

State of Alaska

2021

Progress Report

on

Equal Employment Opportunity
and Affirmative Action
in Alaska State Government



Michael J. Dunleavy
Governor

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BIPOC = Black, Indigenous, and People of Color

Preface

This 2021 Progress Report is filed with the Governor and the Legislature in accordance with Alaska Statute 39.28.020(a)(12).¹ Additional State of Alaska 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 2021 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 Black, Indigenous, and People of Color (BIPOC) 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, U.S. Bureau of Labor Statistics, the State of Alaska Department of Labor & Workforce Development, the AKPAY Inquiry (data from the former Alaska Payroll System), and the State’s Integrated Resource Information System for Human Resource Management (IRIS HRM). Workforce numbers were drawn from the data as of June 30, 2020, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1995 and 2021 was obtained from employee data downloaded from the payroll system. Some historical data 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

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.”

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.

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

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February 2021

Introduction

The size of the Executive Branch workforce in 2020 continued on its now six-year downward trend. This Report reflects workforce demographic data as of June 30, 2020 under Governor Michael J. Dunleavy's Administration. There are 14,376 employees in our 15 departments, notably lower than the record high of 16,158 employees in 2014.ⁱ Alaska's current population, estimated at 728,903, is in its fourth year of decline.ⁱⁱ

Knowledge of the Executive Branch's workforce gives us awareness of how and where we need to continue to change to be an employer of choice. As our state government gets smaller, attracting and retaining the best workforce is vital to Alaska's success. According to the Pew Research Center, projections show the United States will not have a single ethnic or racial majority by 2055. Millennials (people born between 1981 and 1996) are now the largest generation in the U.S. labor force as well as the Executive Branch workforce. Added to that fact is that millennials are the most racially and ethnically diverse adult generation in our nation's history.ⁱⁱⁱ Effectively managing a smaller and increasingly more diverse workforce is essential to meeting State government's crucial responsibilities to all Alaskans.

The State's workforce – like Alaska's population – is diverse. Our youngest employee is 18 years of age and our oldest is 80. The State's racial demographics compared to the United States as a whole, reveals a proportionally higher percentage of racial and cultural diversity.^{iv} Alaska has a greater percentage of people who identify their race as "Alaska Native or American Indian," "Asian," "Native Hawaiian or Other Pacific Islander," or "Two or More Races." Moreover, Alaska has a lower percentage of people who identify as racially white alone compared to the nation as a whole.

The U.S. Census Bureau projects that the population of people who identify as "Two or More Races" will be the fastest growing racial group in America over the next 40 years, followed by Asians and Hispanics. In contrast, the non-Hispanic white population is projected to shrink, between 2016 and 2060, from 198 million to 179 million people by 2060.^v

The chart below compares Alaska's population with that of the nation in seven race/ethnicity groupings.^{vi and 2}

Race/Ethnicity	Alaska	United States
White (Alone)	64.2 %	72.0 %
African American or Black (Alone)	3.1 %	12.8%
Alaska Native or American Indian (Alone)	15.8 %	0.9 %
Asian (Alone)	6.0 %	5.7 %
Native Hawaiian or Other Pacific Islander (Alone)	1.4 %	0.2 %
Two or More Races	7.9 %	3.4%
Hispanic or Latino	7.2%	18.4%

Alaska's school districts' demographics give us a glimpse of our future workforce. The greater Anchorage/Matanuska Susitna area and the Southeast region of the state, including the City and Borough of Juneau, are home to 75 percent of Executive Branch employees.^{vii} The Anchorage School District (ASD), the largest in the State and one of the 100 largest districts in the United States, reports its BIPOC student population exceeds its white student population. Students who

BIPOC = Black, Indigenous, and People of Color

identify as white are the minority. According to ASD's current race and ethnicity report, non-white students make up 60 percent of the student population versus white students who make up 40 percent.^{viii} The ASD counts over 110 languages spoken by its students or by the students' families. The top five languages spoken (after English) are: Spanish, Hmong, Samoan, Filipino, and Korean. ASD demographics over the last 10 years reveal trends with significant increases in "Asian or Pacific Islander" students and those who identify as multiracial. The City and Borough of Juneau School District reports its student population is 48 percent white.^{ix}

² Note: Total percentages do not add to 100 as individuals may identify as both Hispanic/Latino and a race category. Also, the US Census uses the category of "some other race alone."

As the nation and Alaska face racial demographic population changes, so will the State of Alaska's Executive Branch workforce. Accordingly, the State is committed to the promotion of diversity and inclusion by not only fulfilling all state and federal EEO mandates but by promulgating workplace rules and employment practices that value equity and fairness. In 2020, formal gubernatorial Proclamations were issued to include^x:

- **Dr. Martin Luther King, Jr. Day** – January 20, 2020
- **75th Anniversary of the Liberation of the Auschwitz-Birkenau Death Camp** – January 27, 2020
- **Black History Month** – February 1, 2020
- **Cancer Awareness Day** – February 4, 2020
- **Juneteenth Day** – June 19, 2020
- **Americans with Disabilities Act Awareness Day** – July 26, 2020
- **100th Anniversary of Women's Suffrage Day** – August 18, 2020
- **Employ Older Workers Week** – September 20, 2020
- **Alaska Employ People with Disabilities Week** – October 1, 2020
- **Alaska Native Heritage Month** – November 1, 2020
- **Women Veterans Day** – November 9, 2020
- **Veterans and Remembrance Day** – November 11, 2020

Noteworthy this year were three landmark United States Supreme Court federal civil rights cases in which the Court held that Title VII of the Civil Rights Act of 1964 protects employees against discrimination on the basis of sexual orientation or gender identity.^{xi}

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

Report Summary

Overall, the 2021 Progress Report shows steady trends from the past year's report but with slightly less representation of BIPOC employees in the Executive Branch. Last year marked an all-time high percentage of BIPOC employees at 24.1 percent to this year's 24.0 percent. Asian employees remain our most prominent non-white racial group at 7.7 percent; and Alaska Native employees remain our most underrepresented group at 6.7 percent of our workforce. BIPOC employees continued the trend up in holding higher paying positions (Pay Range 18 and higher).

BIPOC = Black, Indigenous, and People of Color

The percentage of women employees remain the same at 48.2 percent. There are 6,923 women employees in the Executive Branch, a decrease from last year's report of 7,008. Women continue to have the highest concentration in "Administrative Support" positions at 77.7 percent. However, women dominate in overall percentages in nine of our 15 departments and half of the Administration's cabinet positions are held by women.

The Report focuses on two areas: current incumbency levels of BIPOC 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, the data for which has been updated this year.³

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 BIPOC in the Civilian Labor Force. It highlights areas where there may be intentional or unintentional barriers of employment to women and BIPOC. While the Report shows modest improvement in certain areas of the Executive Branch workforce, additional change is warranted, particularly in areas of occupational segregation and the underrepresentation of Alaska Native employees.

³ The Civilian Labor Force (CLF) is defined as all non-institutionalized (i.e. not incarcerated) civilians (i.e. not serving in the U.S. military) aged 16 and older who are either working or seeking employment (unemployed).

Current Outlook: BIPOC Employment

Employees from BIPOC groups now comprise 24 percent of the State's Executive Branch workforce.⁴ This represents the second highest percentage on record (down 0.1 percentage points from last year's report).

Exhibit 1

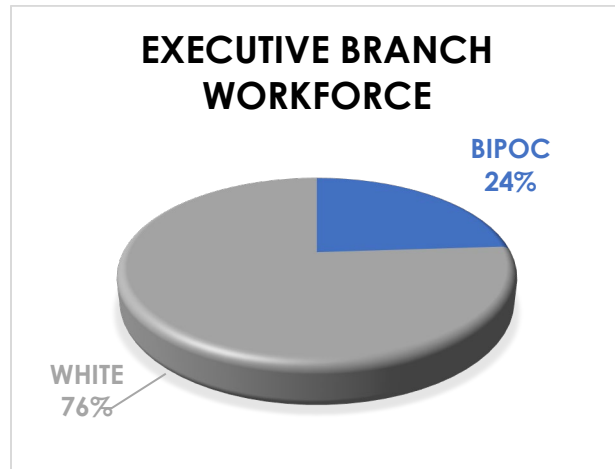


Exhibit 2



While our workforce is made up of 24 percent BIPOC groups, the latest data from U.S. Census reports the Alaskan Civilian Labor Force (CLF) is comprised of 31.6 percent racial minorities.^{xii} (See Exhibits 1 and 2).

BIPOC = Black, Indigenous, and People of Color

This Progress Report relies on information from the federal U.S. Census Bureau, which uses American Community Survey data. This allows us to make general comparisons of the Executive Branch workforce to the Alaskan labor force, but it is important to note that data collection is based on similar but different methodologies and different collection times.

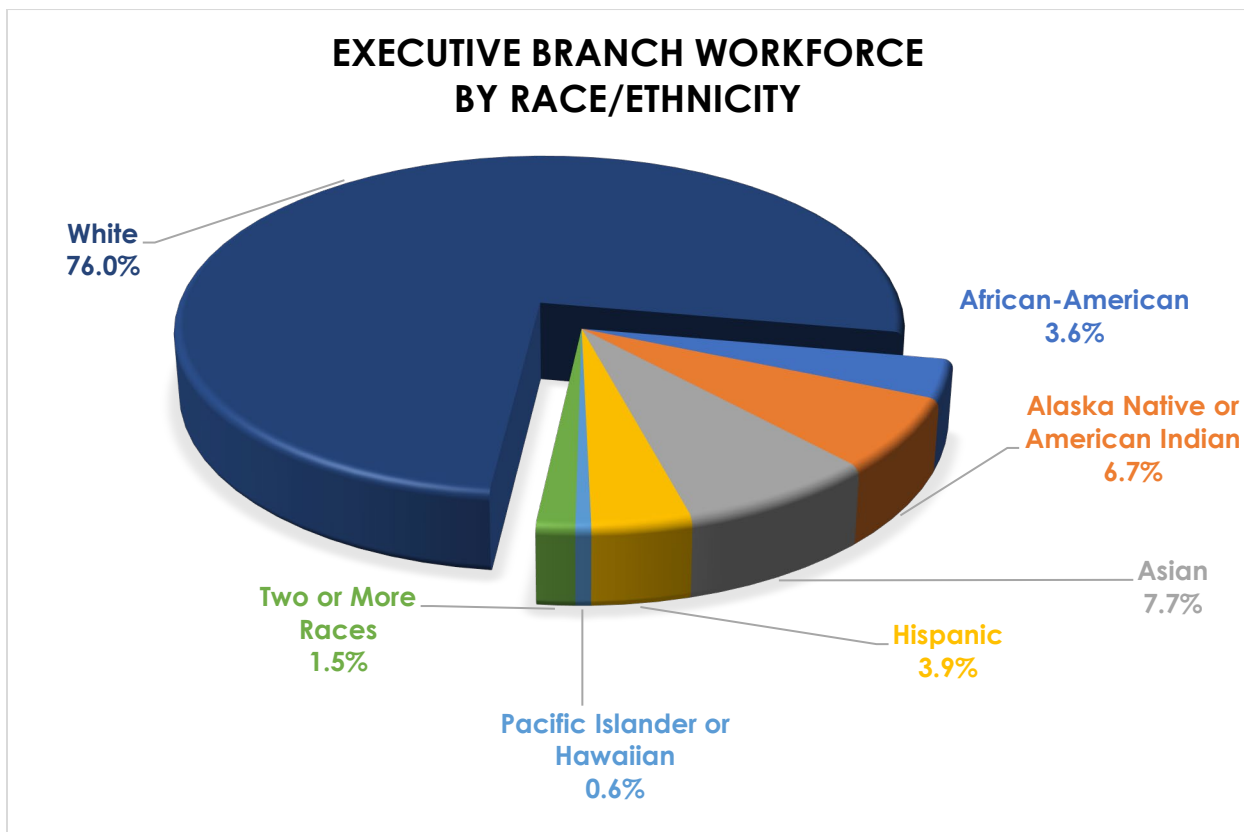
Exhibit 3 shows the Executive Branch workforce broken down by seven race/ethnicity groups. In 2017, the federal U.S. Equal Employment Opportunity

