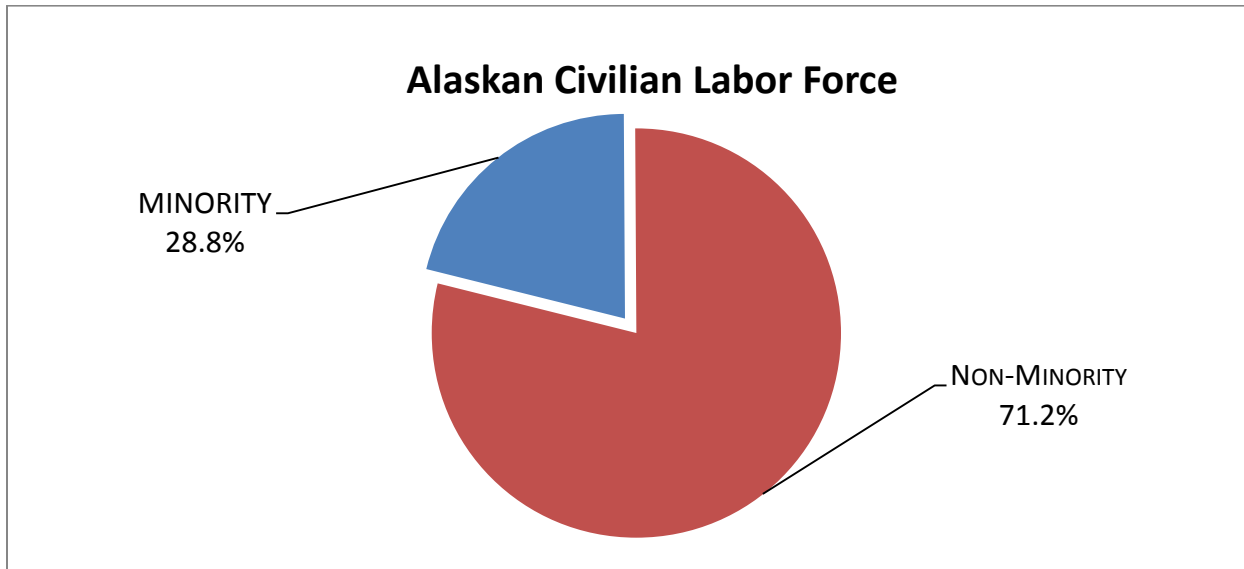


This Progress Report relies on information from the federal U.S. Census Bureau Equal Employment Opportunity Tabulation. This allows us to compare the Executive Branch workforce numbers to current labor force data. The U.S. Census Bureau uses American Community Survey data for its EEO Tabulation.

¹² Source: U.S. Office of Personnel Management, Federal Equal Opportunity Program Report.

¹³ Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data). Note: "White" included Census categories of "white alone" and "white alone/Hispanic or Latino."

Exhibit 2



It is important to note that data from the U.S. Census Bureau is reported on the basis of a different set of race/ethnic categories than that which has been required by the U.S. Equal Employment Opportunity Commission (EEOC). The U.S. Census Bureau allowed respondents to report one or more race categories to indicate their racial identities (e.g., a person could indicate they were *both* Black and Asian). The U.S. Census Bureau also recorded ethnicity – Hispanic or Latino – in addition to race.

The federal EEOC, however, has required the State to capture employee ethnicity and race data in five specific (single) categories: ¹⁴

- 1) American Indian or Alaska Native;
- 2) Asian or Pacific Islander;
- 3) Black/Non-Hispanic;
- 4) Hispanic; and
- 5) White/Non-Hispanic.

Starting this year (2017), the EEOC has changed its requirements and now requires data to be captured in expanded race/ethnicity categories: ¹⁵

- 1) Alaska Native or Native American (Not Hispanic or Latino);
- 2) Asian (Not Hispanic or Latino);

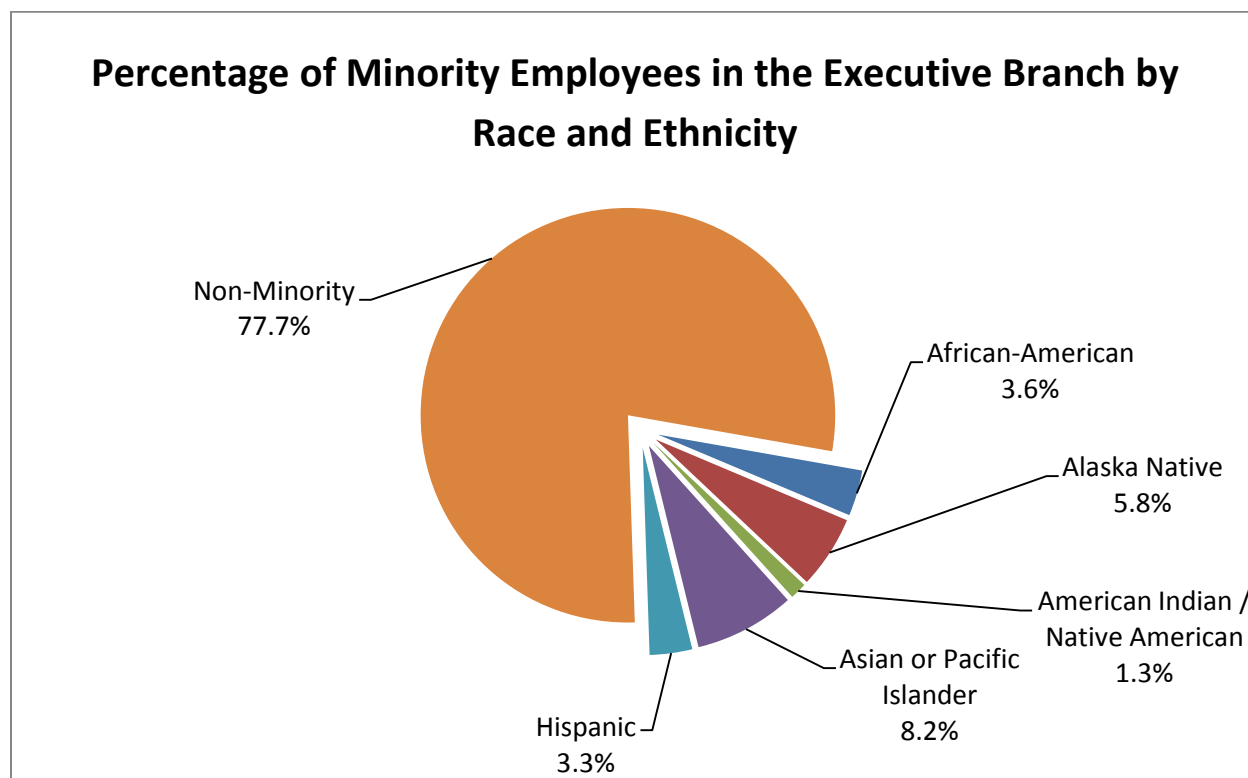
¹⁴ For definitions of these race and ethnic categories, please see Appendix on Page 33 of this Report.

¹⁵ For definitions of the new race and ethnic categories, please see Appendix on Page 34 of this Report.

- 3) Native Hawaiian or Pacific Islander (Not Hispanic or Latino);
- 4) Black or African American (Not Hispanic or Latino);
- 5) White (Not Hispanic or Latino);
- 6) Two or More Races (Not Hispanic or Latino); and
- 7) Hispanic or Latino.

These changes will be reflected in next year’s 2018 EEO Progress Report. Because of the different categories of information collected, general comparisons can be made but caution must be taken when directly comparing the data.¹⁶

Exhibit 3



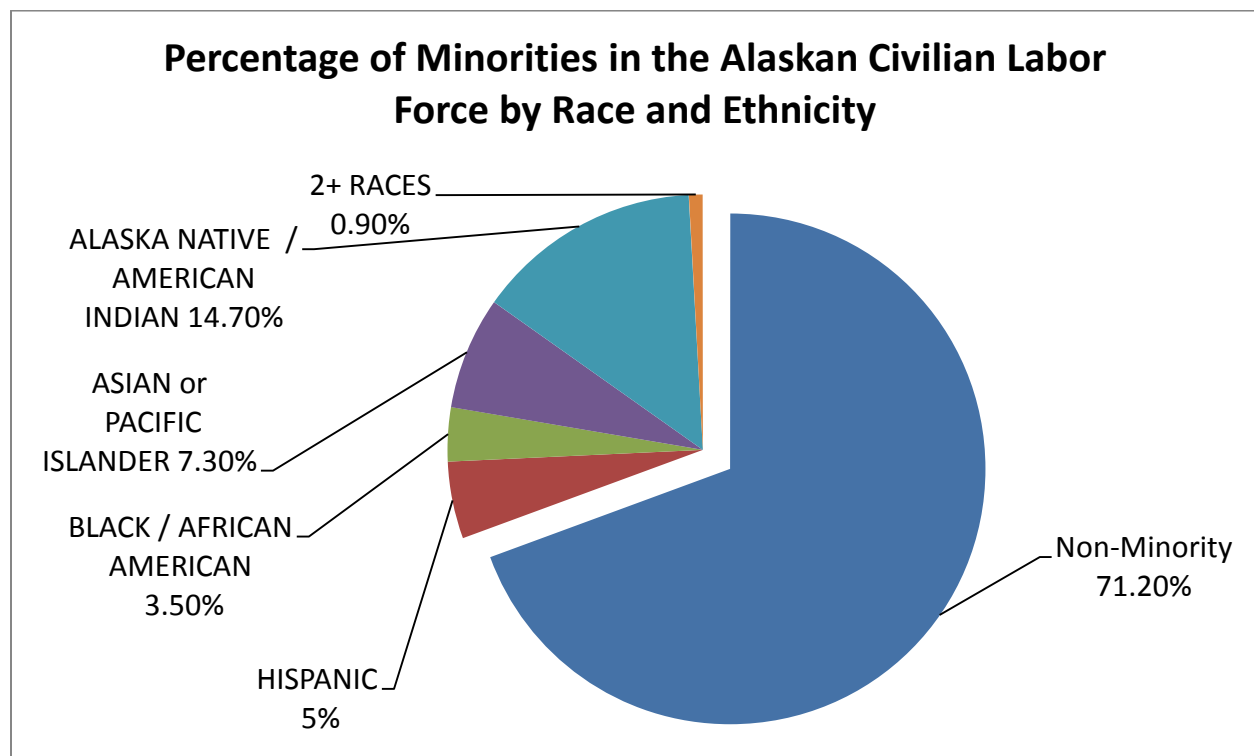
As reported last year, the Executive Branch is not underrepresented in employees who are “Asian or Pacific Islander” or “African-American/Black.”

¹⁶ When combining race/ethnic groups in the U.S. Census Bureau data to coordinate with State of Alaska employee data, the following Census groups were combined: Black/African American included "Black non-Hispanic" and "Black & White non-Hispanic;" White included "White alone" and "White alone/Hispanic or Latino;" Asian/Pacific Islander included "Asian non-Hispanic," "Native Hawaiian or Pacific Islander non-Hispanic," and "Asian & White non-Hispanic;" and American Indian/Alaska Native (AIAN) included "AIAN non-Hispanic" and "AIAN & White non-Hispanic."

Overall in the Executive Branch workforce, Hispanic employees are underrepresented by 1.7 percentage points. (See Exhibits 3 and 4)

Alaska Native peoples continue to be the most underrepresented group in the Executive Branch workforce, by 7.6 percentage points.¹⁷ There was slight increase in the percentage of Alaska Native employees in 2016, representing 871 Alaska Native employees. Alaska Native peoples are made up of many distinct cultures. Most Alaska Native peoples live in rural Alaska although the urban Native population has grown.¹⁸ While more than half of Alaska's indigenous people live in villages or regional hubs, over 85 percent of Executive Branch employees work in urban Alaska.

Exhibit 4¹⁹



¹⁷ 7.6 percentage points is found by adding Alaska Native and American Indian/Native American percentages found in Exhibit 3 (7.1 percent) and subtracting the result from the percentage of Alaska Native/American Indians found in Exhibit 4 (14.7 percent).

¹⁸ Source: Alaska Economic Trends, Volume 33, Number 4, April 2013.

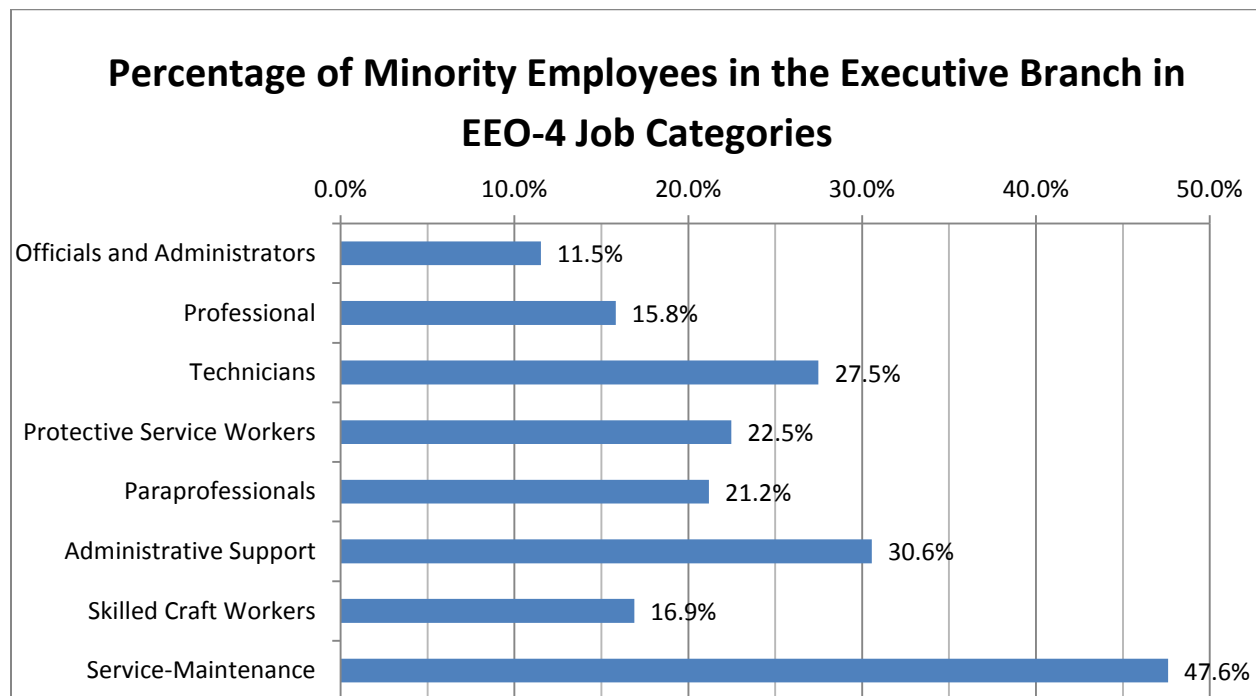
¹⁹ U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data). Due to methodology, percentages do not add to 100. Also, "2+ Races" includes "Alaska Native or American Indian and Black/non-Hispanic).

To truly get a picture of the status of minorities in State government, it is important to look at their distribution within the workforce. The most current data shows improvement of non-white employees in higher level positions as shown in the EEOC's eight job categories:

- 1) Officials and Administrators
- 2) Professionals
- 3) Technicians
- 4) Protective Service Workers
- 5) Paraprofessional
- 6) Administrative Support
- 7) Skilled Craft Workers
- 8) Service-Maintenance Workers

These job categories reflect different levels of job opportunity and are used by the EEOC in conjunction with other labor force data to identify possible patterns of exclusion and discriminatory practices.²⁰ The EEOC requires state and local governments to submit biennial reports (EEO-4 Survey) showing the representation of men and women in each racial/ethnic group in these eight job categories.

Exhibit 5



²⁰ For definitions of each job category, please see Appendix starting on Page 35 of this Report.

Exhibit 5 shows the current percentage of minorities in the job categories that are defined by the EEOC.

