

State of Alaska
2018
Progress Report
on
Equal Employment Opportunity
and Affirmative Action
in Alaska State Government



Bill Walker
Governor

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Preface

This 2018 Progress Report is filed with the Governor and the Legislature pursuant to 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 2018 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, the Alaska Statewide Payroll System (AKPAY), and the Integrated Resource Information System for Human Resource Management (IRIS HRM). Workforce numbers were drawn from the data as of June 30, 2017, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1995 and 2017 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 agrees that it is liable under applicable laws. Instead, these terms are employed

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.”

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 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 2018

Introduction

The size of the Executive Branch workforce has continued to decline. Since the last Progress Report, it has shrunk an additional 2.8 percent to 14,692² employees; as compared to last year's count of 15,127 employees in its 15 departments. This count reflects workforce demographic data as of June 30, 2017 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 there was a modest increase in new hires from 1,333 to 1,476.³ During the past year, all but two 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 737,080 people.⁴ Meanwhile, Alaska Department of Labor & Workforce Development estimates project our state's population to grow, reaching 899,825 by 2045.⁵ By comparison, the population at statehood in 1959 was approximately 224,000 people. Alaska's overall population decreased by 2,629 people from July 2016 to July 2017 according to the Alaska Department of Labor & Workforce Development. Moreover, the working age population, those aged 18 to 64, decreased by 1.2 percent.⁶

² State of Alaska Workforce Profile Fiscal Year 2017 available at <http://doa.alaska.gov/dop/reports/workforceProfile/>.

³ State of Alaska Workforce Profile Fiscal Year 2016 and Workforce Profile Fiscal Year 2017 available at: <http://doa.alaska.gov/dop/reports/workforceProfile/>.

⁴ Alaska Department of Labor & Workforce Development, Research & Analysis Section.

⁵ Alaska Department of Labor & Workforce Development, Research & Analysis Section, Alaska Population Projections 2015 to 2045, Table 3.1.

⁶ Alaska Department of Labor & Workforce Development, Research & Analysis Section. "Migration Losses Caused Small Population Decline for Alaska in 2017"

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 people (reported as the single race of "white alone") in Alaska is 66.1 percent while for the nation it is 76.9 percent. Our demographics reflect a significantly larger percentage of Alaska Native and Native American peoples (15.2 percent) as compared to the nation as a whole (1.3 percent). Moreover, a greater number of Alaskans identify themselves as "two or more races" at 7.3 percent as compared to 2.6 percent of the nation.⁷

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.⁸ 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 2010⁹ and the Alaska Native population is expected to continue to grow from 122,480 in 2012 to a projected 161,483 in 2042.¹⁰

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 68 percent of Executive Branch employees.¹¹ The City and Borough of Juneau School District reports its student population is now 50 percent white.¹² The Anchorage School District (ASD), the largest in the State and one of

⁷ U.S. Census (American Community Survey) (July 1, 2016), QuickFacts data as of February 2018.

⁸ U.S. Census Bureau, 2010 Census

⁹ "Alaska's Hispanic Population" Alaska Economic Trends, February 2013, Volume 33, No. 2.

¹⁰ Alaska Population Projections 2010-2035 (April 2012) and 2012-2042 (April 2014) published by the Alaska Department of Labor & Workforce Development, Research & Analysis Section.

¹¹ 2017 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 20.1 percent in Juneau for a total of 68.4 percent.

¹² Juneau School District, City and Borough of Juneau, 2017 Facts & Figures Report.

the 100 largest districts in the United States, reports its “minority” student population exceeds its white student population: 58.2 percent non-white to 41.8 percent white.¹³ The Anchorage School District counts over 99 languages spoken by students in its English learners’ program. The top five languages spoken (after English) are: Spanish, Samoan, Hmong, Filipino, and Yup’ik. ASD demographics over the last ten years reveal trends with significant increases in “Asian or Pacific Islander” students and those who identify as multiracial.¹⁴ 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.

¹³ Anchorage School District Ethnicity Report (October 31, 2017) and web page at <https://www.asdk12.org/aboutasd/languages/>

¹⁴ *Id.*

Report Summary

The 2018 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.¹⁵ 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. The 2018 Progress Report shows modest overall improvement for both women and minorities in the Executive Branch, but additional change is warranted particularly in areas of "occupational segregation."

Alaska's first peoples, Alaska Natives, continue to be the most underrepresented group in the Executive Branch workforce. While this year's Report numbers reflect fewer minorities in the Executive Branch than the previous year (3,370 to 3,294), it shows the overall percentage of minorities slightly increased from 22.3 percent to 22.4. Therefore, despite the Executive Branch's reduction in its workforce, the percentage of Alaska Native employees marginally rose. Non-white employees continue to be concentrated in Service Maintenance positions at 49.5 percent. The percentage of minorities, however, in the highest echelon of public service – executives – is at an all-time high of 12.1 percent.