⁴ Employee workforce data as of June 30, 2020

Commission changed its data collection requirements by expanding from five race / ethnicity categories to seven.⁵ The current seven categories are:

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

Exhibit 3

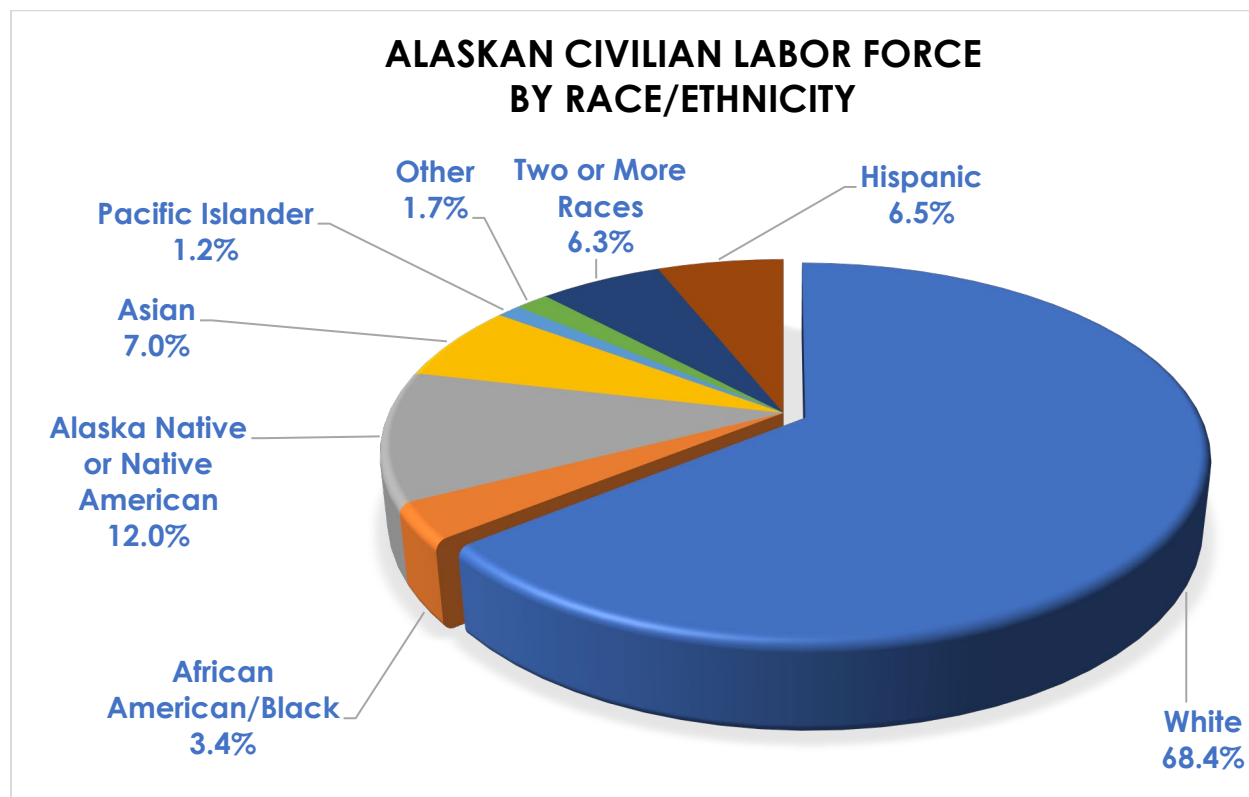


This year's Progress Report reflects updated and the most current demographic data available for Alaska's Civilian Labor Force. As previously stated, race/ethnicity categories have changed over the years and this affects direct comparability of data from different sources, therefore, only general comparison can be made. Current data indicates that the Executive Branch is not underrepresented in employees who identify as African-American or Black.

⁵ For definitions of the current race and ethnic categories, please see Page 31 in the Appendix.

Alaska Native and Native American peoples (data captured in a single combined group) continue to be the most under-represented group in the Executive Branch workforce by 5.3 percentage points. (See Exhibits 3 and 4)

Exhibit 4



Alaska Native peoples are made up of many distinct cultures. The U.S. Census Bureau reported the largest is Yup'ik, followed by Iñupiaq, Athabascan, Tlingit-Haida, Aleut, and Tsimshian.^{xiii} Most Alaska Native peoples live in rural Alaska although the urban Native population has grown.^{xiv} 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.

Did you know?

Indigenous peoples of Alaska include Iñupiat, Yup'ik, Aleut, Eyak, Tlingit, Haida, Tsimshian, and Athabascan cultures. Alaska is home to some 20 distinct indigenous languages, reflecting the diverse cultural heritages of Alaska's first peoples. Approximately 25,000 people speak Central Yup'ik and Alaska Native peoples make up the largest race/ethnicity group in the state.

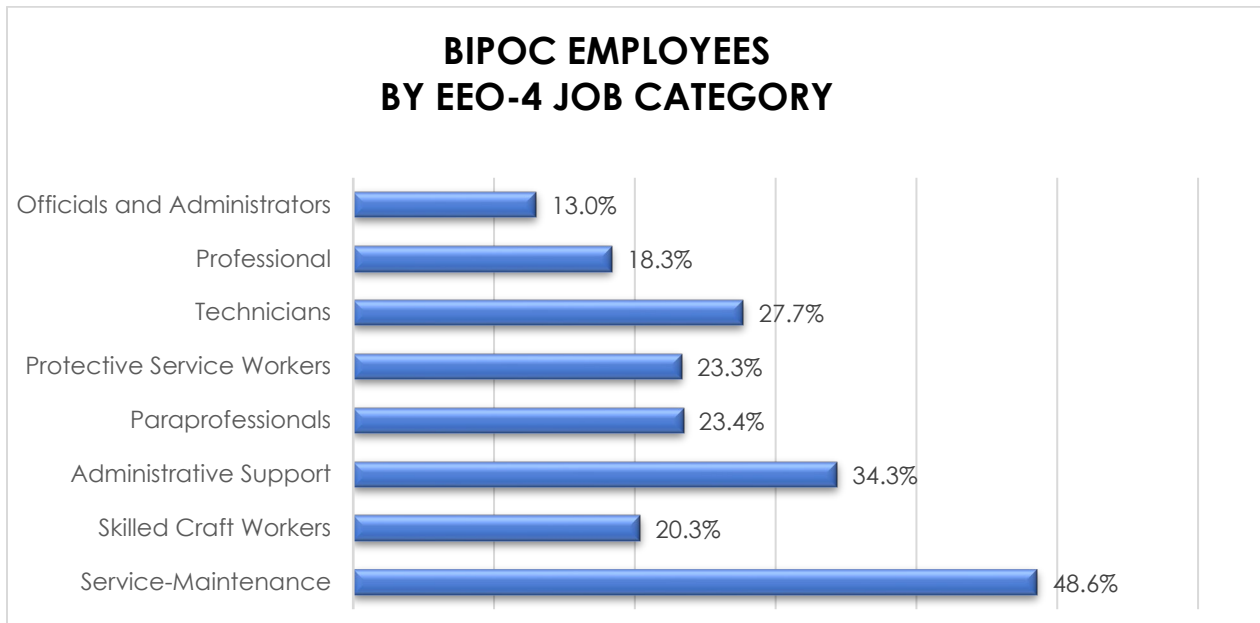
Source: University of Alaska Fairbank, Alaska Native Language Center and US Census.

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

- Officials and Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Administrative Support
- Skilled Craft Workers
- Service Maintenance

Exhibit 5 shows the current percentage of minorities in each of the job category.⁶ These job categories reflect different levels of job opportunity and are used by the U.S. Equal Employment Opportunity Commission (EEOC) in conjunction with other labor force data to identify possible patterns of exclusion and discriminatory practices. 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

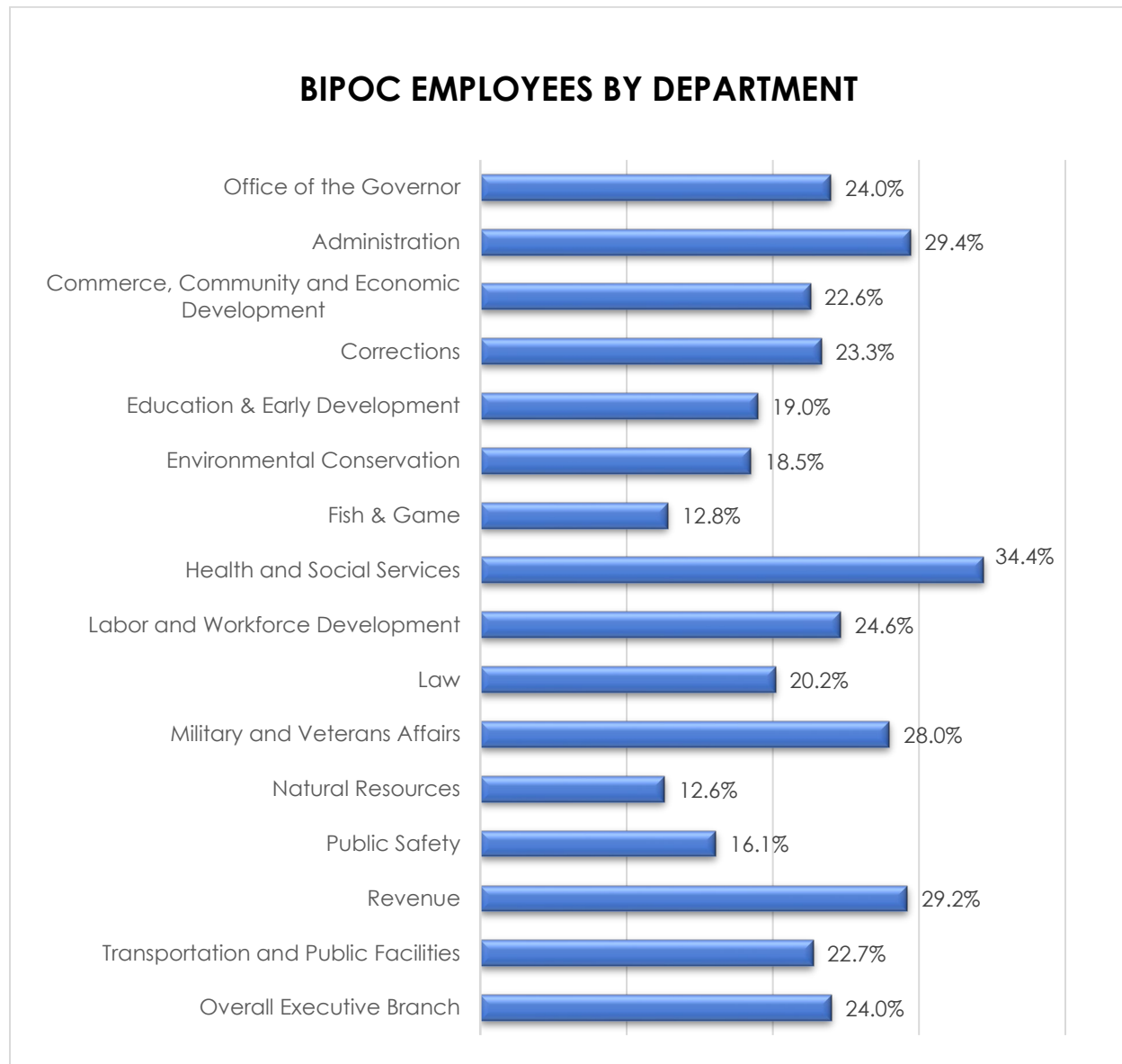


⁶ For definitions of each job category, see Appendix Pages 32 and 33.