Service-Maintenance workers continue to comprise the largest concentration of minority employees at 47.6 percent. While minorities currently make up 22.3 percent of our workforce and approximately 28.8 percent of the Alaskan Civilian Labor Force (CLF), they represent 11.5 percent and 15.8 percent of the “Officials and Administrators” and “Professional” job groups, respectively.

In the past year, the distribution of minority employees showed continued modest improvement, most notably in the EEO-4 Job Category of “Paraprofessionals,” which climbed to 21.2 percent from 19.7 percent. The lone decline was experienced in the “Protective Service Workers” category, at just 0.9 percent.

For a breakdown of EEO-4 Job Categories by Department, please see Section D of the Appendix, starting on Page 35.

Exhibit 6

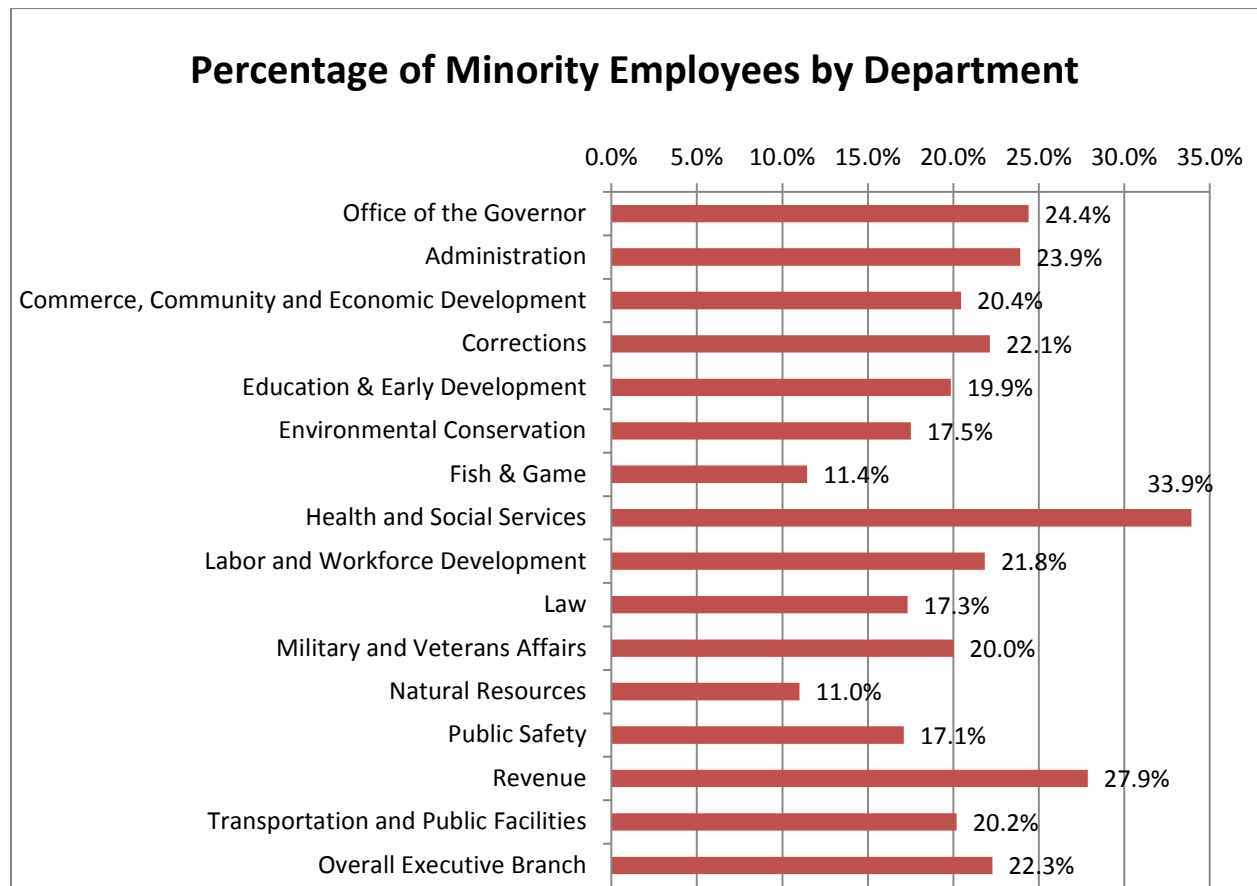


Exhibit 6 shows the current percentages of minorities in each of the 15 departments in the Executive Branch. Ten of the departments showed increases in the percentage of minority employees, with an 11th unchanged. The Department of Commerce, Community and Economic Development experienced the greatest increase (11.5 percent); and with Labor and Workforce Development (7.9 percent), Environmental Conservation (6.7 percent), Public Safety (6.2 percent), and the Office of the Governor (6.1 percent) also experiencing gains above 6.0 percent. Four departments experienced decreases, with losses above 1.0 percent by the Departments of Military and Veterans Affairs (-8.7% percent) and Natural Resources (-6.0 percent).

Examining the distribution of minorities in higher level and higher paying jobs also provides information about the status of minority employees in State government. Exhibits 7 and 8 show the percentage of minority employees in pay ranges 18 and above. Positions in this category represent over 5,100 jobs that include mostly non-appointed senior professional and managerial levels.

Exhibit 7

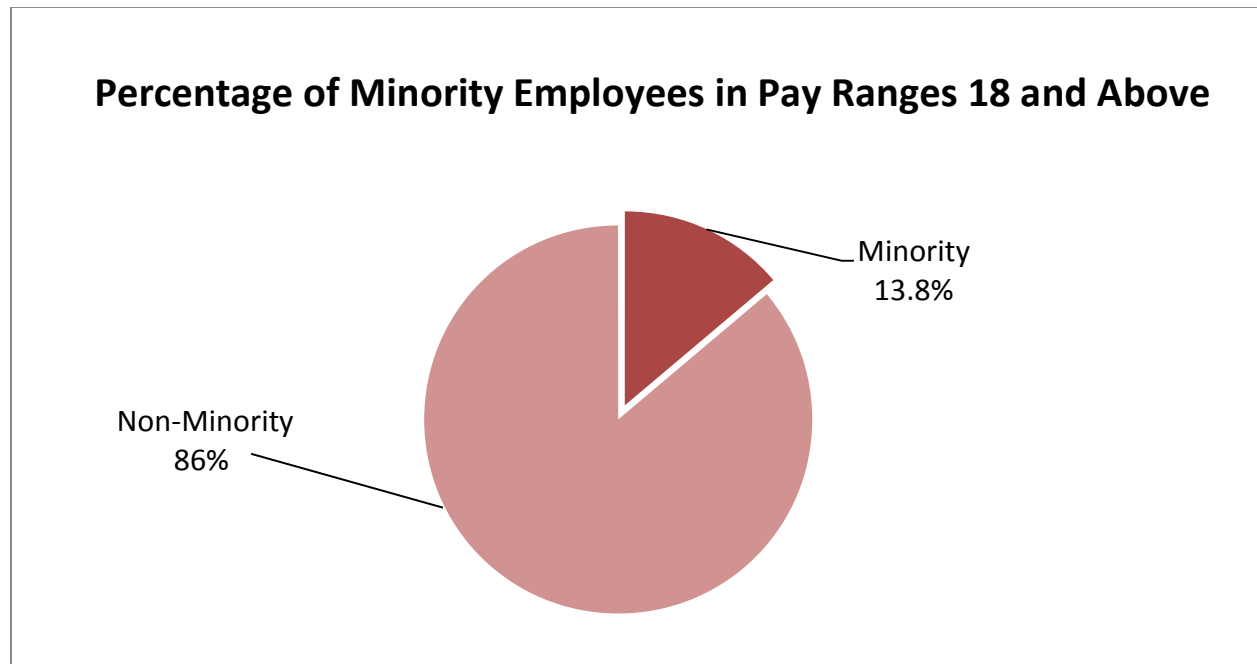
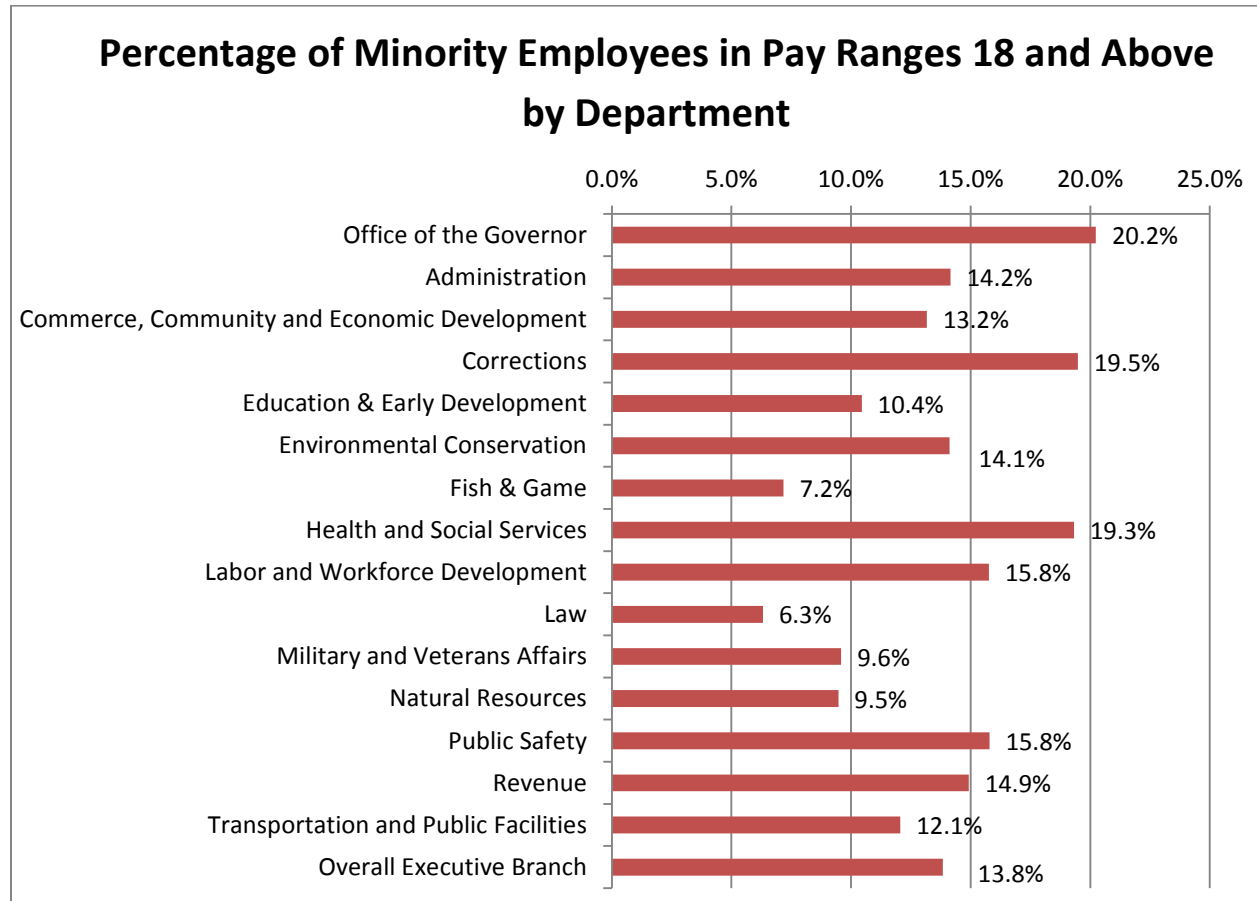


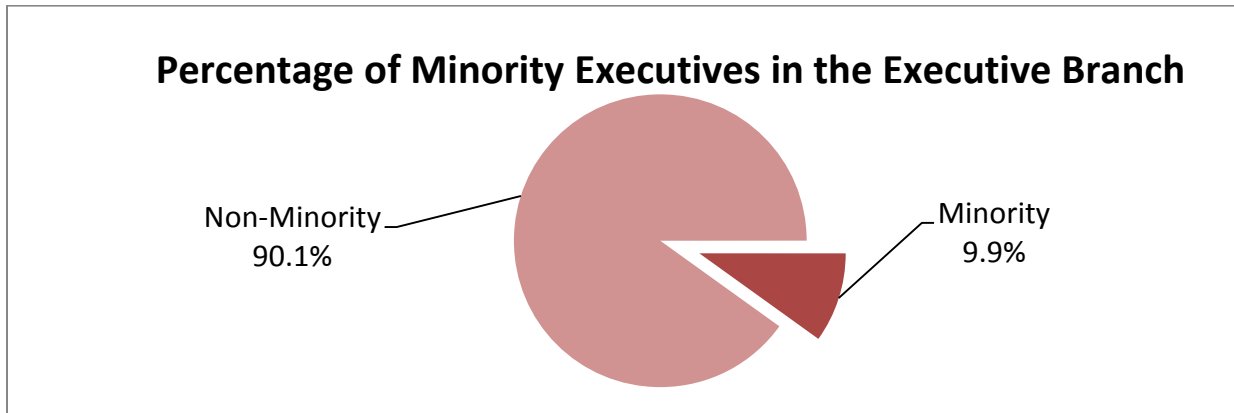
Exhibit 8



Overall in the Executive Branch, the percentage of minority employees in these higher paying positions increased from 13.1 percent to 13.8 percent, representing a total of 710 employees in pay ranges 18 and above positions.

Exhibit 8 shows the current percentages of minority employees in pay ranges 18 and above in each of the 15 departments. Thirteen departments increased their percentages. Four departments, led by the Office of the Governor (16.8 percent), Natural Resources (14.6 percent), Revenue (13.7 percent), and Corrections (13.4 percent) experienced increases above 5.0 percent. Two departments experienced decreases: Law (-13.7 percent) and Fish and Game (-10.0 percent). As of June 30, 2016, the State had 710 minority employees in pay ranges 18 and above, an improvement over last year's reported 692 employees.

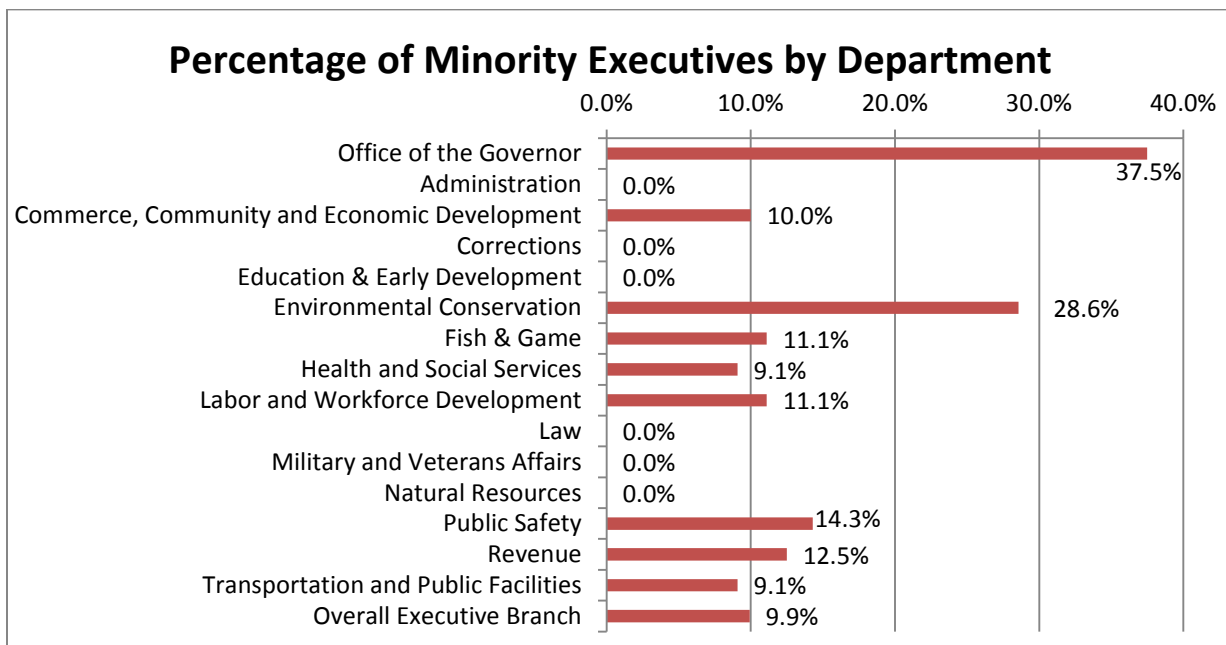
Exhibit 9



Exhibits 9 and 10 reflect data from only 121 executive positions of the Walker Administration as of June 30, 2016. This group consists of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Six of the 15 departments did not have any high-level minority executives. The overall percent of minority executives decreased from last year's 11.4 percent to this year's 9.9 percent. Given the small number of such positions, however, this decrease represents a decline of just two individuals during the year. It should also be noted that Lieutenant Governor Bryon Mallott, who took office in 2014, is Alaska's first Tlingit to hold that high office.