This year's Report marks a significant change in collection of race and ethnicity data from five to seven categories required by the federal government. The new categories include "two or more races," the second fastest growing demographic in the United States.

There are currently 7,085 women employees in the Executive Branch, a decrease from last year's report of 7,343 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 79.8 percent. As of June 30, 2017, women hold 49.5 percent of higher paying jobs (range 18 and above), the highest percentage on record. Moreover, as of October 2017, women hold five of the 14 Cabinet positions in Governor Bill Walker's Administration.

¹⁵ 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).

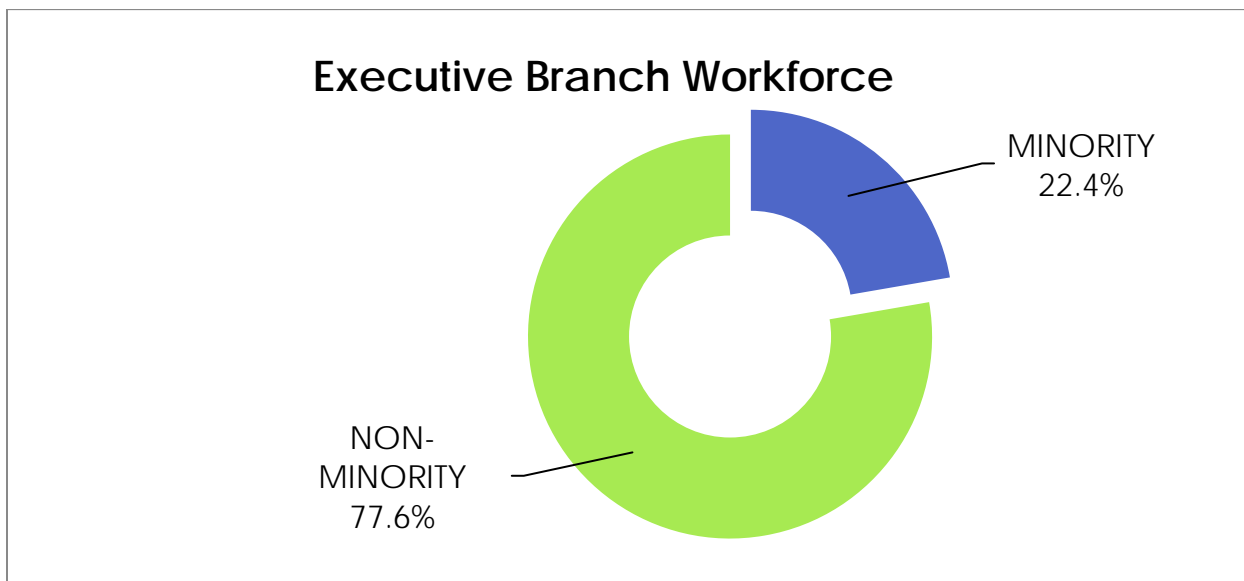
Minority Employment in the Executive Branch

Current Outlook

Employees from minority groups now comprise 22.4 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 22.3 percent last year. For wider comparison, the Federal government reported that its non-white employees made up 36.7 percent of its workforce in Federal fiscal year 2017.¹⁶

While our workforce is made up of 22.4 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.¹⁷ (See Exhibits 1 and 2)

Exhibit 1



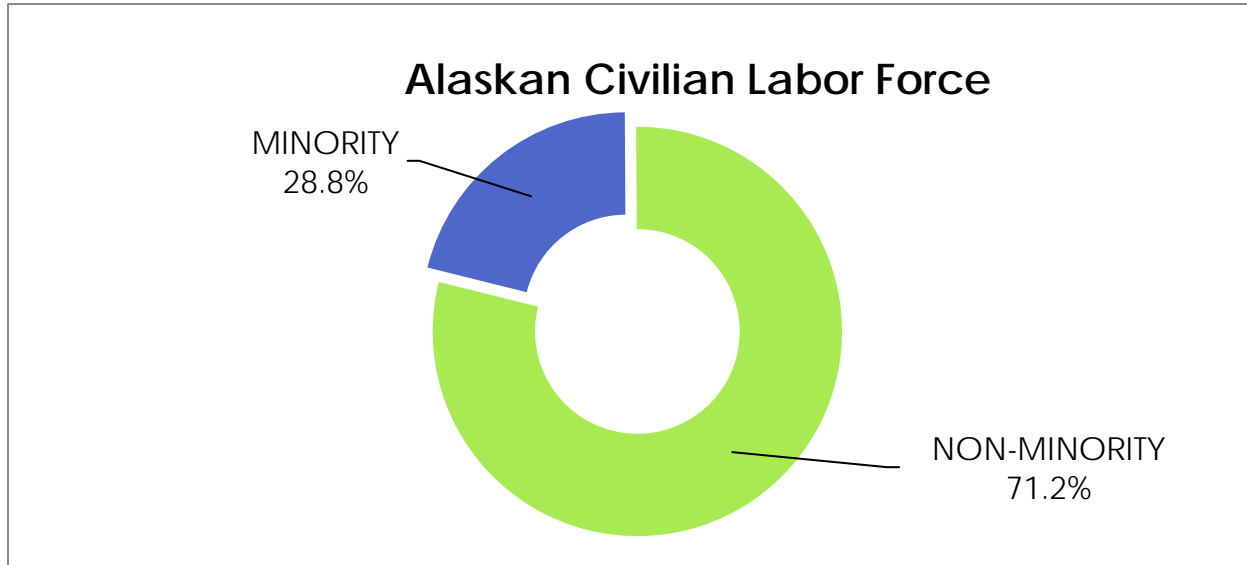
This Progress Report relies on information from the federal U.S. Census Bureau Equal Employment Opportunity Tabulation. This allows us to compare the