Service-Maintenance Workers continue to comprise the largest concentration of BIPOC employees at 48.6 percent. While minorities make up 24 percent of our workforce and approximately 31.6 percent of the Alaskan Civilian Labor Force (CLF), they hold 13 percent of the jobs held by “Officials and Administrators” and 18.3 percent of jobs classified as “Professional.”

Exhibit 6 shows the percentages of minorities in each of the 15 departments in the Executive Branch as of this report’s data draw date of June 30, 2020. Overall, the Executive Branch realized a 0.1 percentage point loss in the total number of BIPOC employees.

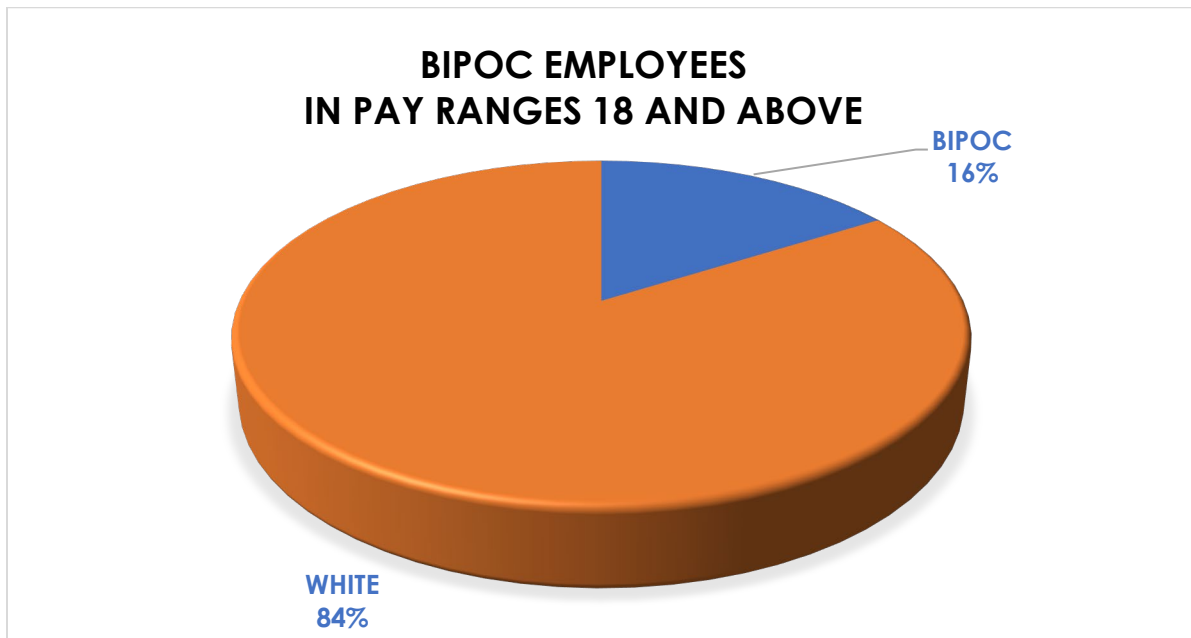
Exhibit 6



The departments of Health & Social Services, Revenue and Administration continue to have the highest percentage of BIPOC employees, while the departments of Fish & Game and Natural Resources have the lowest percentages.

Examining the distribution of minorities in higher level and higher paying jobs also provides information about the status of BIPOC employees in State government. Exhibits 7 and 8 show the percentage of BIPOC employees in pay ranges 18 and above. As of June 30, 2020, positions in this category represent 5,038 jobs that include non-appointed senior professional and managerial levels held by BIPOC and non-BIPOC employees.

Exhibit 7

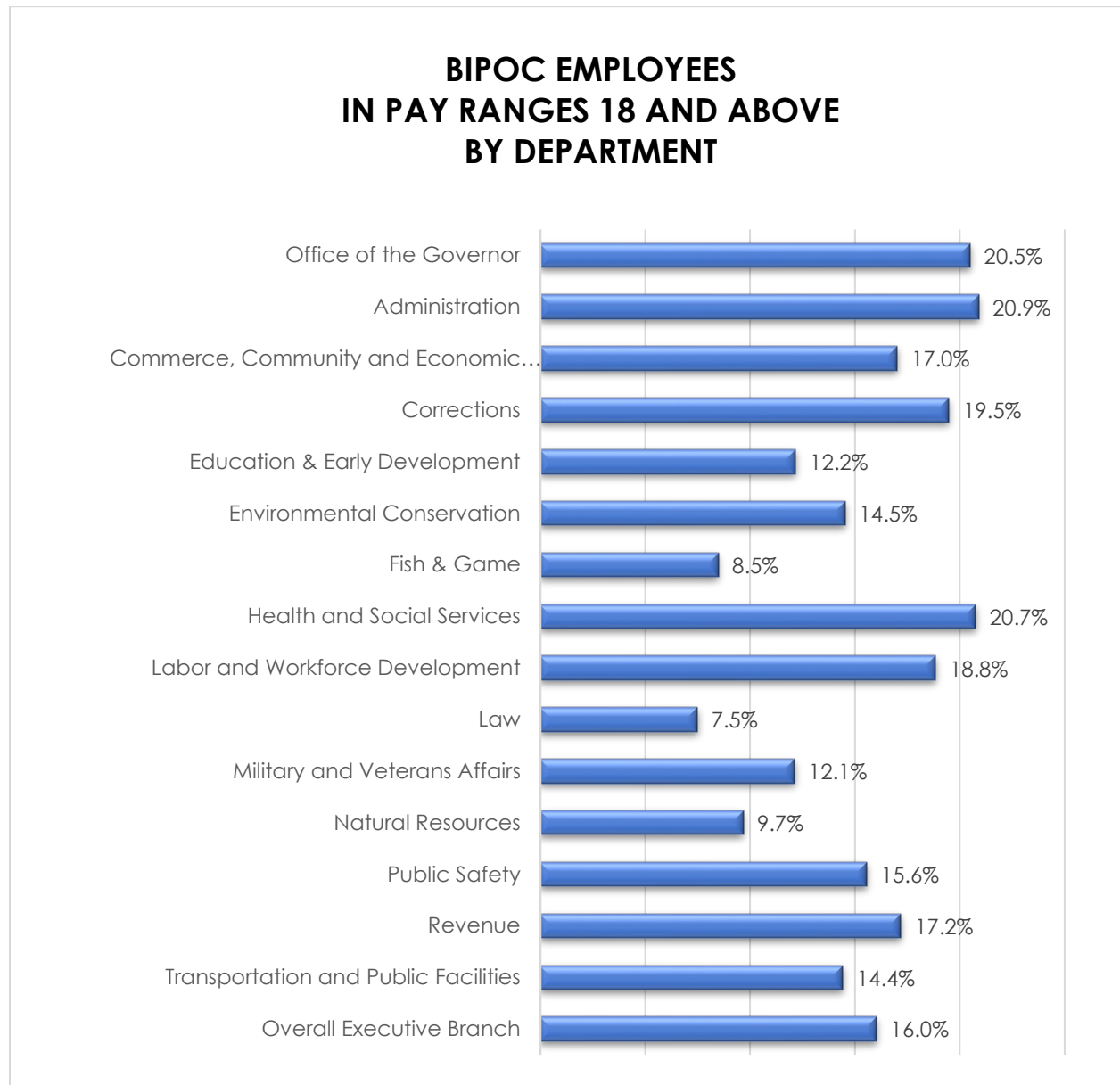


Overall in the Executive Branch, the percentage of BIPOC employees in these higher paying positions increased from 15.7 percent to 16.0 percent, representing a total of 807 employees in pay ranges 18 and above positions.

Exhibit 8 shows the current percentages of BIPOC employees in pay ranges 18 and above in each of the 15 departments. Compared to last year, eight departments increased their percentage of BIPOC employees. Out of the five departments with the highest percentage of senior level BIPOC employees, three realized an increase. Like last year, the department with the largest number of

BIPOC employees is the Department of Health and Social Services, which currently has 211 BIPOC employees in pay ranges 18 and above.

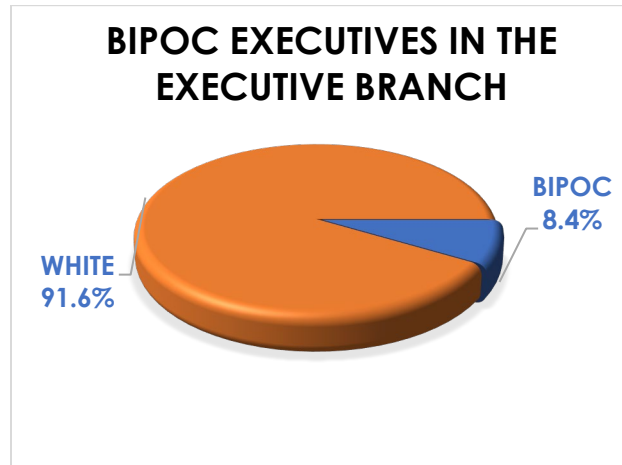
Exhibit 8



The State had 807 BIPOC employees or 16 percent in pay ranges 18 and above, an improvement over last year's report of 776 employees. As of June 30, 2020, the Office of the Governor reported 20.5 percent of BIPOC employees at pay range 18 and above. The Department of Administration had the highest percentage of BIPOC employees at 20.9 percent. Overall, seven departments

made gains, six departments showed small losses, and the Department of Public Safety maintained 15.6 percent BIPOC employees at pay range 18 and above.