Exhibit 10



B. Historical Trends: 1990 to Present

This year, the State extended its decades-long trend of increasing minority employment within its Executive Branch. As depicted in Exhibits 11 and 12, the State set new record highs with both the percentage of minority employees within the Executive Branch (22.3 percent, up 2.8 percent from the prior year) and the percentage of minority employees in pay ranges 18 and above (13.8 percent, up 5.3 percent). While these upward trends are positive, comparisons to labor force data show more improvement is needed.

Exhibit 11

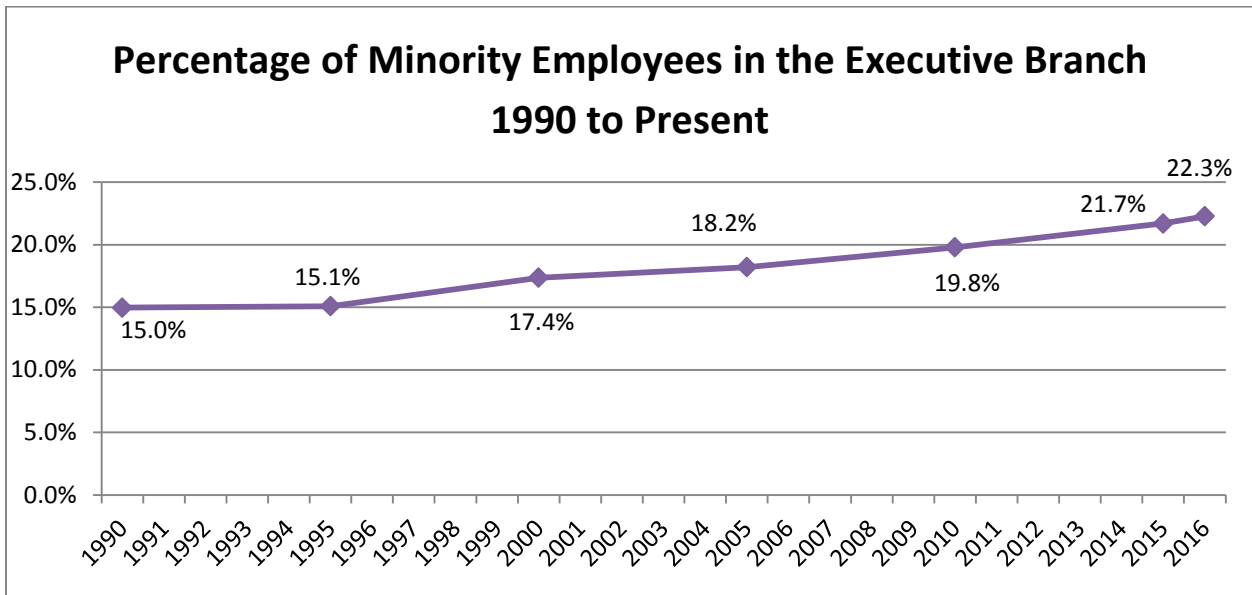


Exhibit 12

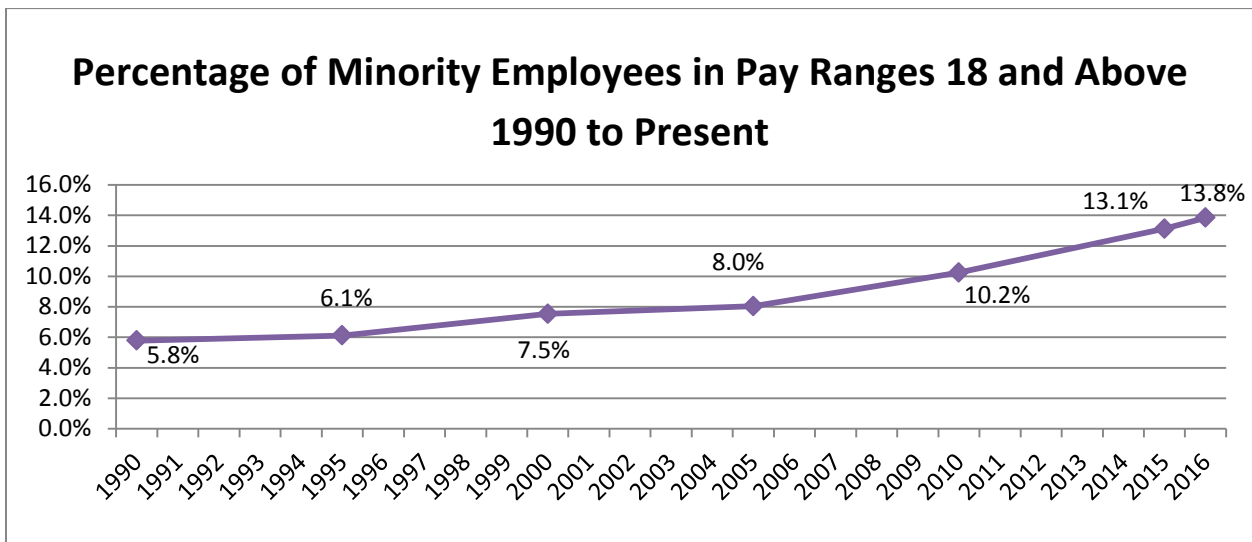
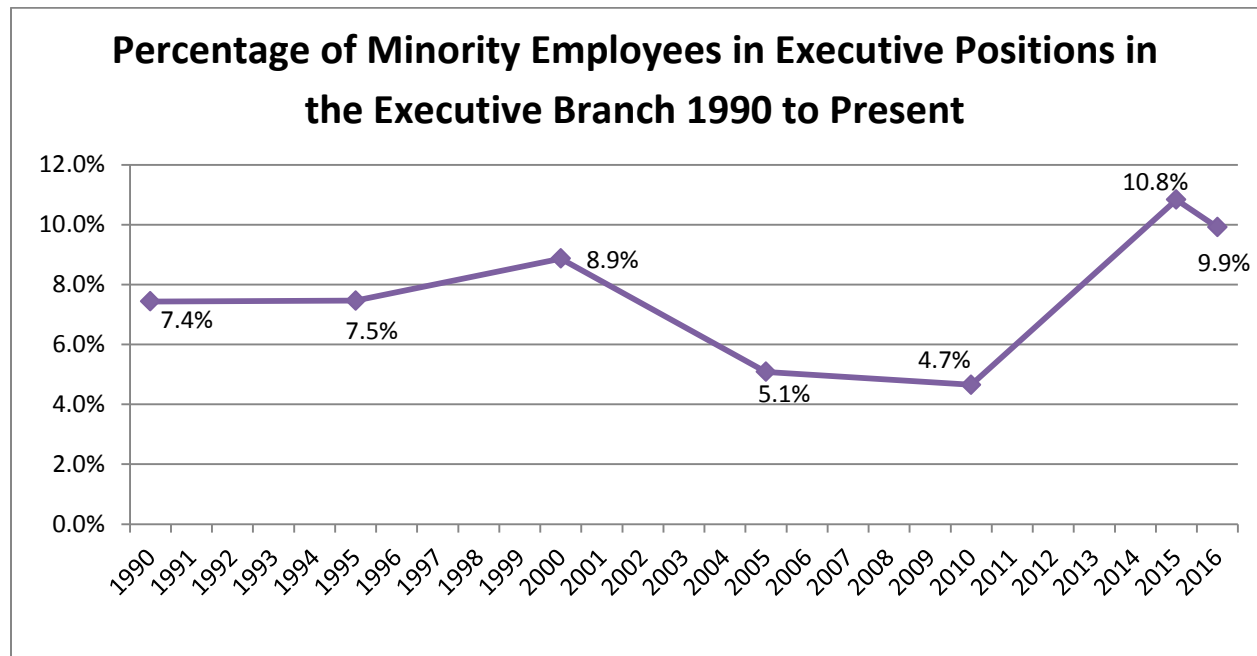


Exhibit 13 shows the share of minorities holding positions in the highest echelon of state service – executives – from 1990 to 2016 with data points collected at five-year increments. This small group, numbering just 121 positions, is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Exhibit 13



The State of Alaska has had six Governors during this time frame period: Walter Hickel (1990 to 1994), Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2015), and Bill Walker (2015 to present).

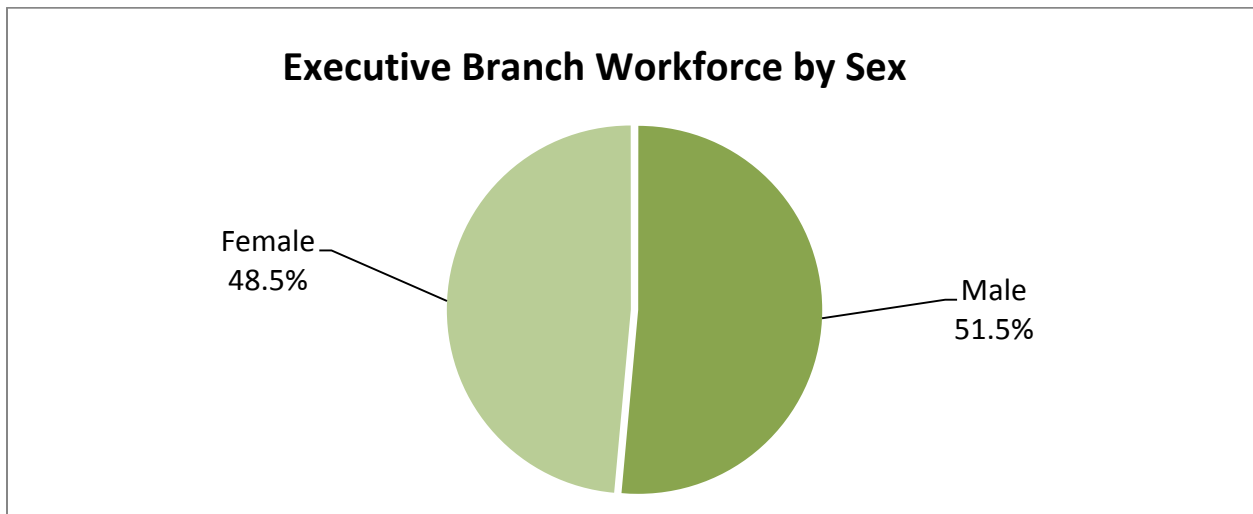
The percentage of minorities in the highest echelon of public service – executives – as of June 30, 2016 is 9.9 percent, representing 12 minority executives. While this represents a 3.3 percent decrease from the preceding year, it represents a decrease of just two persons.

VI. Women in the Executive Branch Workforce

A. Current Outlook

Women comprise 48.5 percent of the State’s Executive Branch workforce. There are currently 7,343 women employees in the Executive Branch. This reflects a tiny decrease from last year’s report, when 7,673 women made up 48.6 percent of a workforce that has shrunk 4.3 percent in the past year. For comparison, the Federal government reported that its women employees made up 43.2 percent of its workforce in Federal fiscal year 2014.²¹

Exhibit 14



The American Community Survey’s data put Alaska’s total female population for 2016 at 357,685. By population, females represent 48.3 percent of the State.²²

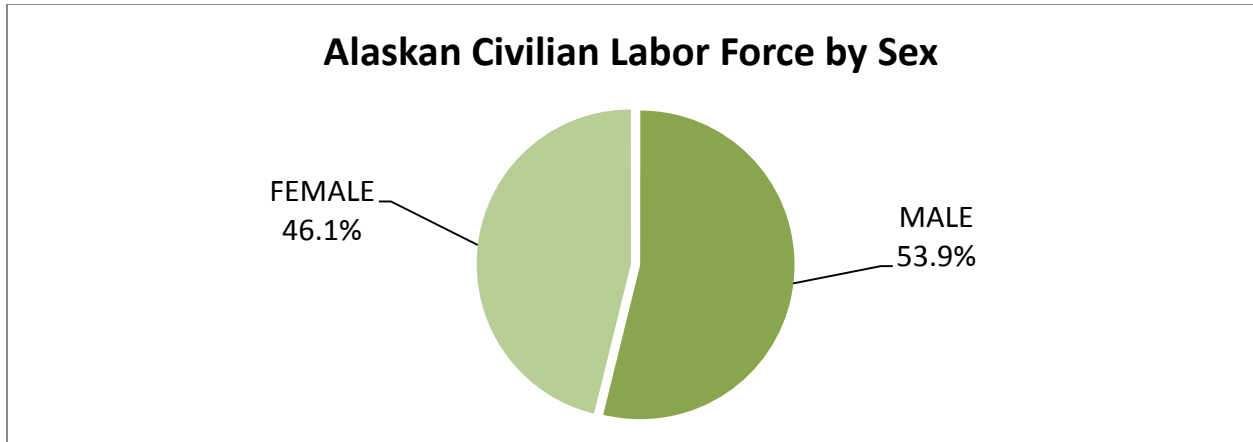
The most current data available put women at 46.1 percent of the Alaskan Civilian Labor Force, still below the State’s Executive Branch workforce at 48.5 percent. (See Exhibits 14 and 15) Aggregate data from all 50 states show women make up 45.7 percent of state and local government workforces nationwide.²³

²¹ U.S. Office of Personnel Management, Federal Equal Opportunity Program Report.

²² Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau.

²³ U.S. EEOC, State Government Information (EE0-4) 2013, National Employment Summary for full-time positions.

Exhibit 15²⁴



To truly get a picture of the status of women in State government, it is important to look at their distribution within the workforce.

Both historically and today, women in State government have been concentrated in lower paying clerical positions, in health-care related jobs or, and in professional fields such as nursing, human resource management, and social work. It is also important to note that women make up a majority of the Executive Branch's *minority* workforce, at 57.4 percent. But the distribution of women throughout the workforce continues to improve.

Exhibit 16 shows the breakdown of men and women minority employees in each of the federal government's eight job categories. Those job categories are:

1. Officials and Administrators
2. Professionals
3. Technicians
4. Protective Service Workers
5. Paraprofessionals
6. Administrative Support
7. Skilled Craft Workers
8. Service Maintenance

The job categories reflect different levels of job opportunity and are used by the EEOC along with other labor force data to identify possible patterns of exclusion and discriminatory practices.²⁵

²⁴ Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data).