¹⁶ Source: U.S. Office of Personnel Management, Federal Equal Opportunity Program Report (2017).

¹⁷Source: 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."

Executive Branch workforce numbers to current labor force data. The U.S. Census Bureau uses American Community Survey data for its EEO Tabulation.

Exhibit 2



It is important to note that the U.S. Census Bureau and the U.S. Equal Employment Opportunity Commission (EEOC) use different race/ethnicity categories. 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). In addition, the U.S. Census Bureau also recorded ethnicity – Hispanic or Latino – separately from race. Starting in 2017, the EEOC started requiring states to report data in seven race and ethnicity combined categories.

Prior to 2017, the federal EEOC required the State to capture employee ethnicity and race data in five specific (single) categories: ¹⁸

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

Starting in 2017, the EEOC changed its requirements and now mandates data to be captured in expanded race/ethnicity categories: ¹⁹

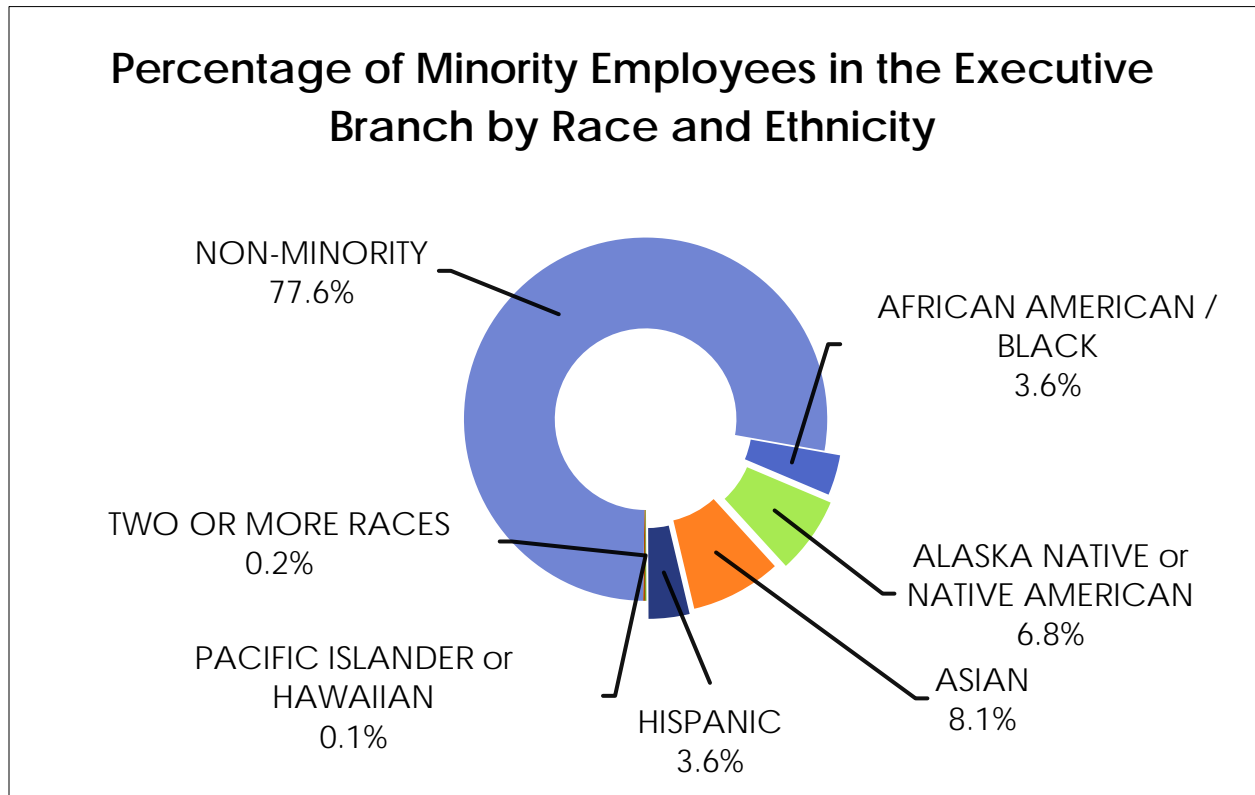
¹⁸ For definitions of these race and ethnic categories, please Page 36 in the Appendix.