Exhibit 9

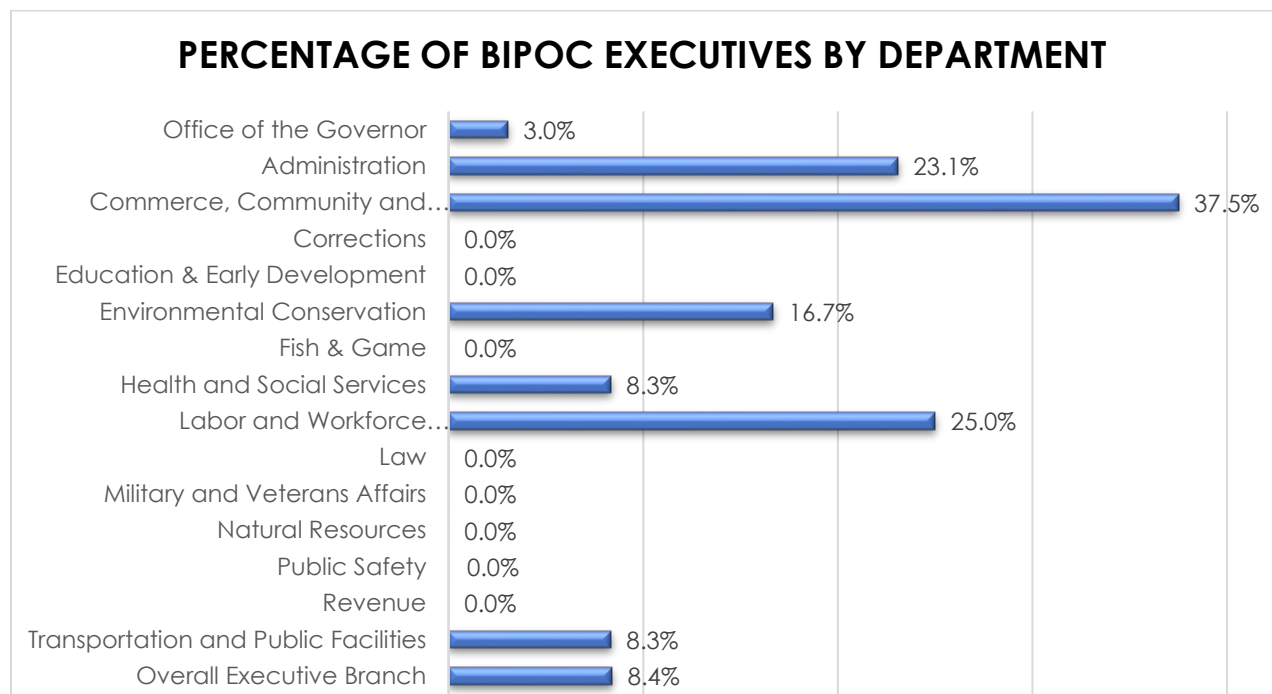


The overall percent of BIPOC executives decreased from 14.5 percent to 8.4 percent. This is a small group representing only 143 executive level positions such as Commissioner, Deputy Commissioner,

Chief of Staff, Deputy Chief of Staff, and Director.

The departments of Administration and Commerce, Community and Economic Development have the highest numerical number of executives who are in BIPOC groups. While eight of the 15 Executive Branch departments did not have any high-level BIPOC executives, two departments increased in the number of BIPOC executives and nine departments maintained the same number of BIPOC executives compared to last year. Increases were seen in the departments of Environmental Conservation and the Department of Administration.

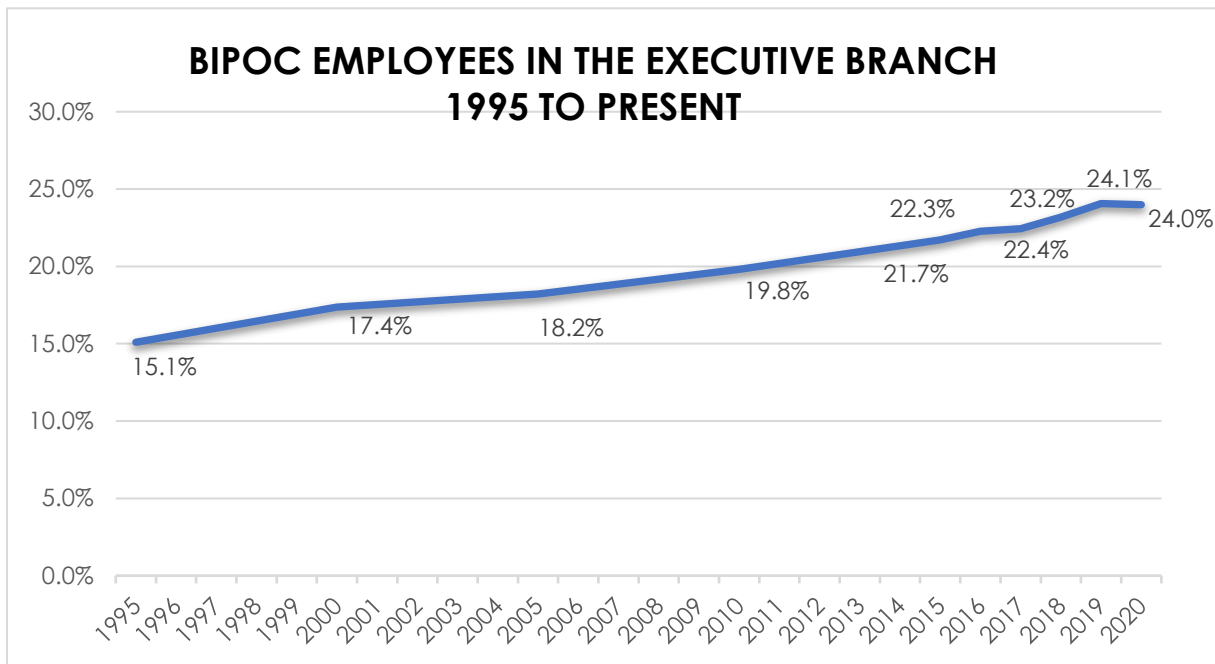
Exhibit 10



Historical Trends: BIPOC Employees 1995 to Present

The state continued to extend its decades-long modest trend of increasing BIPOC employment within its Executive Branch. As Exhibit 11 illustrates, the State was only 0.1 percent behind last year's record high percentage of BIPOC employees within the Executive Branch workforce overall.

Exhibit 11

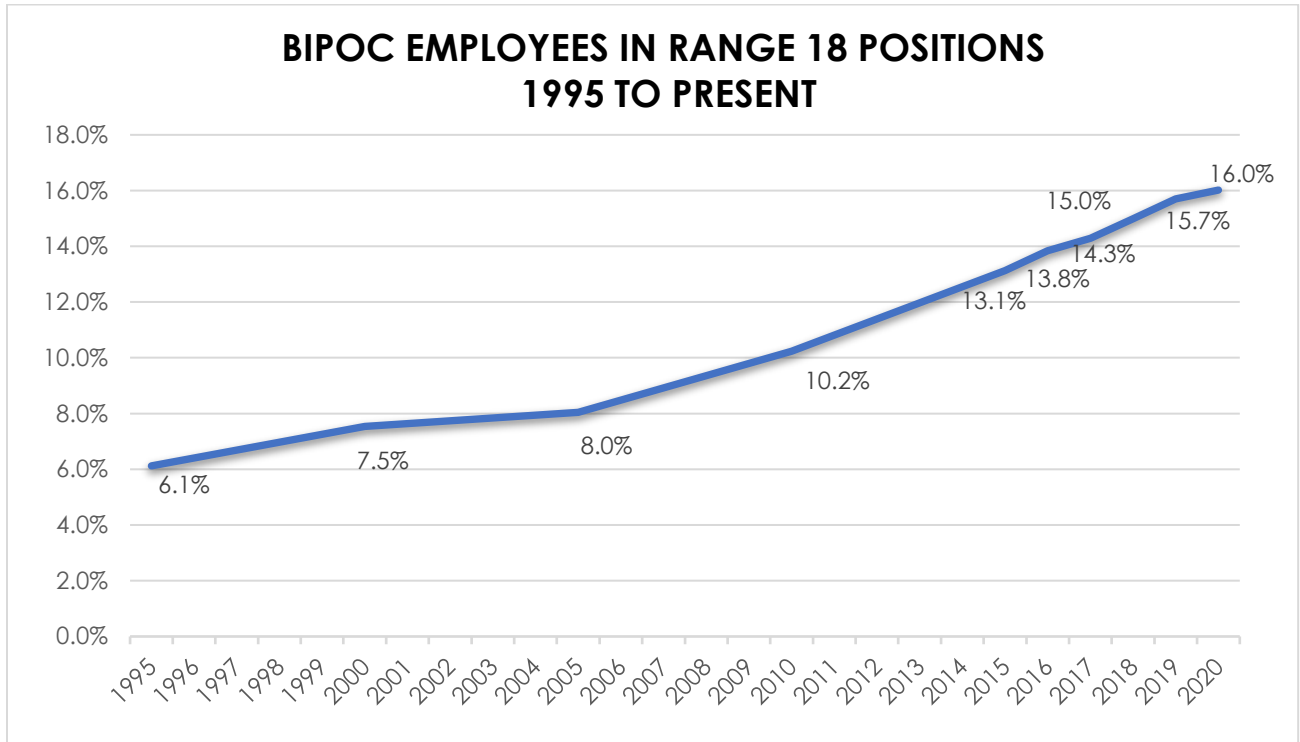


The 24 percent represents 3,447 BIPOC employees. Historically, more minorities (many of whom are women) have sought public sector jobs because of built-in equitable pay and job classification systems and employment opportunity.

Trending data also shows that BIPOC employees in the Executive Branch in higher paying positions continue a modest climb. (See Exhibit 12)

Growth in the number of BIPOC employees choosing to work for the State of Alaska is consistent with national employment statistics. For the first time, most newly hired employees in the United States, ages 25 through 54, are people of color.^{xv} This upward trend is due to more women in the labor market, many white baby boomers retiring, a tight labor market, as well as cultural attitudes and educational attainment.^{xvi}

Exhibit 12



BIPOC = Black, Indigenous, and People of Color

Exhibit 13

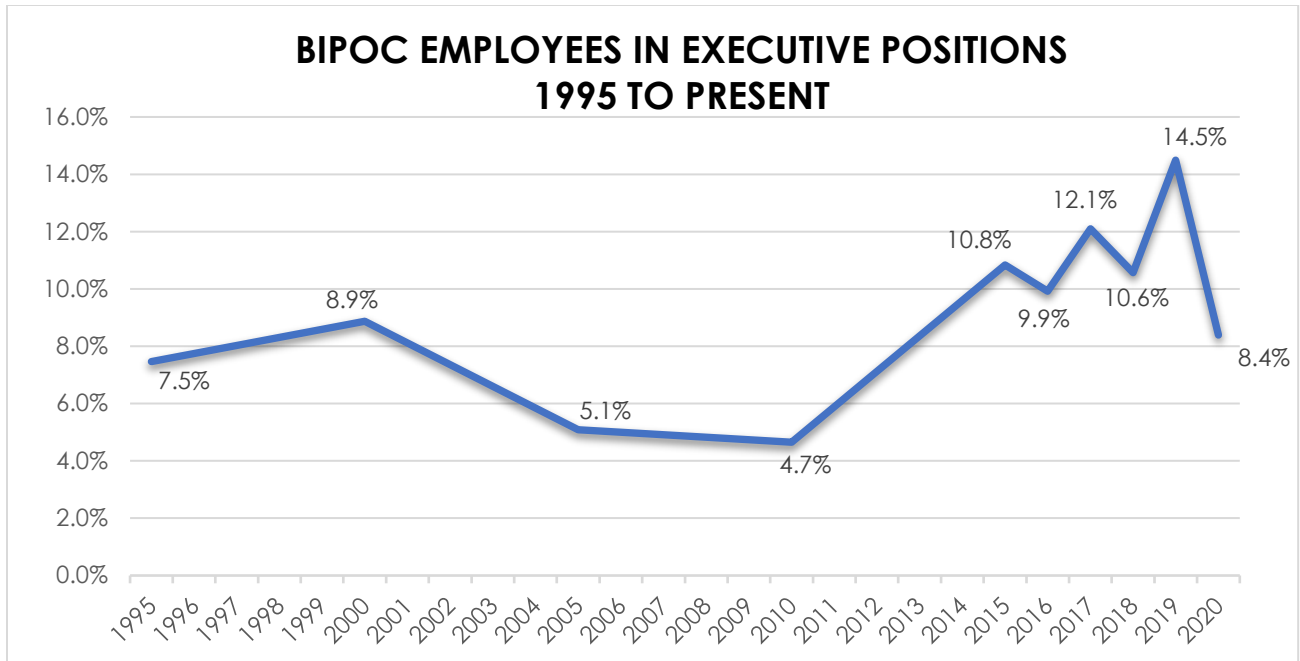


Exhibit 13 shows the share of minorities holding positions in the highest echelon of State service – executives – from 1995 to 2020 with data points collected at five-year increments. This small group, numbering just 143 positions, is comprised of State employees with the highest seniority levels, including Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. BIPOC employees occupying executive positions decreased from 14.5 percent in 2019 to 8.4 percent in 2020. In total, 12 executive level positions were held by minorities in 2020, eight less than in 2019.