Exhibit 16

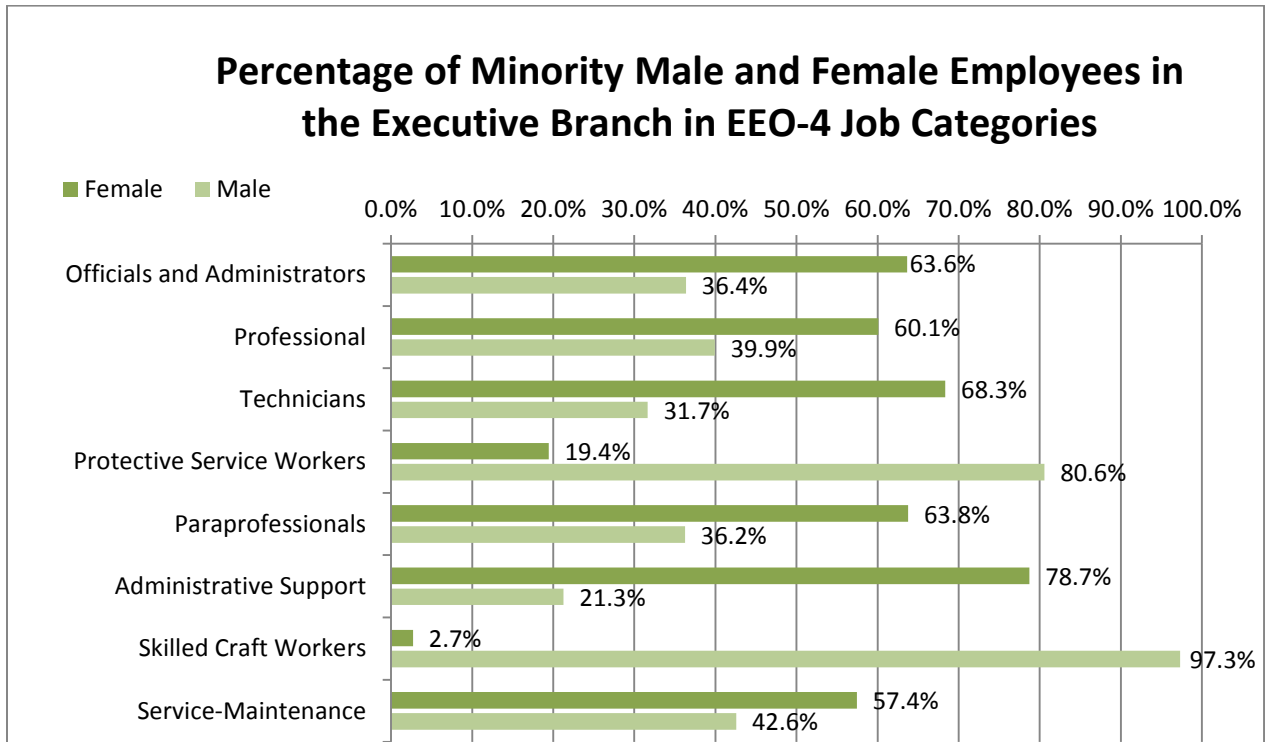
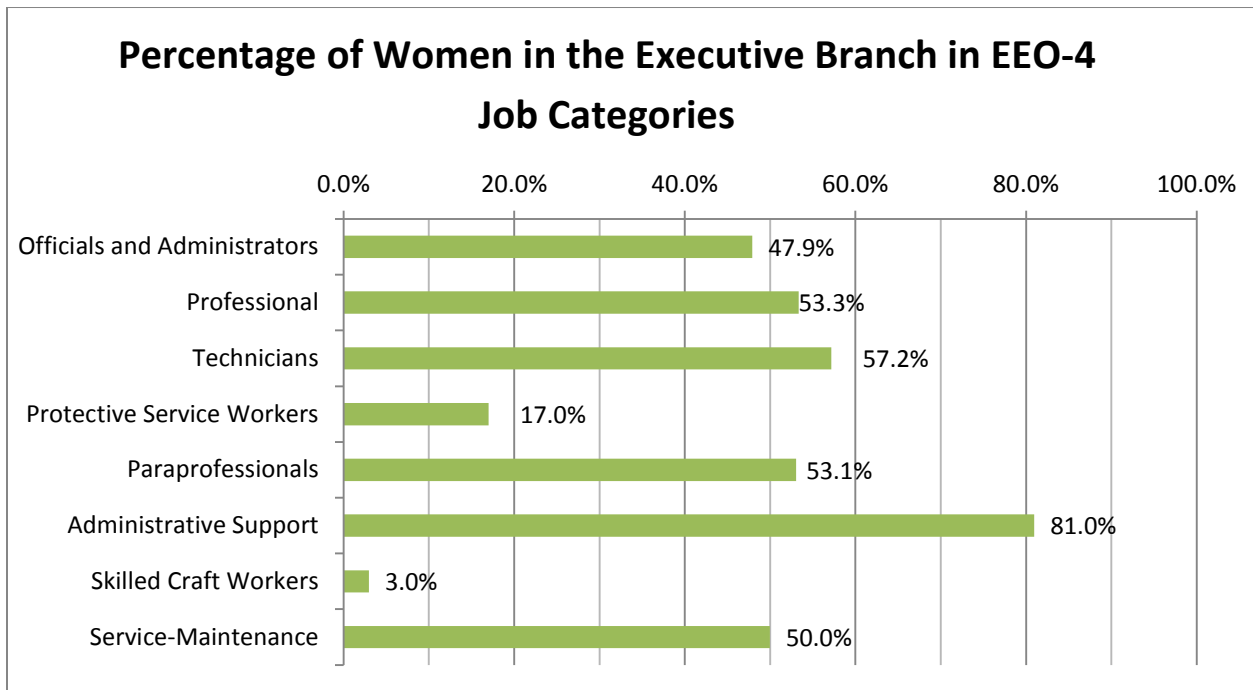


Exhibit 17

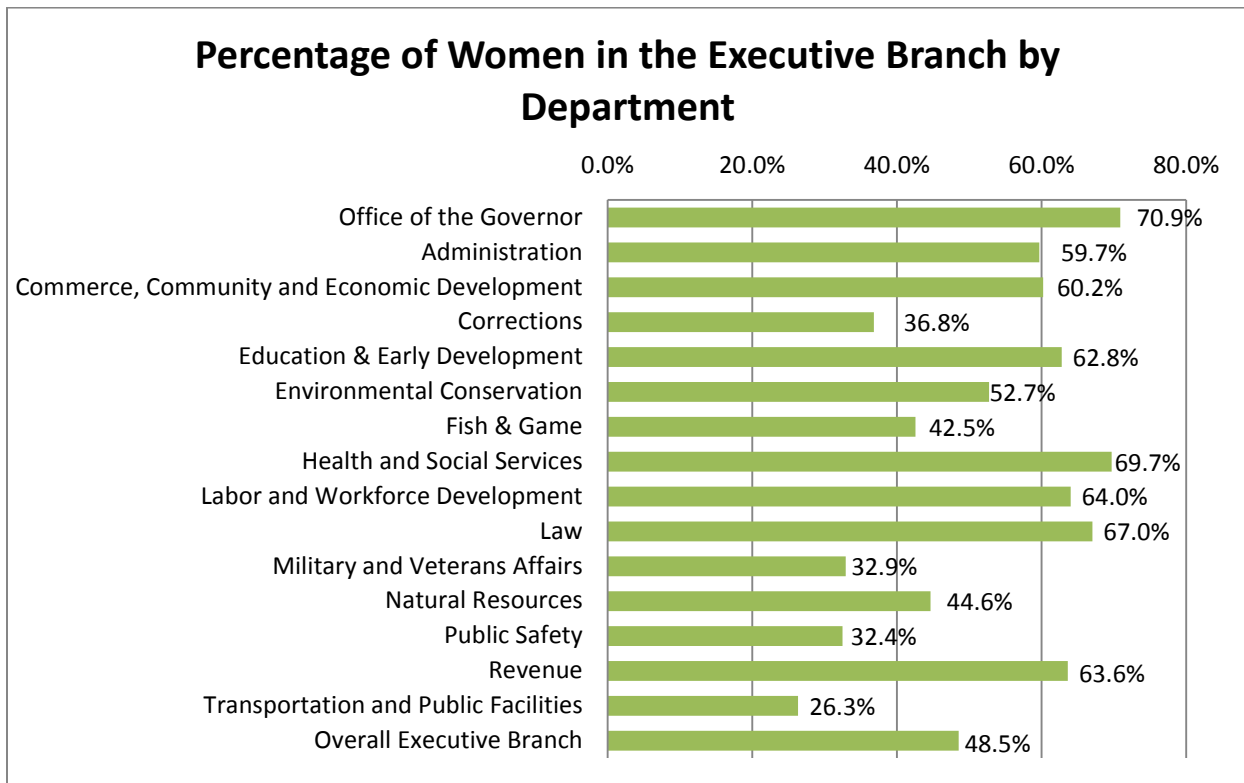


²⁵ For definitions of each job category, please see Appendix, starting on Page 35 of this Report.

Exhibit 17 shows the current distribution of all women in the Executive Branch in each job category. Women represent 47.9 percent of “Officials and Administrators.” Women continue to have the highest concentration in “Administrative Support” positions at 81.0 percent, increasing 0.4 percent from last year. Women – at 53.3 and 53.1 percent respectively – are well represented in the “Professionals” and “Paraprofessionals” job categories. Women have made little progress in the “Protective Service Workers” category in 20 years, and saw their share of that category fall by 1.2 percent this year.

For a breakdown of EEO-4 Job Categories by Department, please see Section E of the Appendix, starting on Page 39.

Exhibit 18

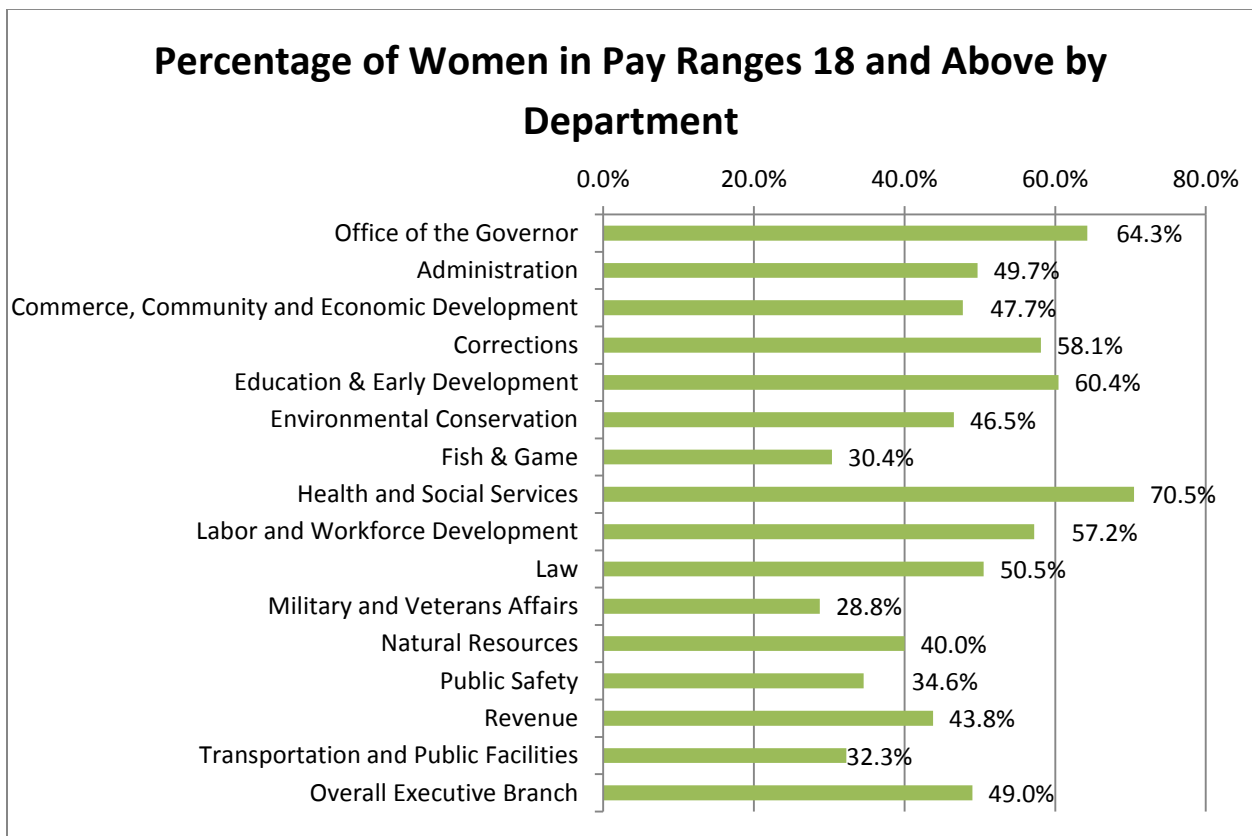


Women continue to dominate in overall percentages in nine of our 15 department. (See Exhibit 18) Women are particularly numerous within the Office of the Governor (70.9 percent) and the departments of Health & Social Services (69.7 percent), Law (67.0 percent), and Labor and Workforce Development (64.0 percent). By comparison, women continue to comprise far smaller shares of the positions within the departments of Corrections (36.8

percent), Military and Veterans Affairs (32.9 percent), Public Safety (32.4 percent), and Transportation and Public Facilities (26.3 percent).

More interesting is to see the distribution of women in the workforce for pay range 18 and above. Exhibit 19 shows the percentage of women employees in these higher level positions. The Executive Branch has 5,128 positions in pay ranges 18 and above, down 2.7 percent from last year’s sum of 5,270 such positions. These positions are largely non-appointed professionals and managerial level employees.

Exhibit 19

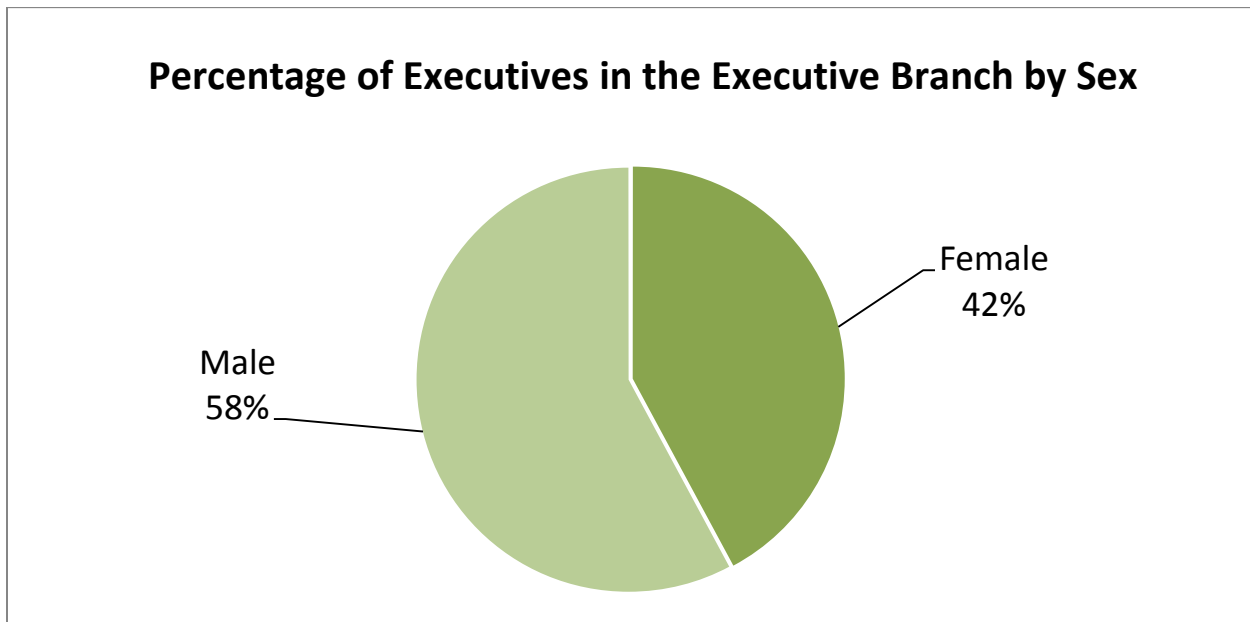


As depicted in Exhibit 19, women hold a majority of these positions in six of the 15 department categories. Led by the Department of Health and Social Services, (70.5 percent), women are also particularly well-represented in such positions within the Office of the Governor (64.3 percent) and the departments of Education and Early Development (60.4 percent), Corrections (58.1 percent), and Labor and Workforce Development (57.2 percent). By contrast, women hold significantly fewer positions in pay ranges 18 and above within the departments of Public Safety (34.6 percent), Transportation and Public

Facilities (32.3 percent), Fish and Game (30.4 percent), and Military and Veterans Affairs (28.8 percent).