The State of Alaska has had six Governors during this period of the trending data of this Report: Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and the current Governor of the State of Alaska, Michael J. Dunleavy (December 2018 to present). Between 2015 and 2019, there was a substantial increase in the percentage of BIPOC employees holding executive-level positions within the Executive Branch.

Current Outlook: Women Employment

Women comprise 48.2 percent of the State's Executive Branch workforce. There are currently 6,923 female employees in the Executive Branch, a decrease from last year's 7,008. This represents a 1.2 percent reduction of women employees. For comparison, the Federal government reported that its workforce is 43.3 percent women (Federal fiscal year 2017).^{xvii}

Exhibit 14

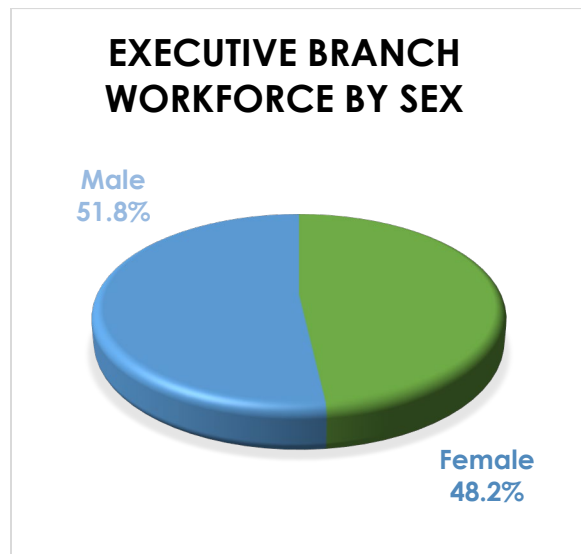


Exhibit 15

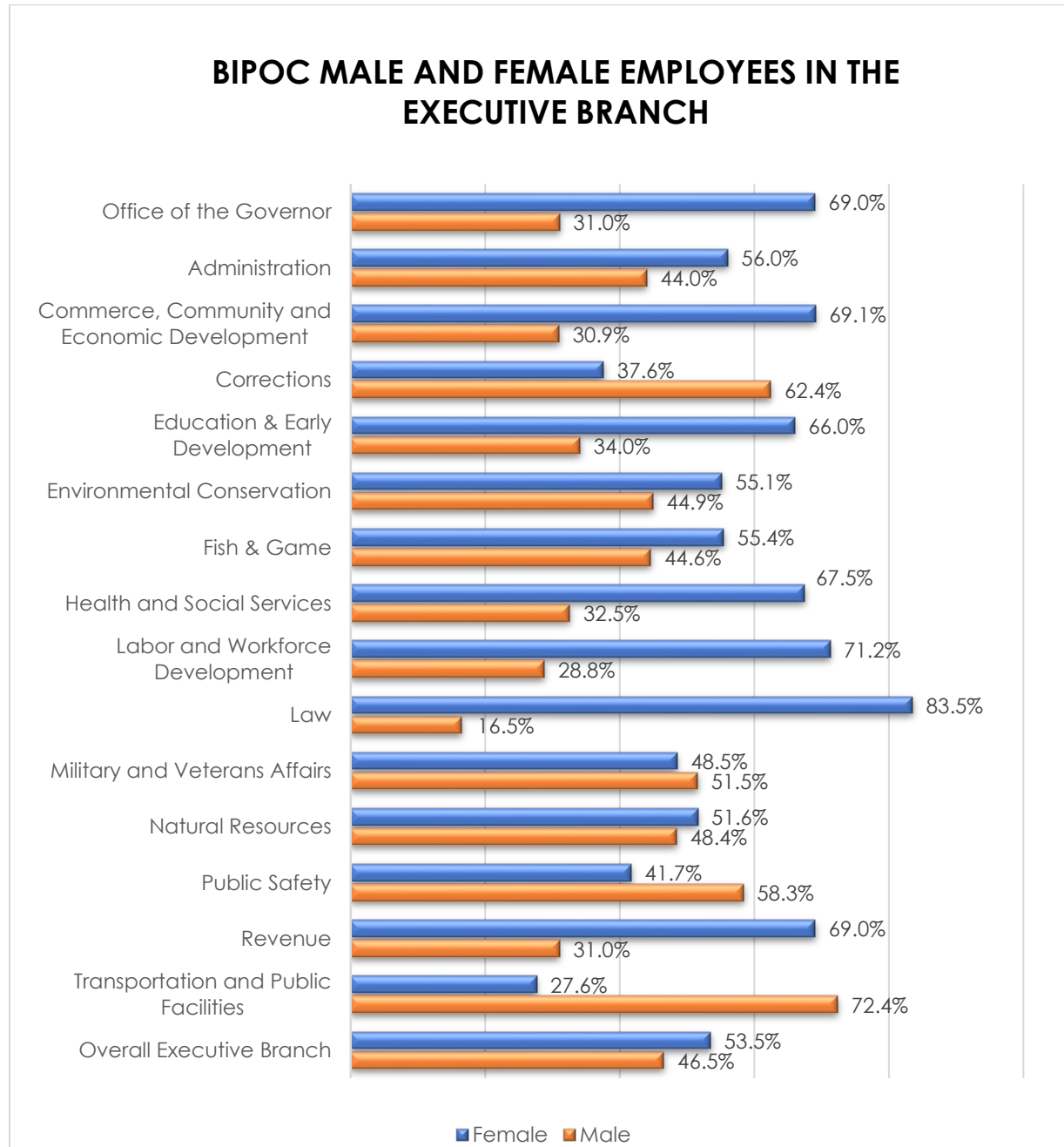


As shown in Exhibit 15, according to the U.S. Census Bureau, men outnumber women in the Alaskan Civilian Labor Force at 54.2 percent. This figure is higher than the percentage of men working in the State's Executive Branch (51.8 percent) but is lower than the national percentage, where women account for 58.3 percent of the Civilian Labor Force.^{xviii} However, that national figure pre-dates COVID-19 data and likely does not account for the impact the coronavirus pandemic on women in the workforce. It is anticipated that women left the workforce at a higher rate than men during 2020.

The most recent data available from the Alaska Department of Labor & Workforce Development reveals that Alaska's population has decreased from 731,007 in 2019 to 728,903 in 2020. Alaska's total female population, as of July 2020, is 353,886. By population, females represent 48.5 percent in Alaska.^{xix} While the overall population dynamics have not substantially shifted over the last year, the Alaska Department of Labor & Workforce Development's projection that women

account for approximately 45.8 percent of the statewide Civilian Labor Force, is significantly lower than 2019. In 2019, it was projected that women accounted for approximately 63.9 percent of the Civilian Labor Force versus 36.1 percent men. It is possible this dramatic shift downward is in response to the ongoing global coronavirus pandemic and its larger impact on women than men in the workforce.

Exhibit 16



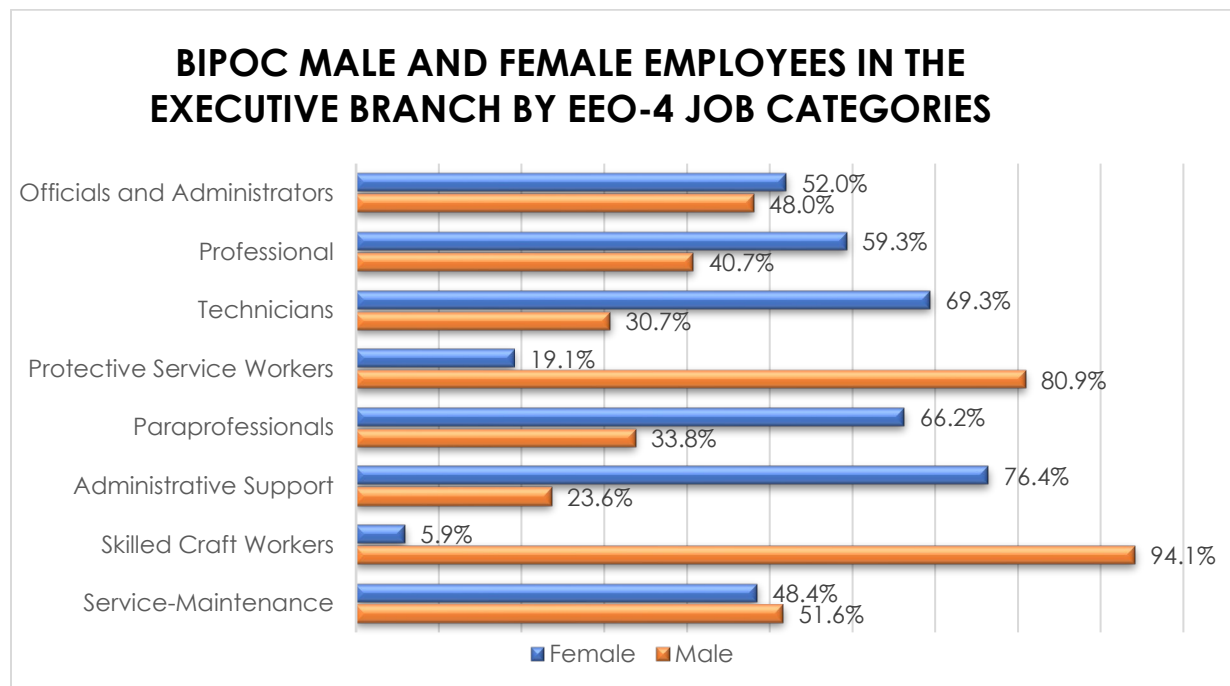
The majority of our BIPOC employees are women. The distribution of BIPOC female employees throughout the workforce fluctuated between 2019 and 2020. As of June 30, 2020, the Department of Law had the highest ratio of BIPOC women (as compared to BIPOC men employees) within the Executive Branch at 83.5 percent, a slight increase from the previous year when it was 80.4 percent. The Department of Labor and Workforce Development also saw an increase to 71.2 percent and the Department of Commerce, Community, & Economic Development increased to 69.1 percent.

Exhibit 17 shows the breakdown of men and women BIPOC employees in each of the federal government's eight job categories. Those job categories are:

- Officials and Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Administrative Support
- Skilled Craft Workers
- Service Maintenance

The job categories reflect different levels of job opportunity and are used by the federal U.S. EEOC along with other labor force data to identify possible patterns of exclusion and discriminatory practices.⁷

Exhibit 17



⁷ For definitions of each job category, see Pages 32 and 33 in the Appendix.

The distribution of women employees within various job categories is indicative of the status women have within the Executive Branch workforce. Both historically and today, women in State government have been concentrated in professional fields such as nursing, human resource management, social work, health-care related jobs, and in lower paying clerical positions.