Exhibits 18 and 19 reveal some interesting features regarding each department's share of positions held by women and the share of positions in pay ranges 18 and above held by women. In 11 of the 15 departments, women are less represented, in varying degrees, among the higher paying positions than they are within the department as a whole. At one extreme, while women hold fully 63.6 percent of the positions within the Department of Revenue, they hold only 43.8 percent of the better paying positions. At the other extreme, within the Department of Corrections, women hold only 36.8 percent of the positions, but hold 58.1 percent of the positions in the higher pay ranges.

Exhibit 20

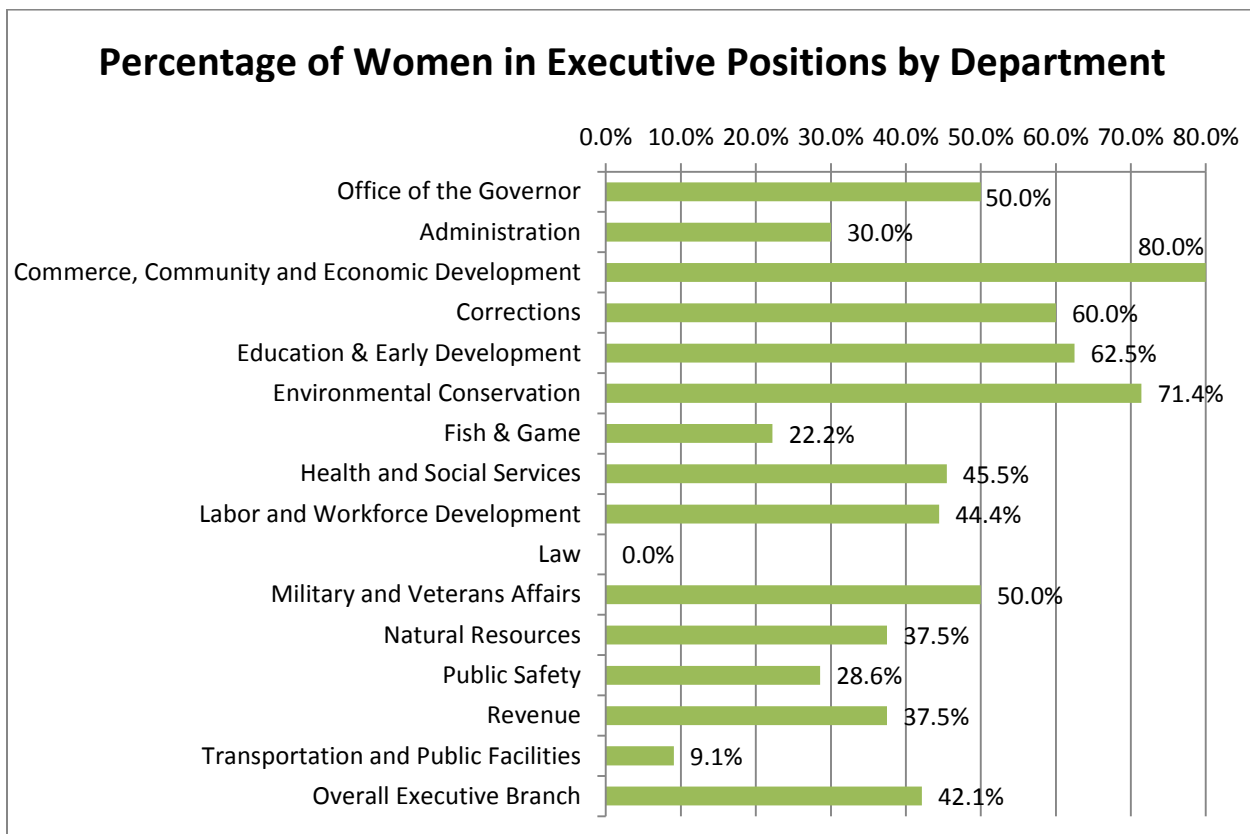


Exhibits 20 and 21 represent *only* 121 positions²⁶ in the Executive Branch of the Walker Administration as of June 30, 2016. This group of executives is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. This year, 51 of the 121 executive positions were held by women, an increase of three women in executive positions despite the loss this year of two such positions. Expressed as a percentage, women this year held 42.1 percent of the executive positions, up from 39.0 percent noted in last year's report.

²⁶ Prior progress reports conveyed data from 123 executive positions.

Four of the 15 departments are now headed by women: Commissioner of Health and Social Services Valerie Nurr'araaluk Davidson; Commissioner of Labor and Workforce Development Heidi Drygas; Attorney General Jahna Lindemuth of the Department of Law; and Commissioner of Military and Veterans Affairs Laurel Hummel. Ms. Lindemuth is the second woman to serve as Alaska's Attorney General.²⁷ Ms. Drygas is the third woman to serve as the Commissioner of Labor and Workforce Development. Major General Hummel is also the Adjutant General of the Alaska National Guard and the first woman to hold that position.

Exhibit 21

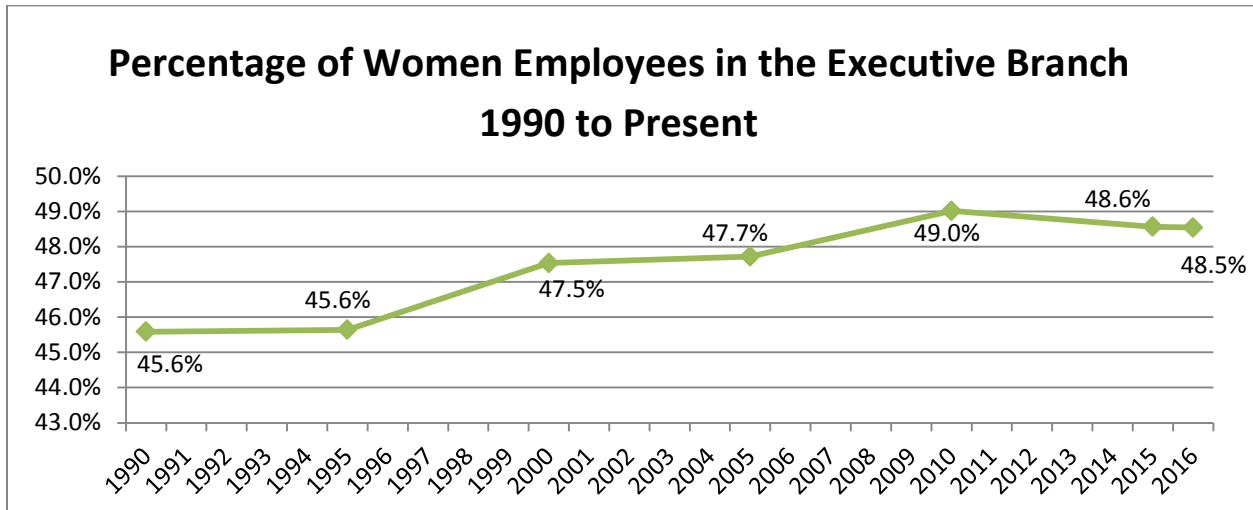


²⁷ Attorney General Jahna Lindemuth was appointed in August 2016. The data draw date for this report is June 30, 2016; and therefore, its exhibits and data do not reflect the new Attorney General's appointment.

B. Historical Trends: 1990 to Present

The exhibits in this section show the trends of women employed in the Executive Branch from 1990 to 2016 with data points collected at five-year intervals.

Exhibit 22



The number of women in the State's overall workforce started to increase in approximately 1995 and now is at 48.5 percent, representing 7,343 women. This represents a slight decline from the peak of 49.0 percent in 2010. Women in higher paying jobs (range 18 and above) have increased throughout the 26-year span and are now at the highest percentages on record. (See Exhibits 22 and 23)

Exhibit 23

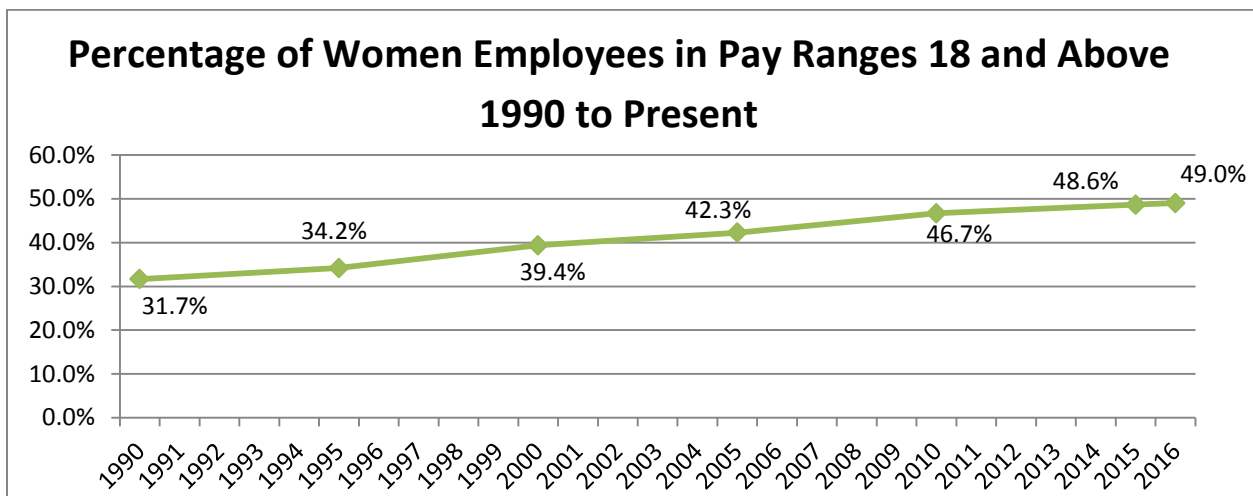


Exhibit 24

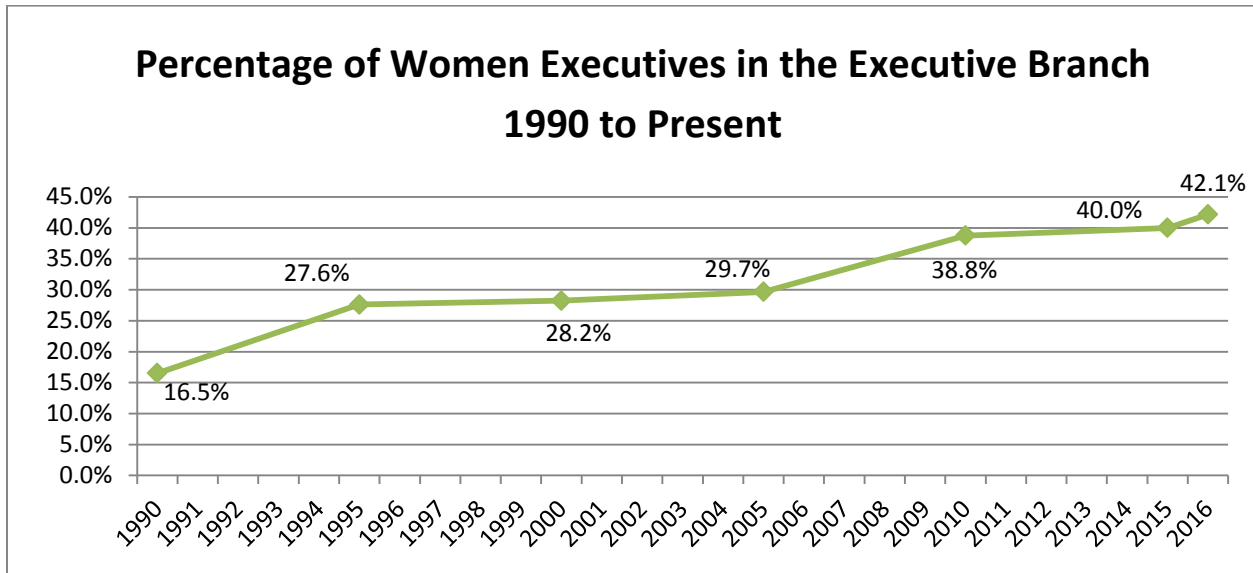


Exhibit 24 shows the percentage of women in the highest echelon of public service – executives – from 1990 to 2016 with data points collected at five-year increments. This small group is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

The State of Alaska has had six governors during this time period: Walter Hickel (1990 to 1994), Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2015), and Bill Walker (2015 to present). Throughout their administrations, overall women gained an increasing share of the executive positions, from just 16.5 percent in 1990 to 42.1 percent this year.

VII. Equal Employment Opportunity Program

The State's Equal Employment Opportunity Program (EEO) is administered by the Director of the Division of Personnel & Labor Relations. The program's mandate includes ensuring departments uphold federal and state civil rights laws and state equal employment opportunity policies.

The EEO Program currently focuses its resources in the following five areas:

Training: In partnership with the Division of Personnel & Labor Relations' Training & Development Unit, staff delivers scheduled and on-request classes to strengthen knowledge and understanding of state EEO policies; state and federal anti-discrimination laws; and workplace diversity. Current open-enrollment courses that emphasize EEO principles include:

- A Respectful Workplace
- Valuing Diversity
- Academy for Supervisors
- Workplace Alaska for Hiring Managers

EEO and AA Consultation and Technical Assistance: Principles of EEO are embedded in most if not all personnel and business practices. The EEO Manager provides input in personnel programs from hiring to exit surveys. EEO staff provides professional guidance to employees and managers statewide on any EEO-related issue. The EEO Manager coordinates, reviews, or determines issues involving EEO-related matters in the workplace including accommodations and bona fide occupational qualifications in the Executive Branch.

Complaint Investigation: EEO staff receives, investigates, and attempts to resolve internal Executive Branch complaints of discrimination in employment from current or former state employees and applicants for state employment. In addition, EEO staff represents Executive Branch agencies in front of state and federal enforcement agencies when formal (external) complaints of employment discrimination are filed.

Outreach: EEO staff serves as liaison between the Executive Branch and state and federal agencies and community groups concerned with EEO in state government employment. In partnership with the Division's recruitment staff, outreach to individuals and groups is also done at job fairs across the state.

EEO and AA Reporting: In partnership with the Employee Planning & Information Center (EPIC), staff prepares workforce reports associated with EEO and Affirmative Action.

Summary of the State's EEO Program History

1980 – Administrative Order 59 issued by Governor Jay S. Hammond establishes the Division of Equal Employment Opportunity.

1983 – Administrative Order 75 issued by Governor Bill Sheffield consists of two parts: the State's EEO policy and procedures for implementing the order.

1984 – Administrative Order 81 issued by Governor Bill Sheffield concerning policy and guidelines prohibiting sexual harassment in employment in the Executive Branch of State government.

1985 – The State EEO Act is enacted under AS 44.19.441 - 44.19.449 and the Office of Equal Employment Opportunity is established in the Office of the Governor.

2003 – Executive Order 104 by Governor Frank Murkowski transferring the function of the administration of the Office of Equal Employment Opportunity from the Office of the Governor to the Department of Administration, Division of Personnel. This action amended Alaska Statute 39 to include a new chapter: Chapter 28 Equal Employment Opportunity Program.

2017 EEO Program Staff

The State's EEO Program is a unit in the office of the Director of Personnel & Labor Relations. Director Kate Sheehan administers the program under Alaska Statute 39.28. Numerous human resource consultants work on EEO issues statewide. Full-time, dedicated program staff:

- ◆ Camille Brill, Human Resource Consultant V, EEO Program Manager
- ◆ Erin M. Collins, Human Resource Consultant II, EEO Specialist
- ◆ Mauria B. Gerdeman, Human Resource Consultant II, EEO Specialist
- ◆ Kelley N. Roberson, Human Resource Consultant I, EEO Specialist

◆ Appendix

A. Pre 2017 Race and Ethnic Category Definitions

Note: The five race and ethnicity categories in this Report stem from federal government standards and are used by federal agencies including the U.S. Equal Employment Opportunity Commission. Up until July 2017, the EEOC's EEO-4 required employee surveys using these five categories. They are designed for collecting data on the race and ethnicity of broad population groups in this country. They are based on social and political considerations – not anthropological or scientific ones. Furthermore, the race categories include both racial and national origin groups. These race ethnicity categories are mandated to change as of July 2017. The new categories are found on the following page (Section B of the Appendix).