Exhibit 18

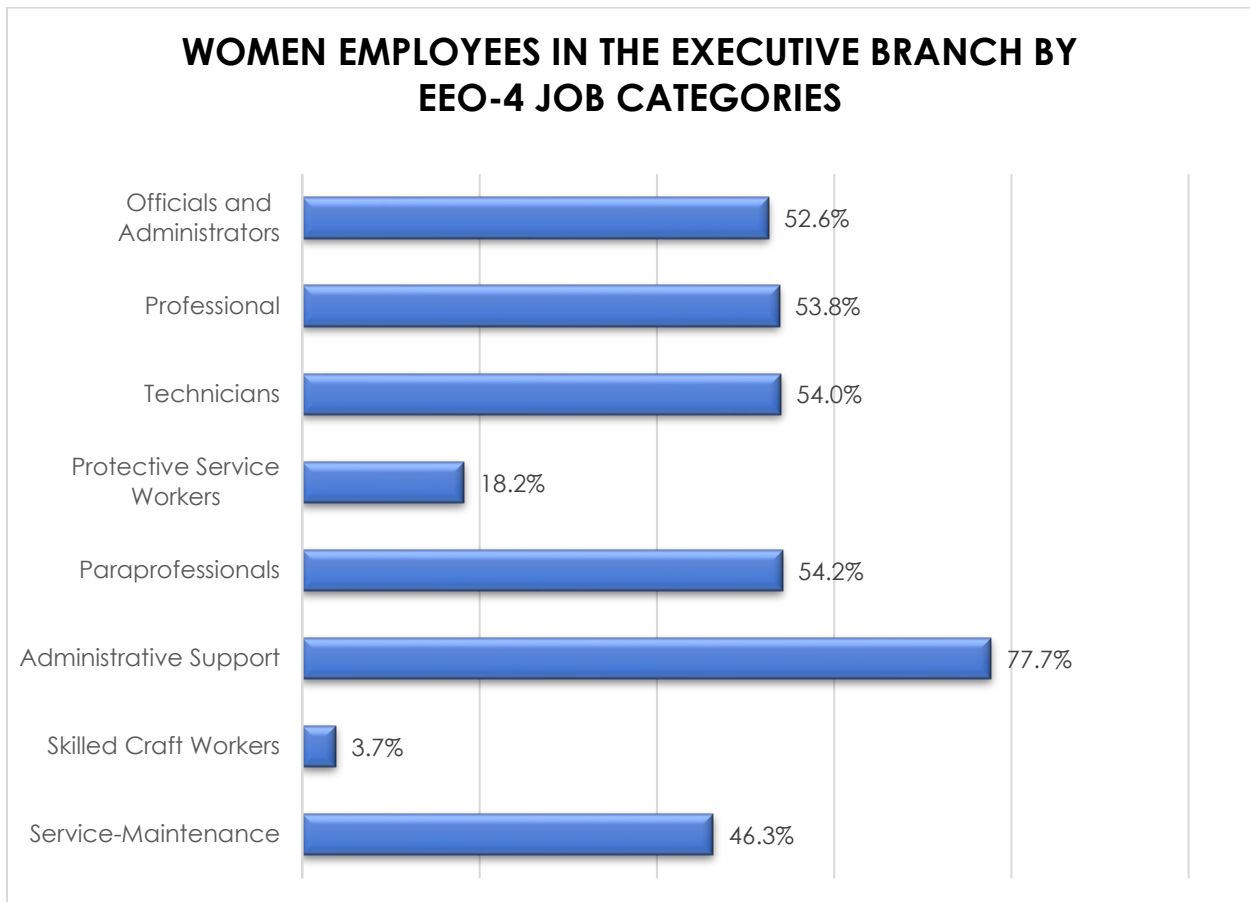
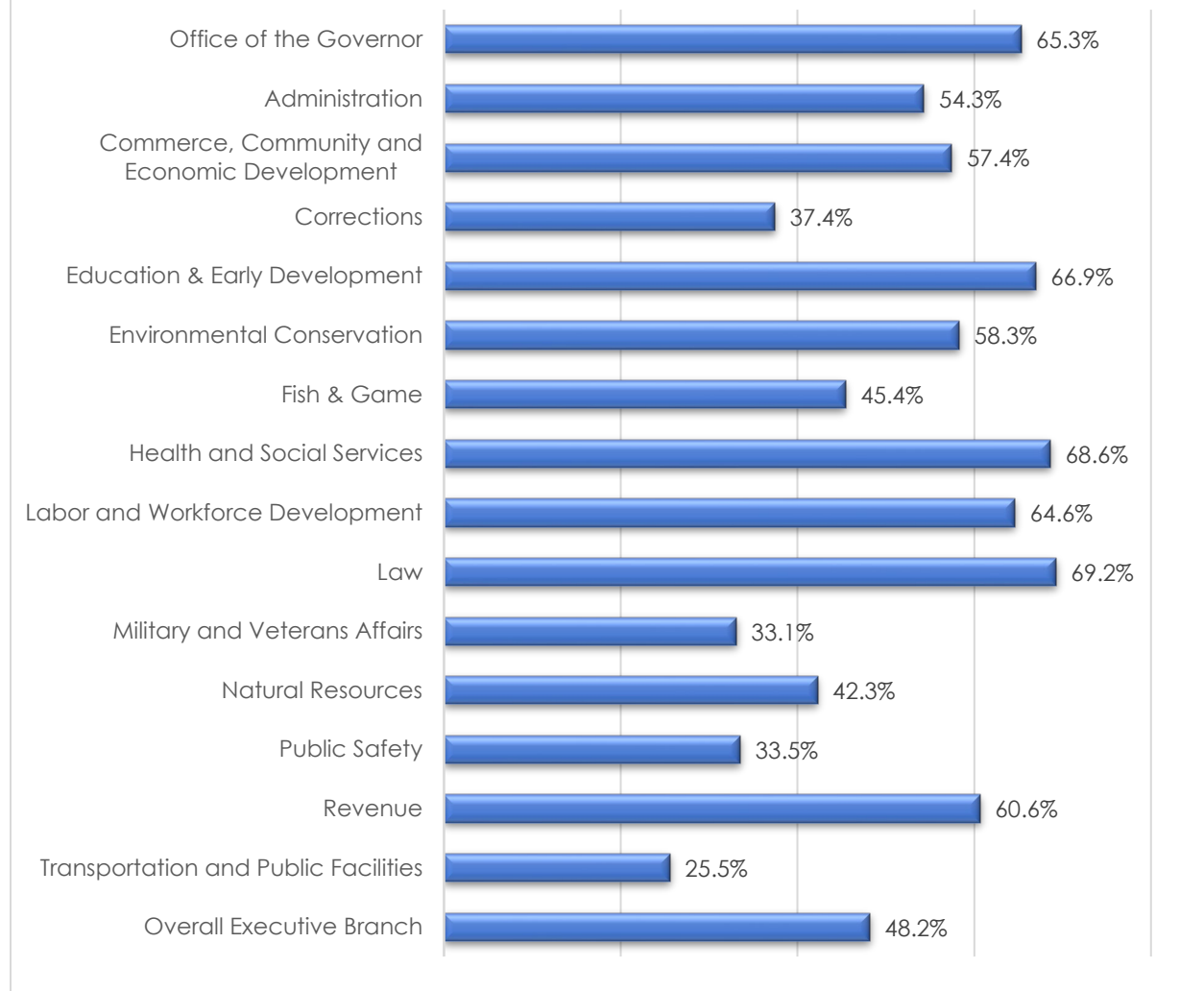


Exhibit 18 shows the current distribution of all women employees, both BIPOC and non-BIPOC, in the Executive Branch in each EEO-4 job category. Numerically, the highest number of women, 3,518, work in the category of Professionals and represent 53.8 percent of the workers in that group. However, the category with the highest female employee percentage is the Administrative Support category with 77.7 percent (the same from the year before). Improvement was seen in Protective Service Workers (17.8 to 18.2 percent).

Exhibit 19

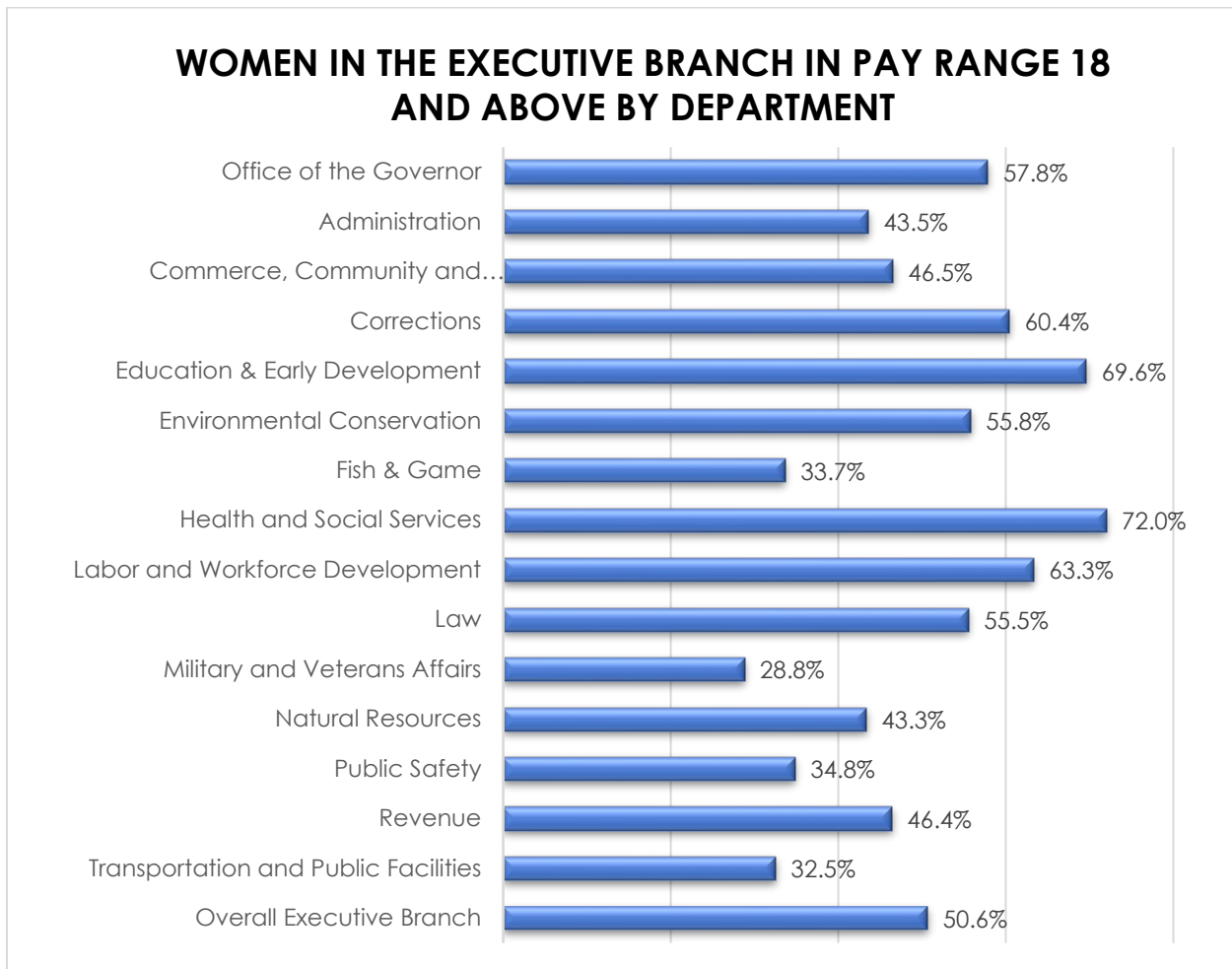
**WOMEN EMPLOYEES IN THE EXECUTIVE BRANCH
BY DEPARTMENT**



Women continue to dominate in overall percentages in nine of our 15 departments. (See Exhibit 19) Women are particularly well represented within the Office of the Governor (65.3 percent) and within the departments of Health & Social Services (68.6 percent), Law (69.2 percent), and Education & Early Development (66.9 percent). By comparison, women continue to comprise far smaller shares of the positions within the departments of Corrections (37.4 percent), Military and Veterans Affairs (33.1 percent), Public Safety (33.5 percent), and Transportation and Public Facilities (25.5 percent).