Alaska Native or American Indian: All persons having origins in any of the original peoples of the Americas and who maintain cultural identification through tribal affiliation or community attachment. The terms “Alaska Native” and “American Indian” represents many separate groups of people with distinct ethnic and cultures throughout Alaska and the lower forty-eight. Alaska Native peoples include Iñupiaq, Yup'ik/Cup'ik, Alutiiq, Aleut, Eyak, Athabaskan (comprised by eleven cultural and linguistic groups), Tlingit, Haida, and Tsimshian.

African American and Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.

Asian or Pacific Islander: “Asian” refers to all persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This includes, for example, China, India, Japan, Korea, and the Philippine Islands. “Pacific Islander” refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, Mariana Islands, or other Pacific Islands.

Hispanic and Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South America, or other Spanish culture or origin, regardless of race.

White and Caucasian (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

B. Post 2017 Race and Ethnic Category Definitions

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino): A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Alaska Native or Native American (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino): A person who identifies with more than one of the above five races.

C. Job Categories as defined by the U.S. Equal Employment Opportunity Commission

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police, patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a “New Careers” concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Administrative Support (including Clerical and Sales): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and ground keepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

D. Percentage of Minority Employees in Each EEO-4 Job Category Broken Down by Department

Please note that not all departments have employees in every job category.

Exhibit 25

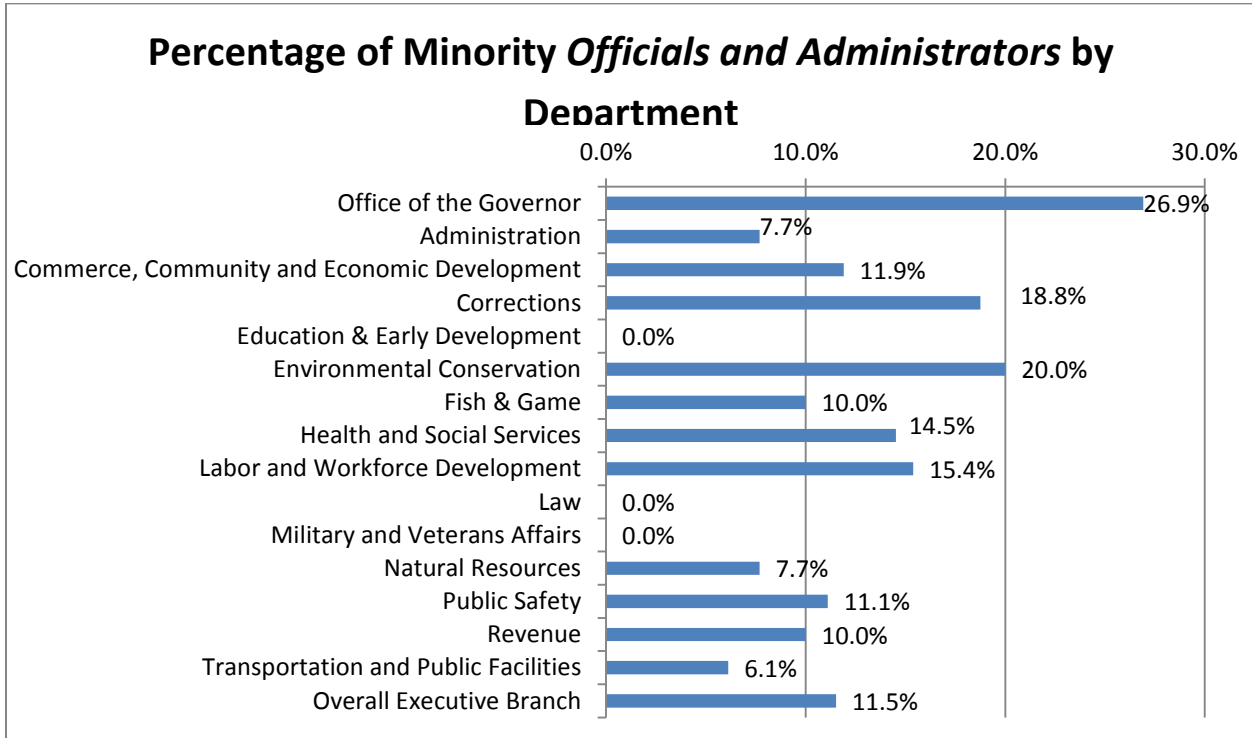


Exhibit 26

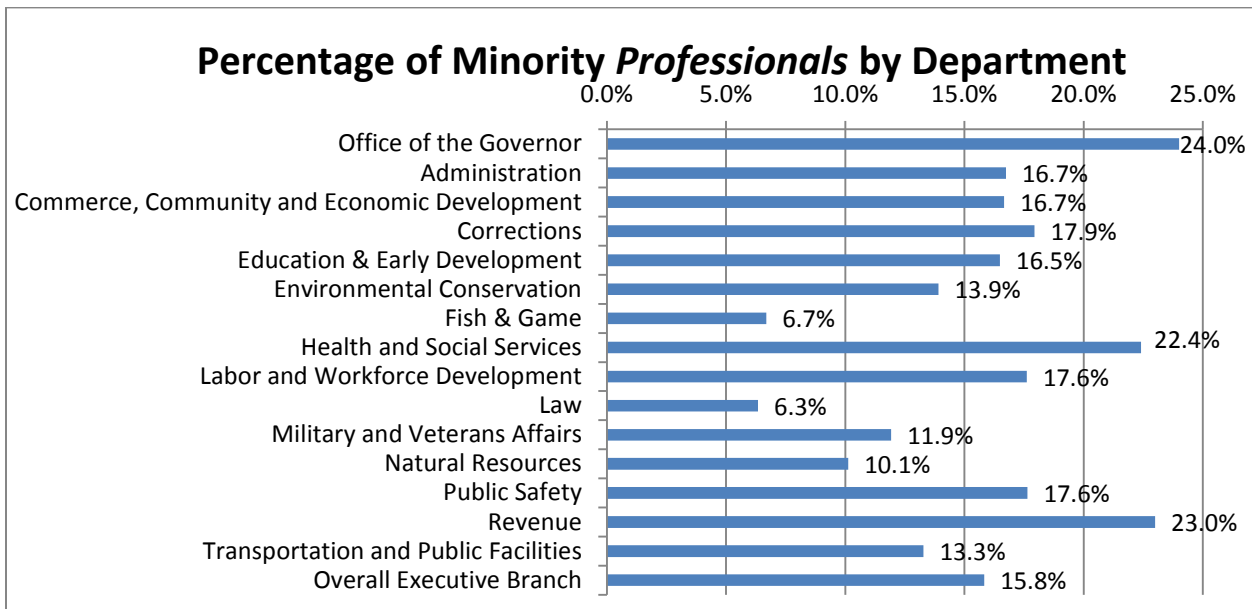


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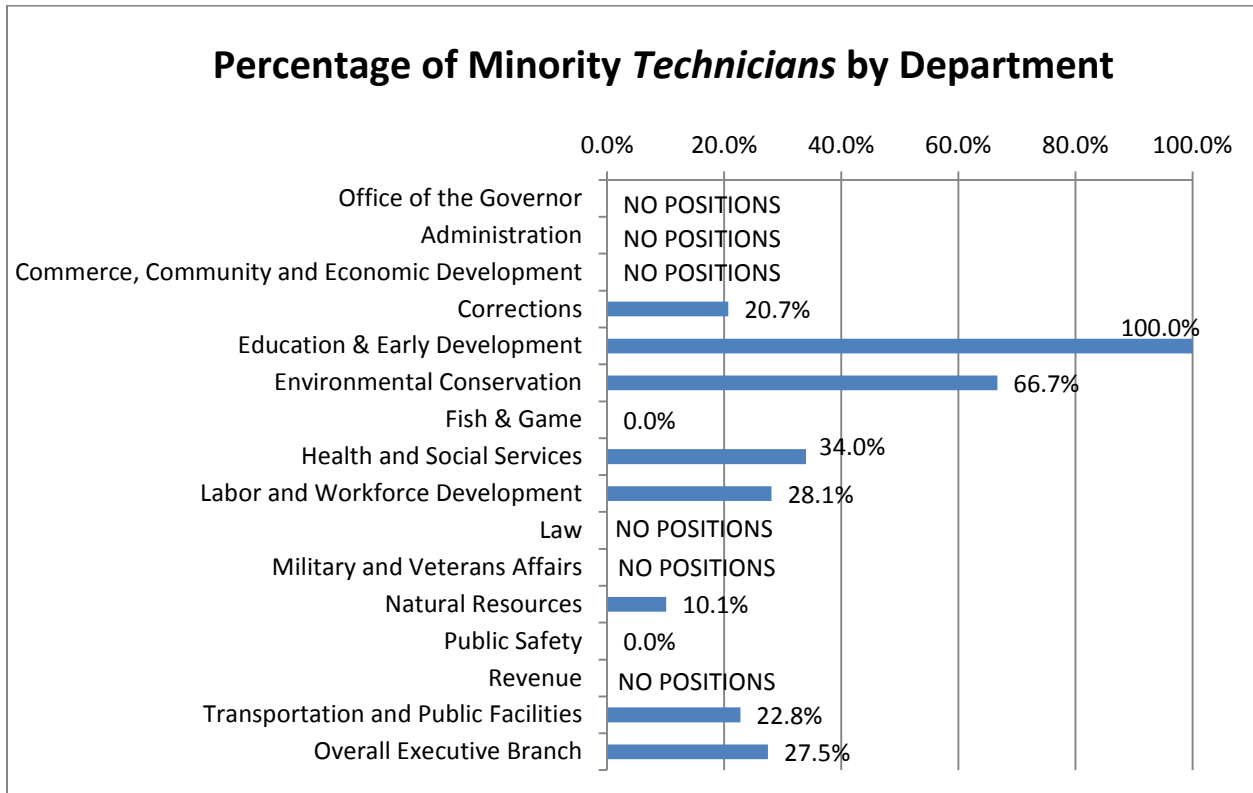


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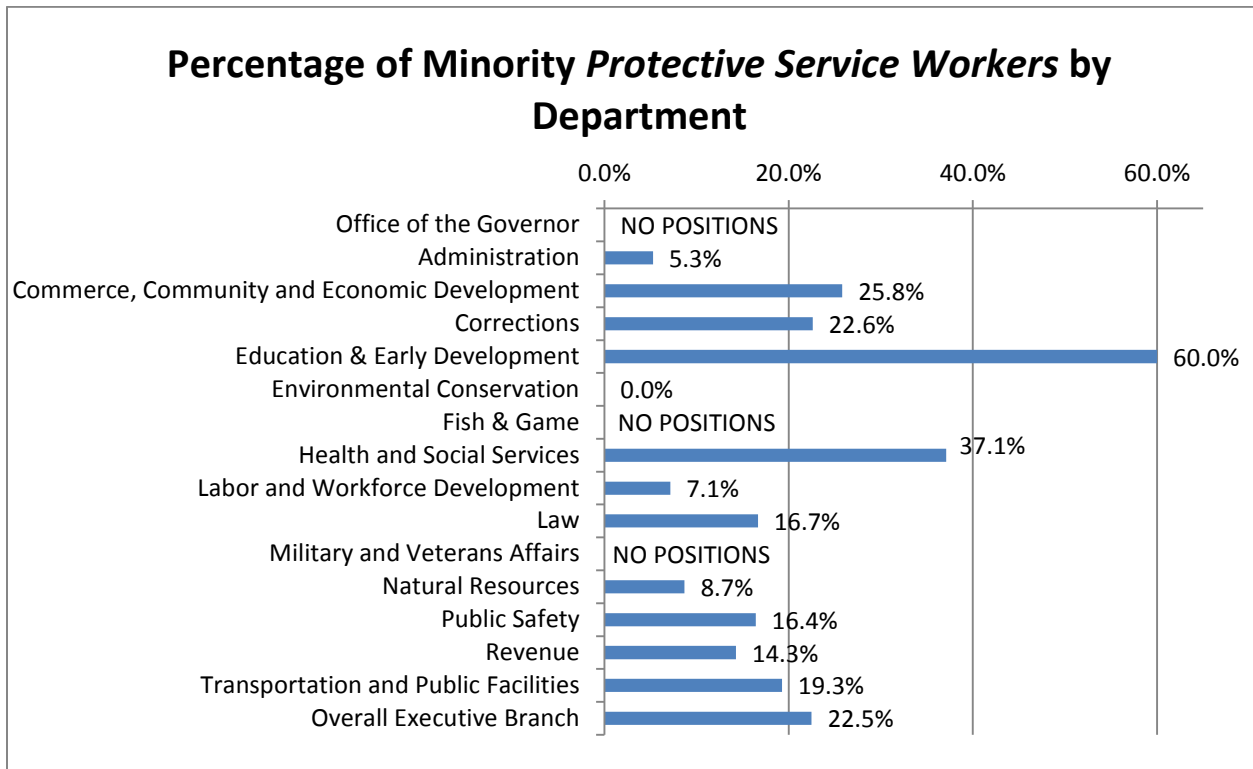


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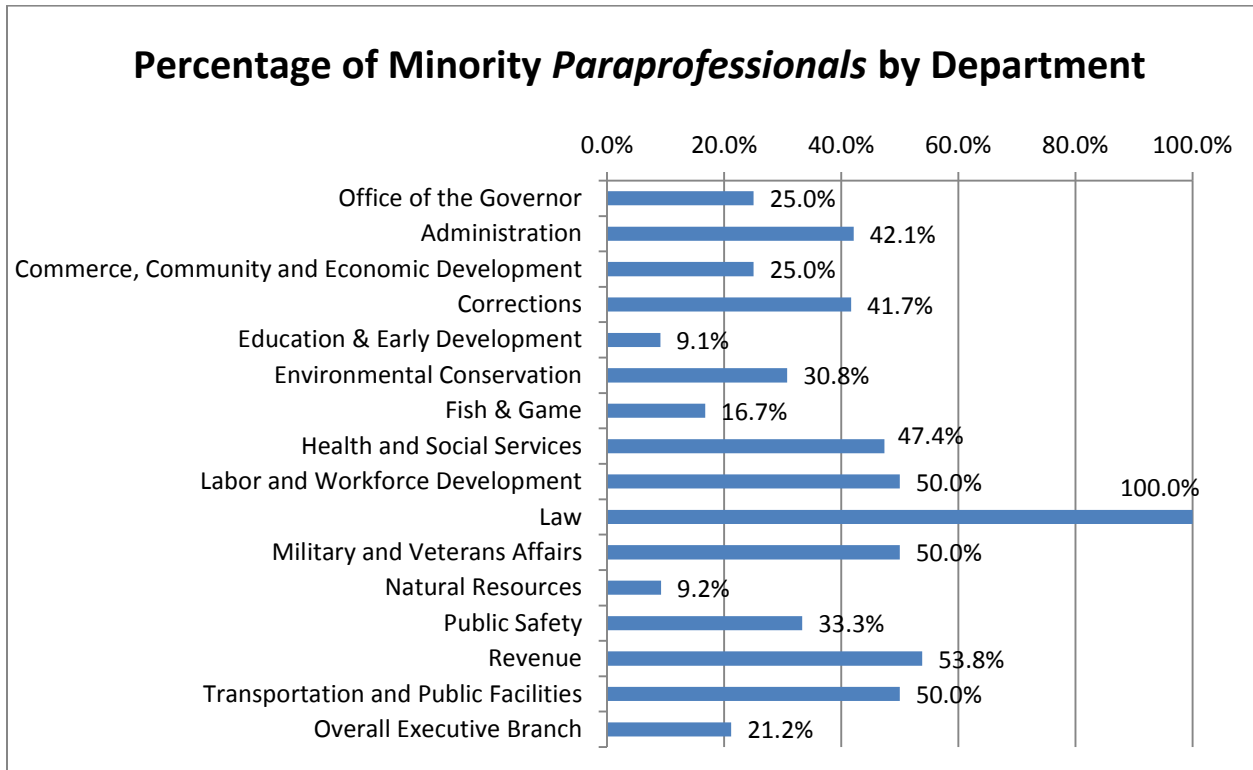


Exhibit 30

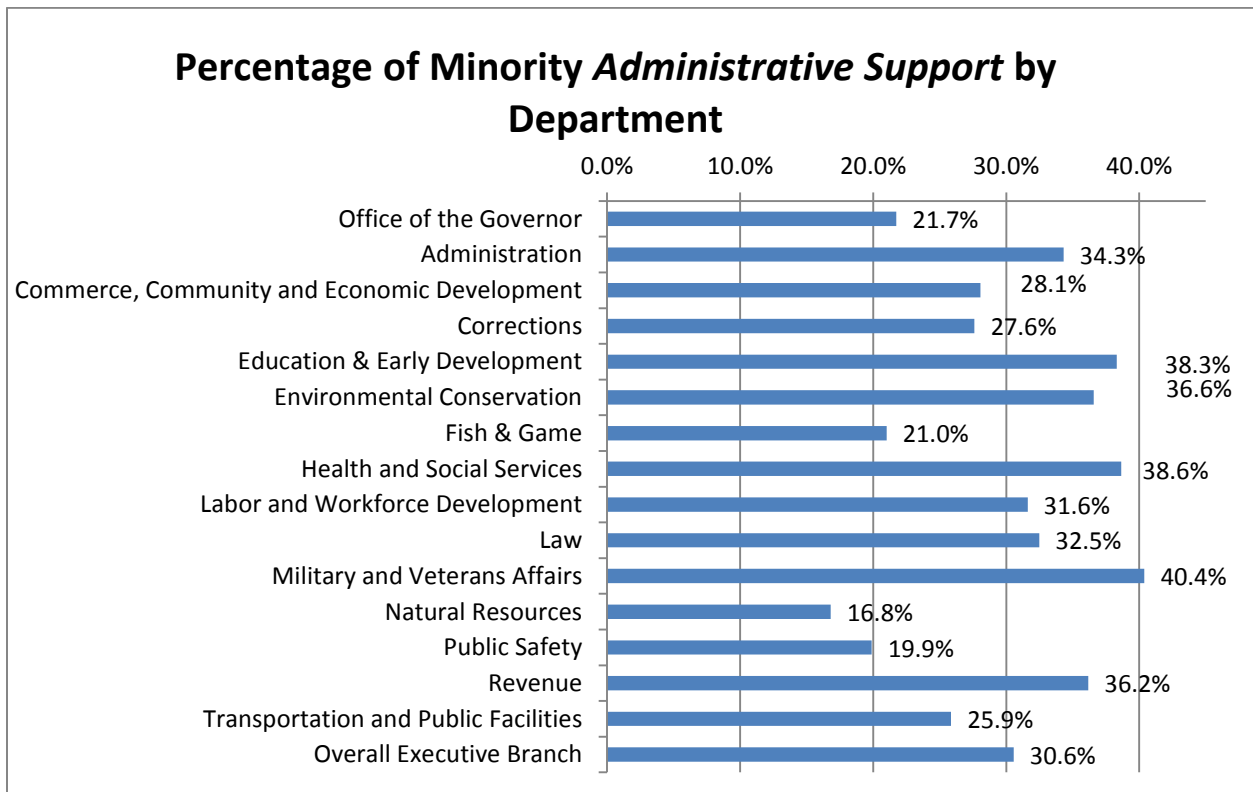


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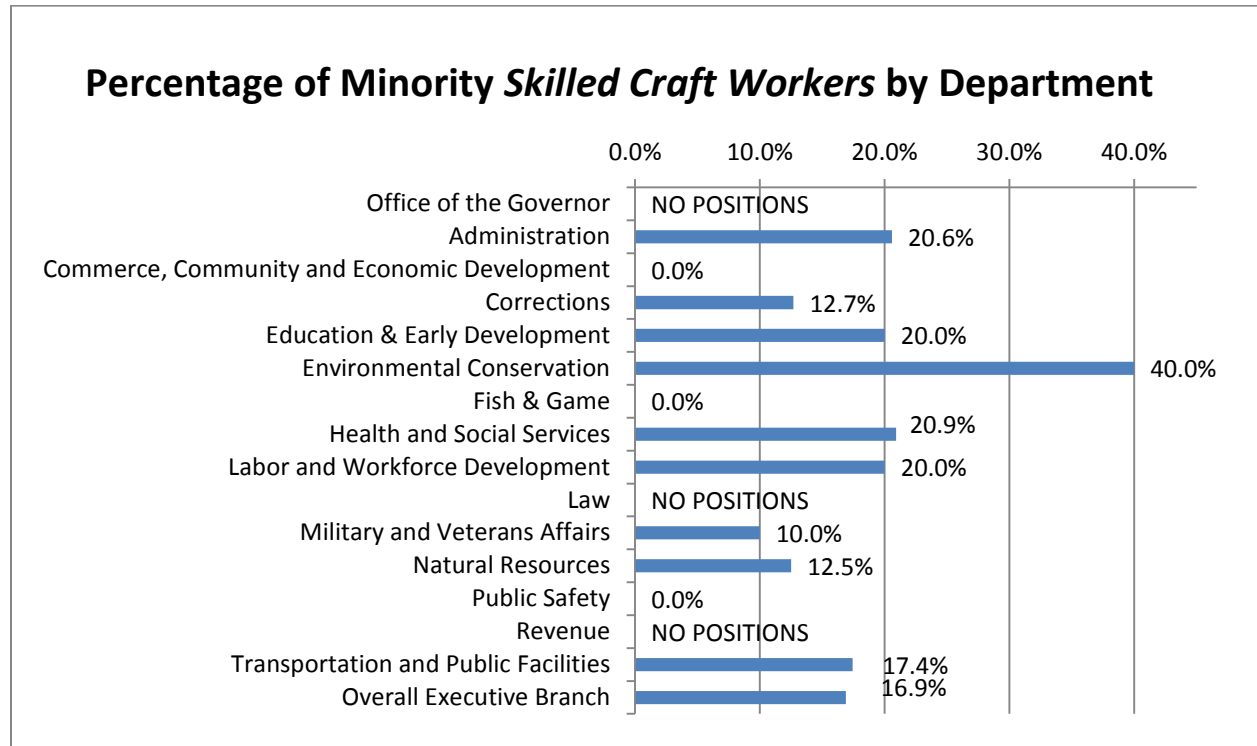
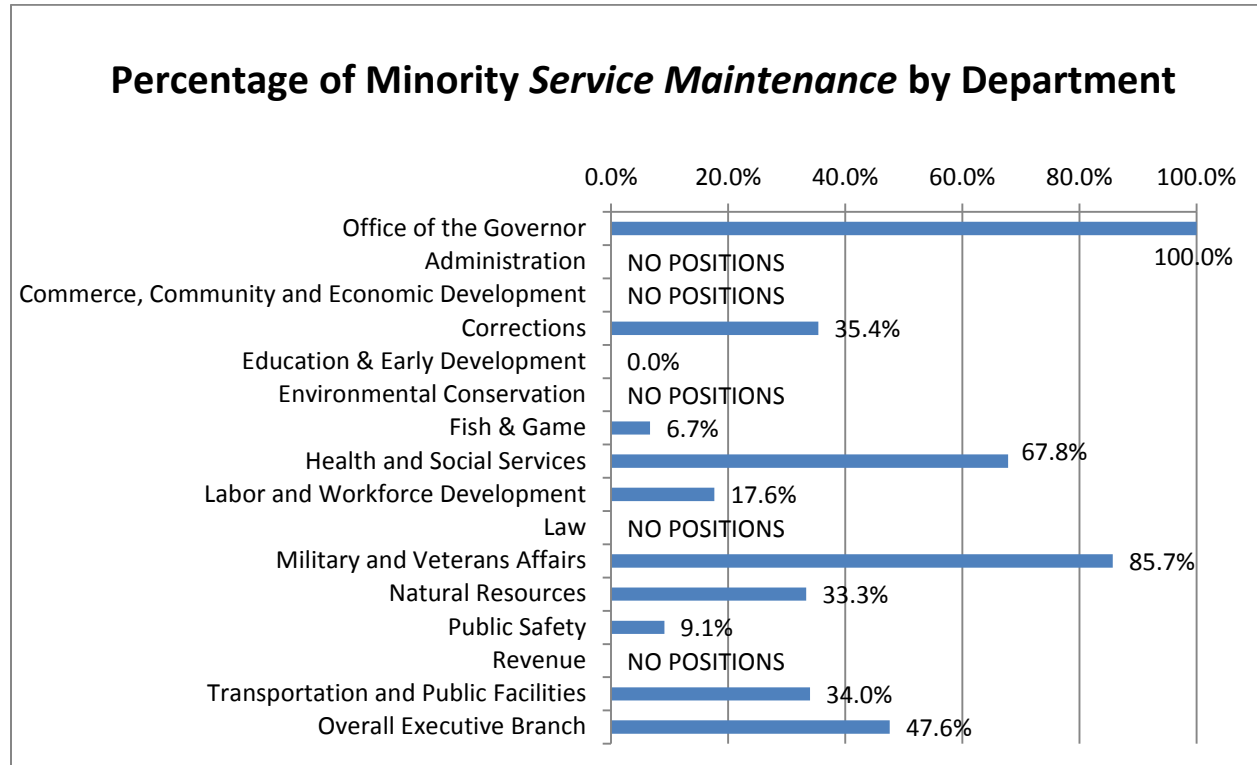


Exhibit 32



E. Percentage of Women Employees in Each EEO-4 Job Category Broken Down by Department

Please note that not all departments have employees in every job category.

Exhibit 33

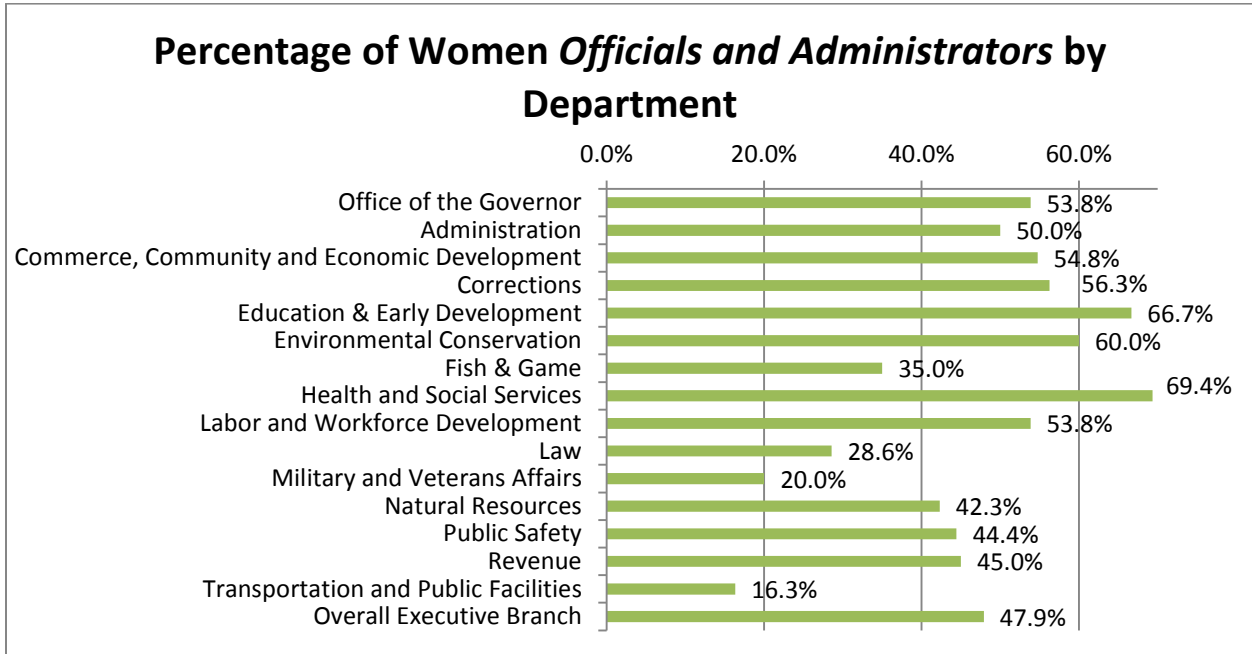


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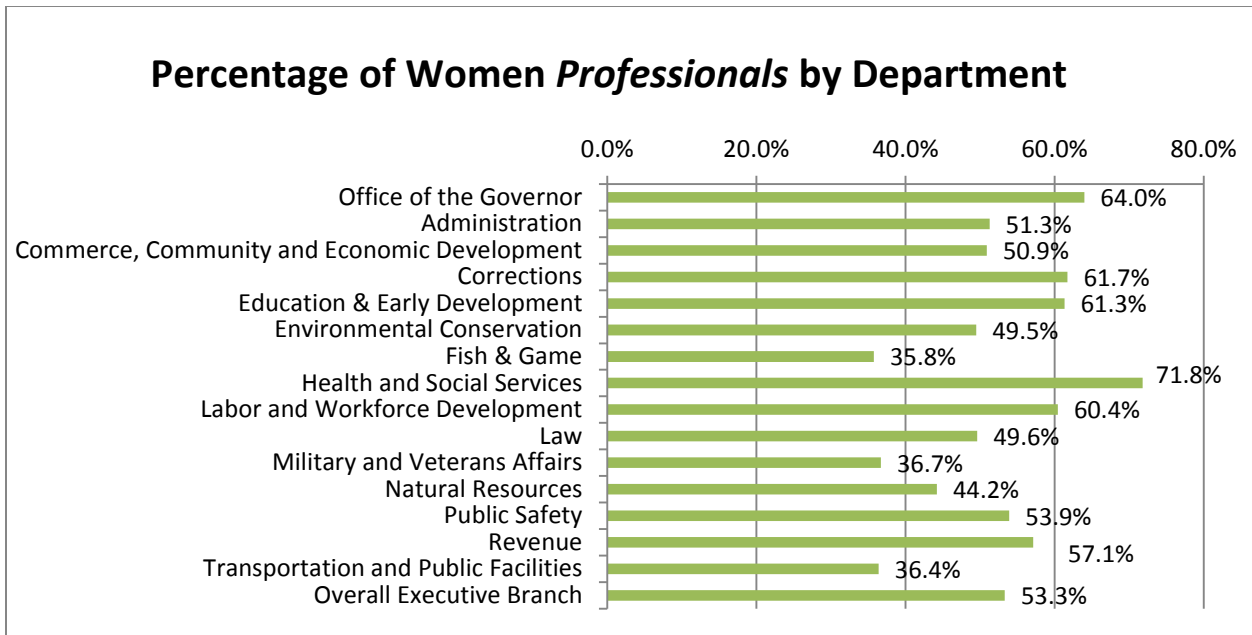