Exhibit 20 reveals data regarding each department's share of positions held by women overall as compared to the share of positions in pay ranges 18 and above. It's interesting to note that there has been an overall increase in the percentage of women in pay ranges 18 and above from 49.9 percent in 2019 to 50.6 in 2020.

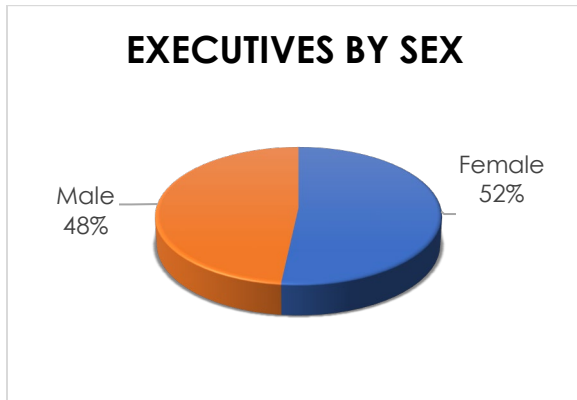
Exhibit 20



As depicted in Exhibit 20, women hold a majority of higher paid positions in seven of the 15 departments. Led by the Department of Health and Social Services, (72 percent), women are also particularly well represented in such positions within the Department of Education & Early Development (69.6 percent) as well as the Office of the Governor (57.8 percent), the departments of Labor & Workforce Development (63.3 percent), and Corrections (60.4 percent). By contrast, women hold significantly fewer positions in pay ranges 18 and above within the departments of Public Safety (34.8 percent), Transportation & Public Facilities (32.5

percent), Fish & Game (33.7 percent), and Military & Veterans Affairs (28.8 percent).

Exhibit 21

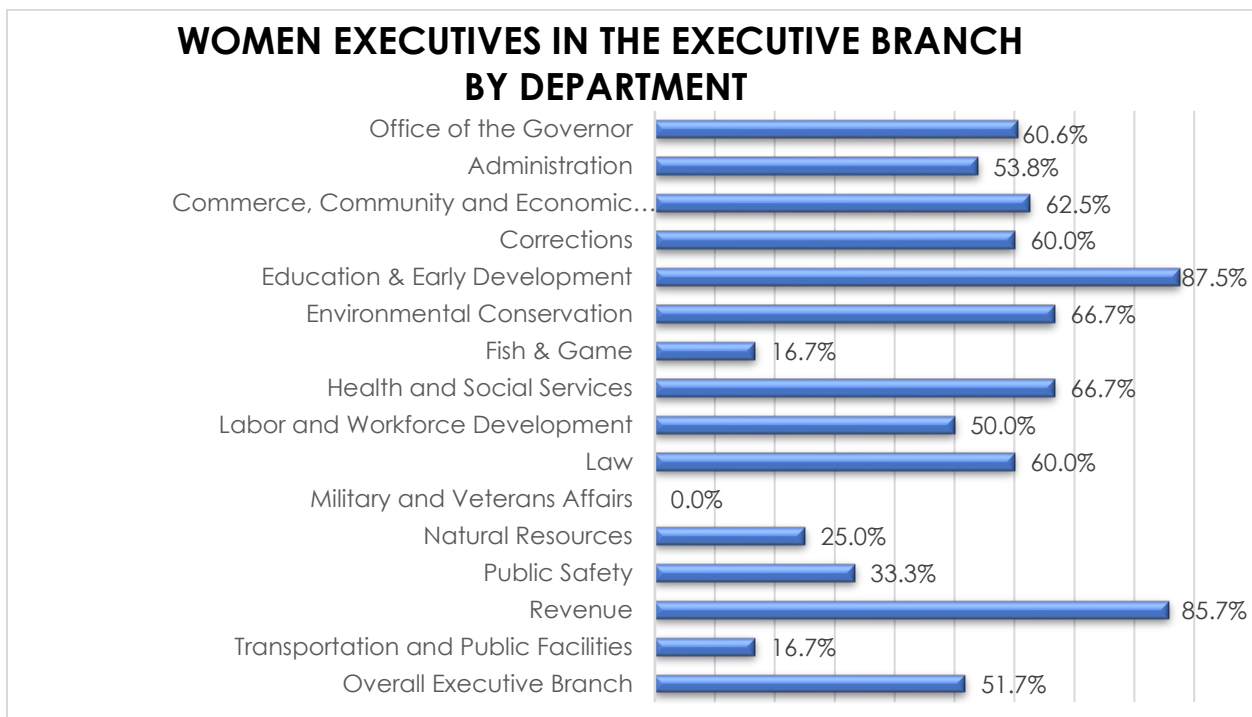


Exhibits 21 and 22 represent only 143 positions in the Executive Branch as of June 30, 2020.

This group of executives is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. This year, 74 of the 143 executive positions were held by women, a decrease of approximately 11 percent of women in executive positions from last year's report.

Last year's unprecedented number of women who head departments in the Executive Branch continue. Of the 14 department leaders, half are women: commissioners Julie Anderson, Nancy Dahlstrom, Corri Feige, Tamika Ledbetter, Lucinda Mahoney, Amanda Price, and Kelly Tshibaka. Moreover, Dr. Ledbetter is the first African American woman in a cabinet position in the State of Alaska.

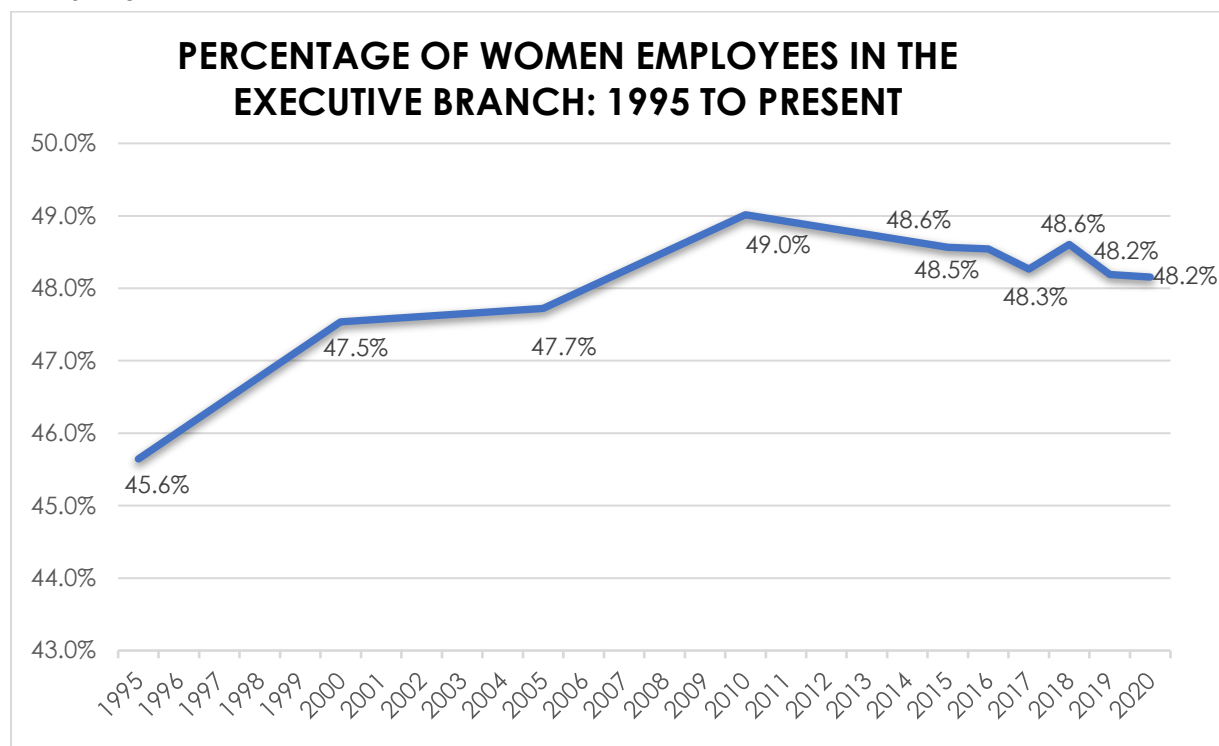
Exhibit 22



Historical Trends: Women 1995 to Present

The exhibits in this section show the trends of women employed in the Executive Branch from 1995 to 2020 with data points collected at five-year intervals. The State of Alaska has had six governors during this time period: Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and the current Governor for the State of Alaska, Michael J. Dunleavy (December 2018 to present). While there was a small decrease in the number of women working in the Executive Branch, the historical trend has been a mostly steady incremental rise in the share of female employees within the Executive Branch.

Exhibit 23



The number of women in the State's overall workforce started to increase in approximately 1995 and peaked in 2013 at 7,897 women employees (49.1 percent). This year's report shows women employees at 48.2 percent, representing 6,923 women. This number reflects fewer women overall in the workforce from the previous year, but the same overall percentage as 2020.

While women in higher paying positions, range 18 and above, held steady, the number of women occupying the most senior levels in state government grew slightly. Exhibit 25 shows the percentage of women in the highest echelon of public service – executives – from 1995 to 2019. This small group is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Exhibit 24

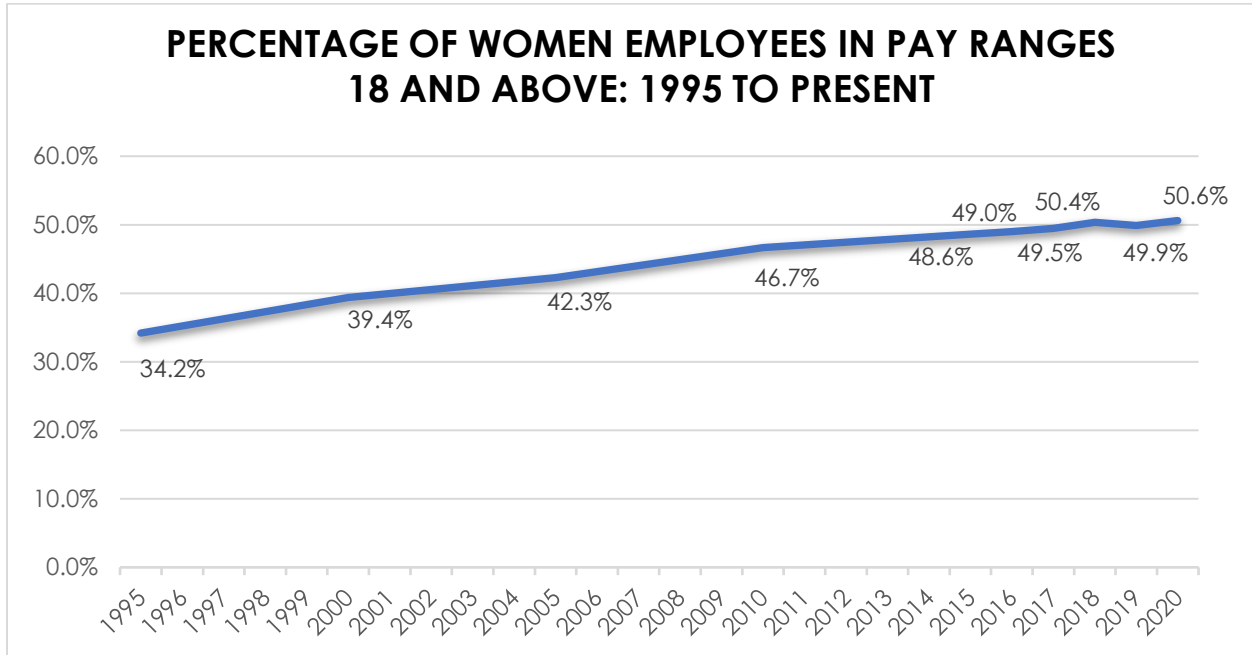
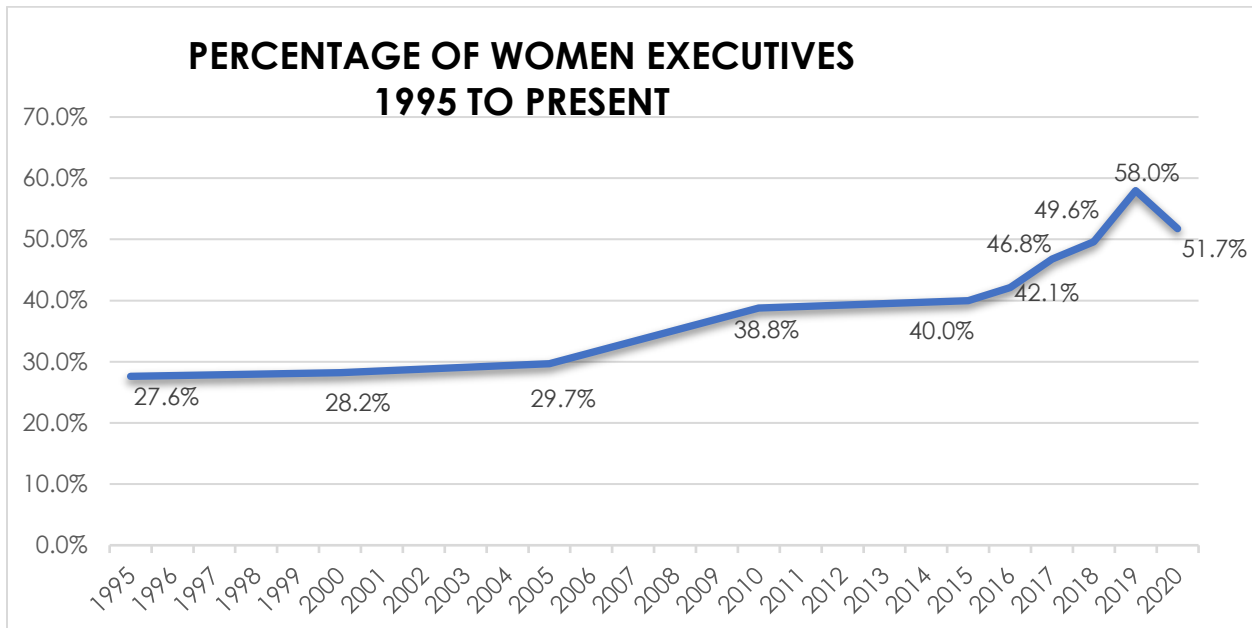


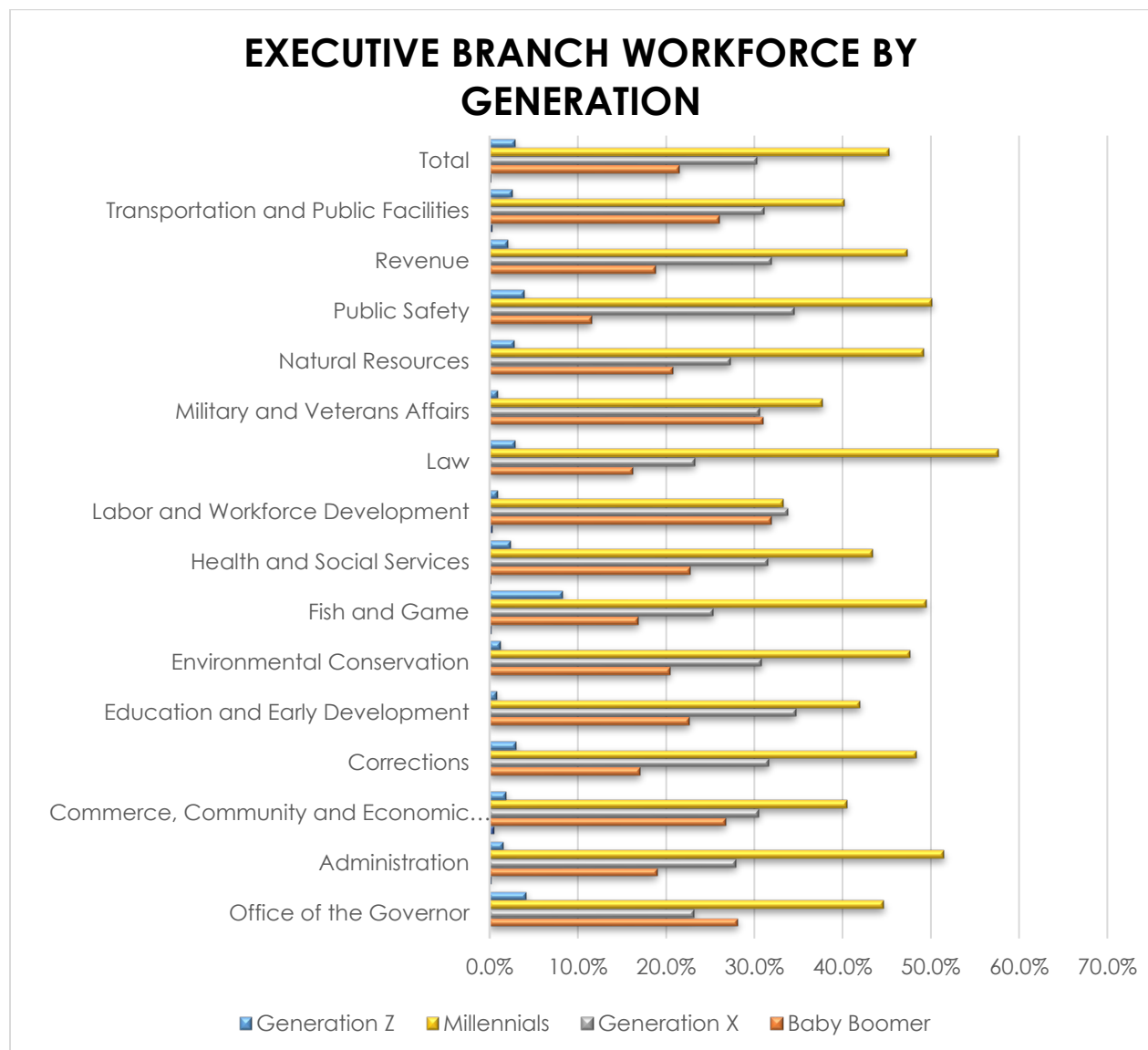
Exhibit 25



Generational Workforce Data

Five generations are working in the Executive Branch. Consistent with national trends, our workforce is dominated by the millennial generation. Roughly a third of Americans in the national labor force (35 percent or 56 million) are Millennials. Millennials make up the majority of each department in the Executive Branch with the exception of Labor & Workforce Development, where Generation X has a slightly larger presence. The state's oldest employee is 80 years old from the "Silent" generation and our youngest employee is 18 years old of "Generation Z." Exhibit 25 also shows Generation Z's entrance to our workforce.

Exhibit 26



Generally speaking the five workforce generations are described as:

- Generation Z (or Gen Z), people born between 1997 and 2012
- Millennials, people born between 1981 and 1996
- Generation X, people born between 1965 and 1980
- Baby Boomers, people born between 1946 and 1964, and:
- Silent, born between, people born 1928 and 1945.

The Pew Research Center reports that on the whole, the younger workforce generations are increasingly more racially and ethnically diverse and that Generation Z is on track to be the most well educated generation yet.

2021 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 are:

Camille Brill, Human Resource Consultant V, EEO Program Manager

Mauria B. Gerdeman, Human Resource Consultant II, EEO Specialist

Kelley N. Roberson, Human Resource Consultant II, EEO Specialist

Appendix

Race and Ethnicity Category Definitions

Note: The seven 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. 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. Further, the race categories include both racial and national origin groups.

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

Alaska Native or American Indian (Not Hispanic or Latino): 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” represent 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.

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.

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. "Pacific Islander" refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, Mariana Islands, or other Pacific Islands.

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

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

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

Job Category Definitions

Note: These eight categories are 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 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 requires 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 Workers: 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.

Endnotes

- ⁱ See State of Alaska Workforce Profile Fiscal Year 2020 and 2014 available at <http://doa.alaska.gov/dop/reports/workforceProfile/>.
- ⁱⁱ Alaska Department of Labor and Workforce Development, Research & Analysis Section available at <http://live.laborstats.alaska.gov/pop/index.cfm>
- ⁱⁱⁱ Pew Research Center. Link: <https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/>
- ^{iv} United States Census, Quick Facts available at: [https://data.census.gov/cedsci/profile?q=United States&g=0100000US](https://data.census.gov/cedsci/profile?q=United+States&g=0100000US)
- ^v *Id.*
- ^{vi} *Id.*
- ^{vii} 2020 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: 49.3 percent in the greater Anchorage/Mat-Su and 25.3 percent in Southeast. <http://doa.alaska.gov/dop/fileadmin/StatewidePlanning/pdf/workforceProfile/dopanualreport.pdf>.
- ^{viii} Our District / Overview (asdk12.org)
- ^{ix} 2019 Facts and Figures - Juneau School District (juneauschools.org)
- ^x Office of Governor, proclamations at <https://gov.alaska.gov/newsroom/category/proclamations/>
- ^{xi} *Bostock v. Clayton County* at [Bostock v. Clayton County | Oyez](#), *Altitude Express v. Zarda*, and *R.G. & G.R. Harris Funeral Homes Inc. v. Equal Employment Opportunity Commission*
- ^{xii} Source: U.S. Census Bureau 2015-2019 (five-year American Community Survey data) obtained from the Alaska Department of Labor & Workforce, Research and Analysis unit.
- ^{xiii} Source: 2010 U.S. Census Bureau, The American Indian and Alaska Native Population; Percentage Distribution of Alaska Native Tribal Groupings by Response Type, Summary File 1 (January 2012)
- ^{xiv} Source: Alaska Economic Trends, Volume 33, Number 4, April 2013.
- ^{xv} Source: The Washington Post, Analysis US Department of Labor data, as reported September 9, 2019 in the article "For the first time, most new working-age hires in the U.S. are people of color"
- ^{xvi} *Id.*

^{xvii} Source: U.S. Office of Personnel Management, Federal Equal Opportunity Program Report (2017), <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racenational-origin/>

^{xviii} Source: U.S. Census Bureau, (female civil workforce aged 16 and above in U.S.) for 2015-2019. <https://www.census.gov/quickfacts/fact/table/ak,US/LFE046217>

^{xix} Source: Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau. *Alaska population by age and sex July 2020 estimate*. Table link at <http://live.laborstats.alaska.gov/pop/index.cfm>

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