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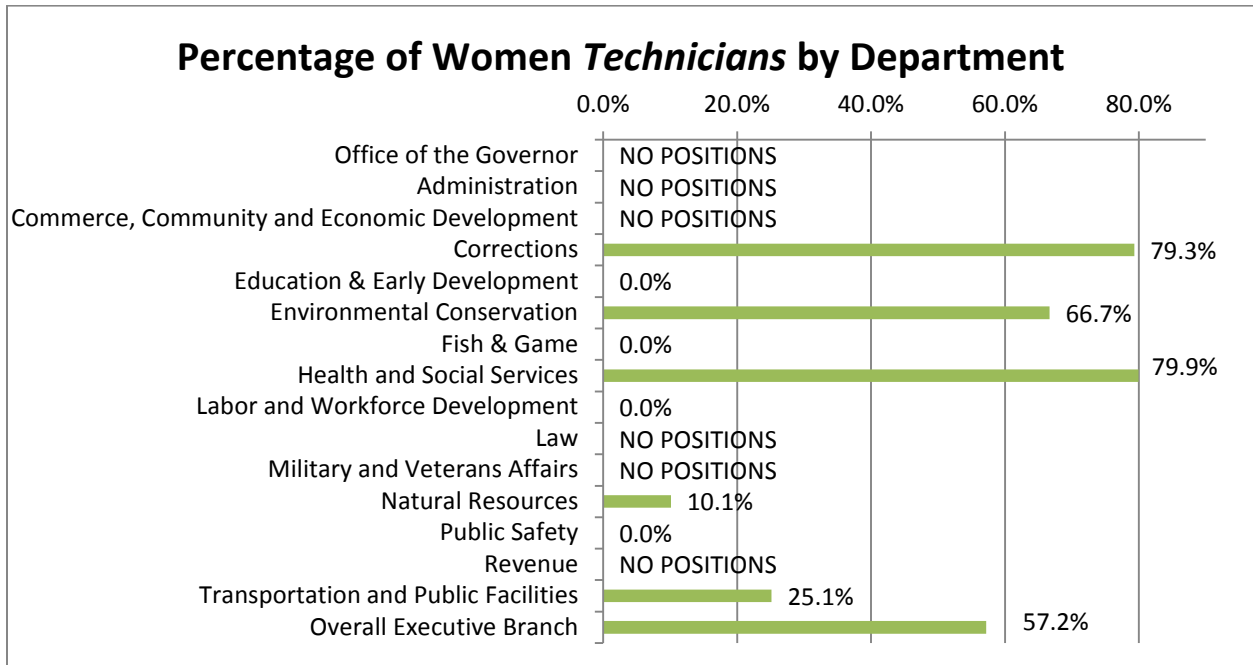


Exhibit 36

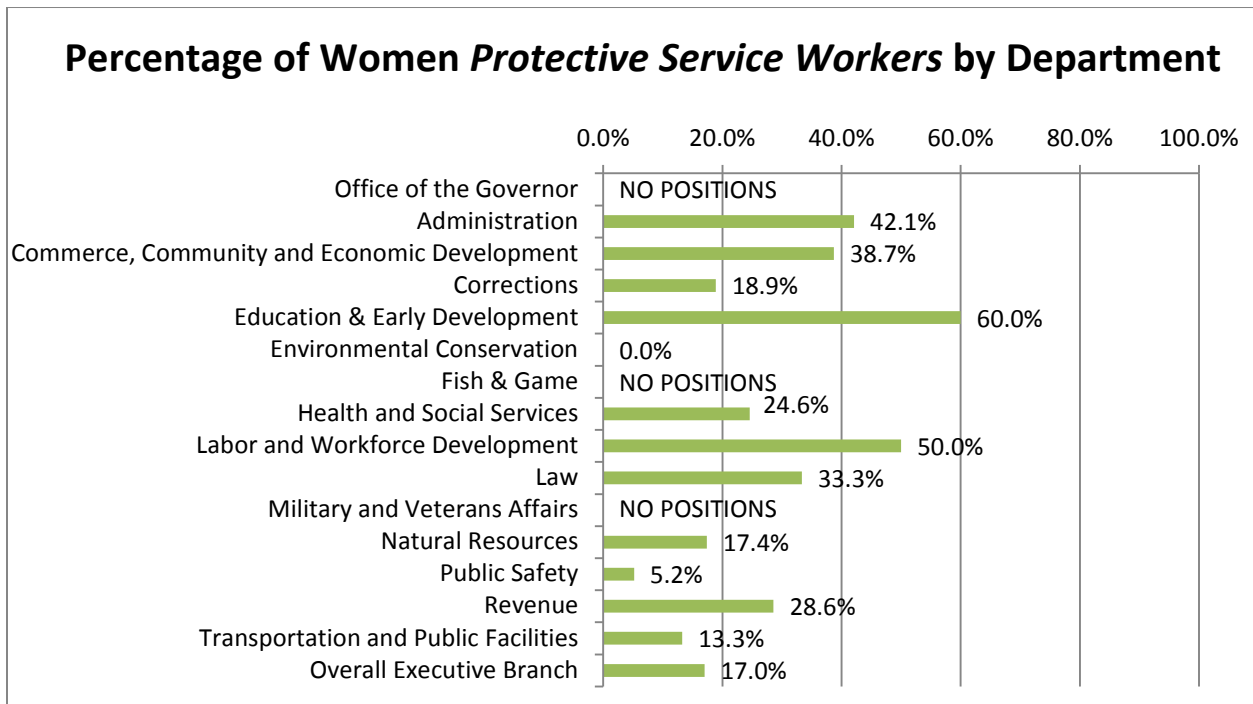


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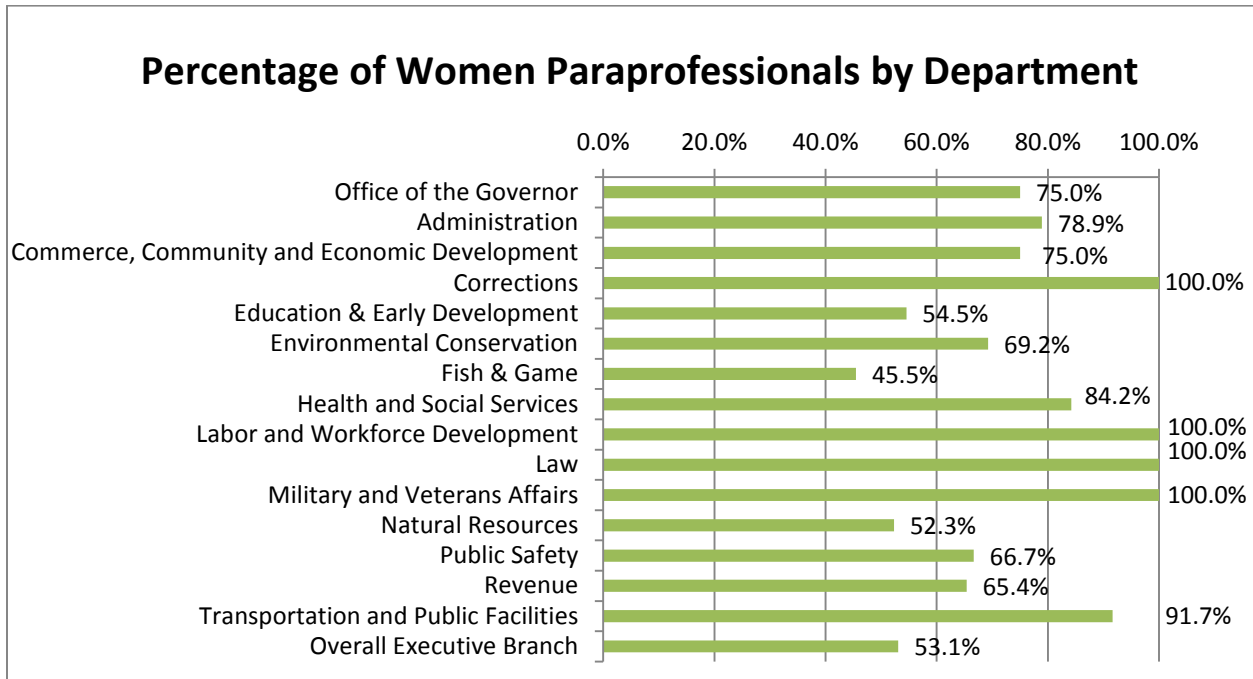


Exhibit 38

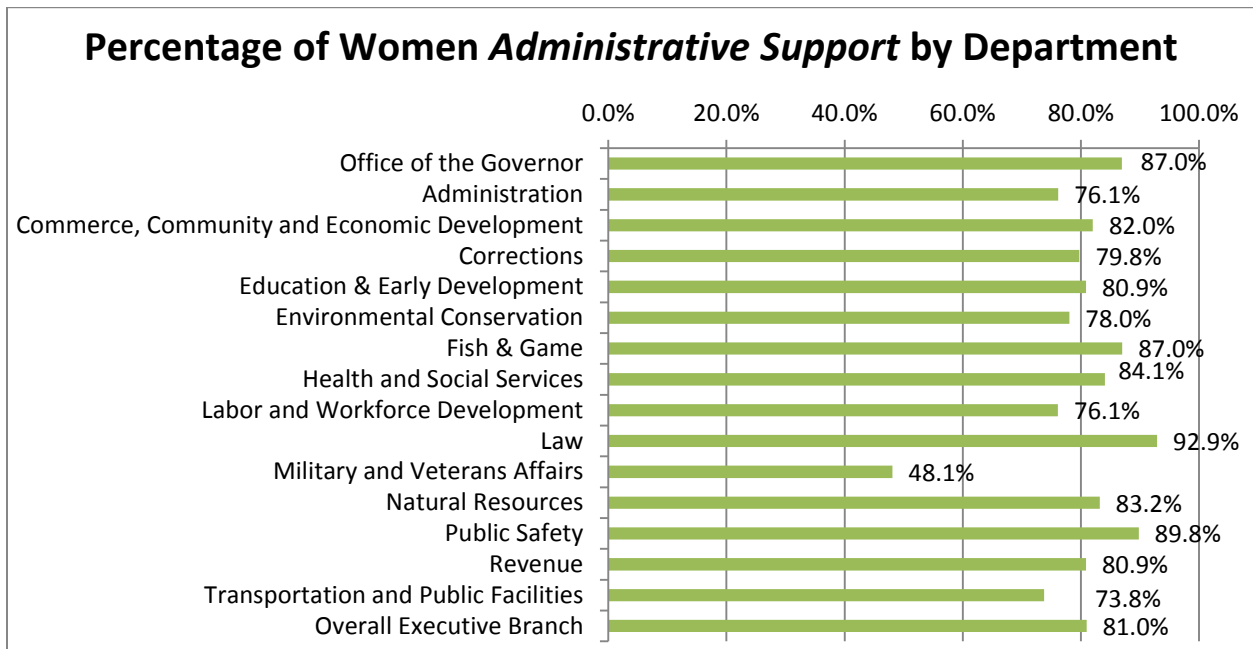


Exhibit 39

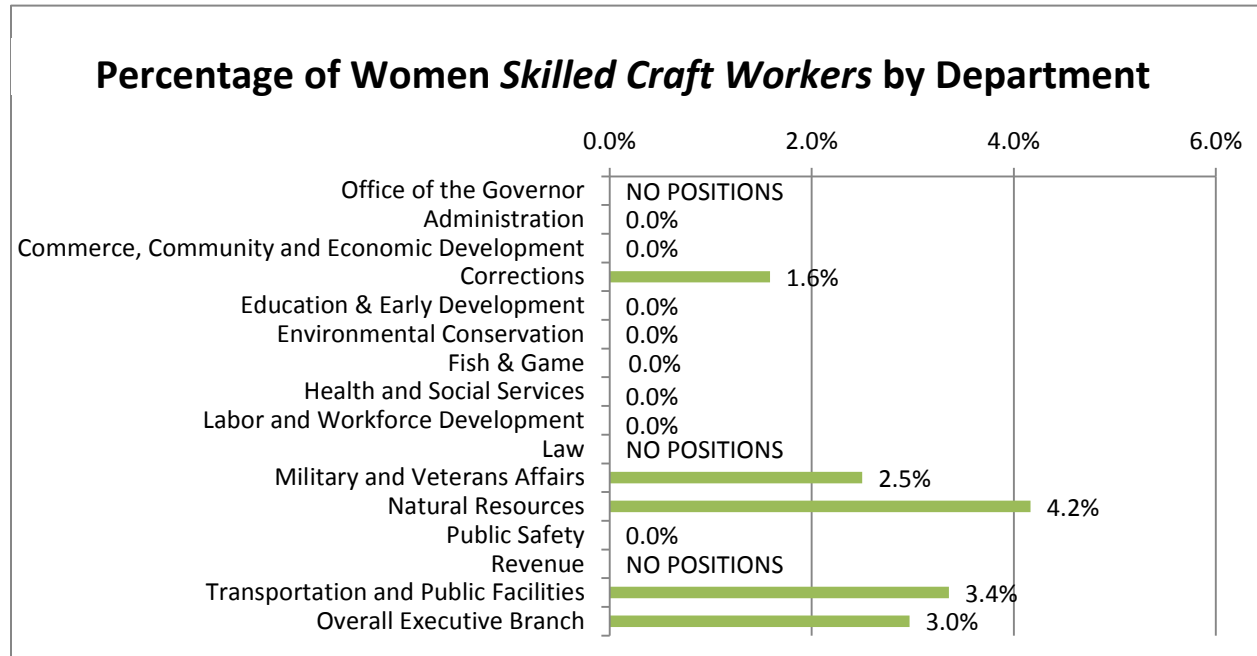
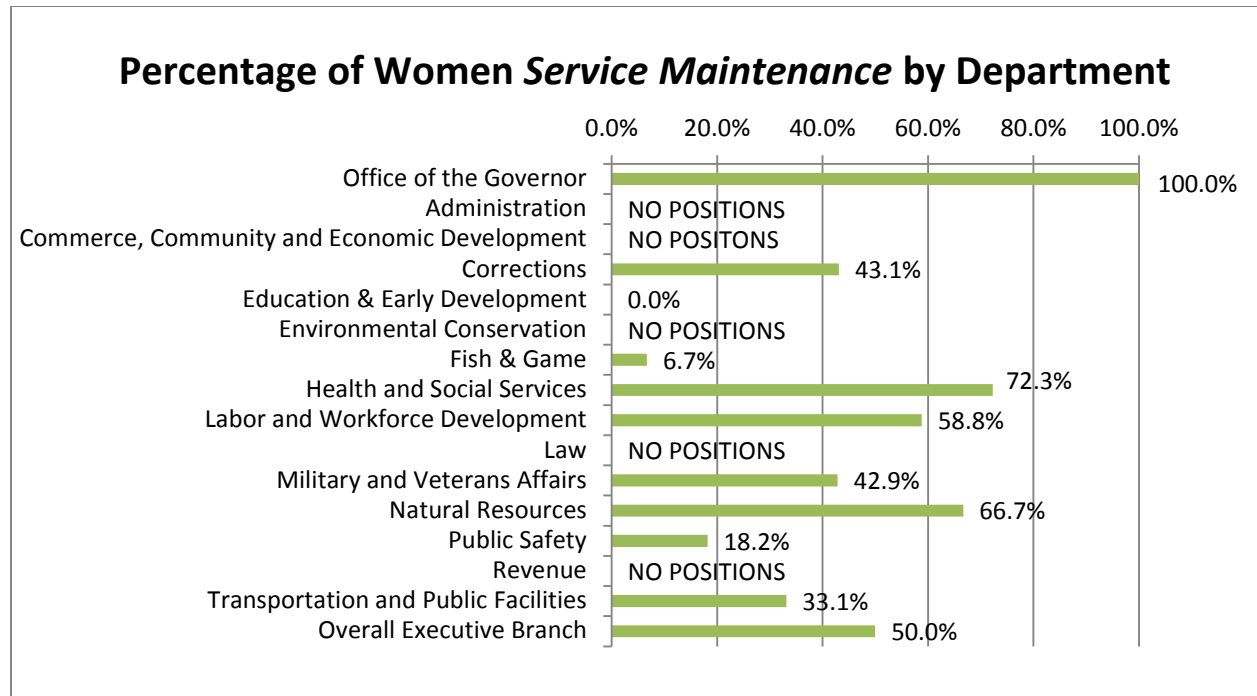


Exhibit 40



The Division of Personnel and Labor Relations is a unified staff coordinating strengths and talents to deliver client-focused human resource services. We provide innovative program development, consultation, and direct service delivery.

HR...Solutions for Success