¹⁹ For definitions of the new and old race and ethnic categories, please see Pages 34 and 35 in the Appendix.

- 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.

These changes are reflected in this year’s EEO Progress Report for which the data draw date is June 30, 2017. Because of the different categories of information collected and the different collection times, general comparisons can be made but care should be taken when directly comparing the data.

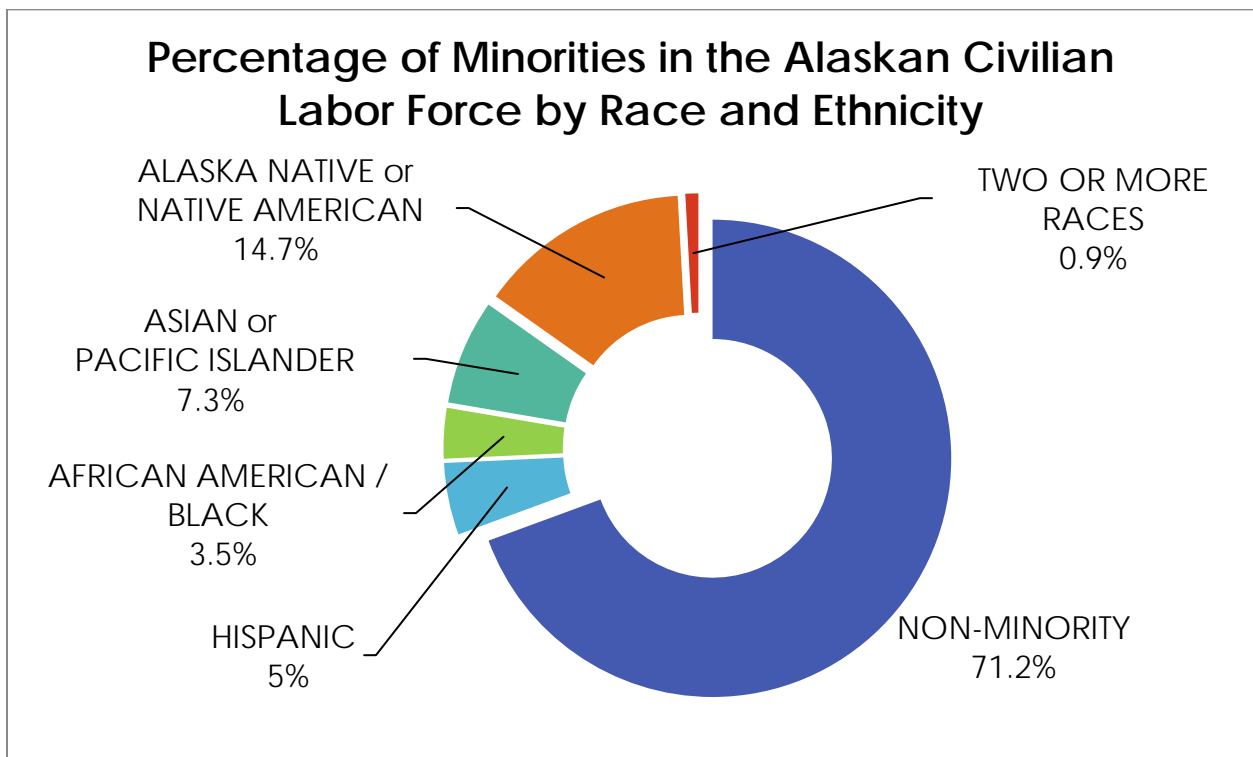
Exhibit 3



As reported last year, the Executive Branch is not underrepresented in employees who are “Asian or Pacific Islander” or “African-American/Black.” Overall in the Executive Branch workforce, Hispanic employees are underrepresented by 1.4 percentage points, a slight improvement from last year. (See Exhibits 3 and 4)

Alaska Native and Native American peoples are the most underrepresented as a group in the Executive Branch workforce by 7.9 percentage points. Alaska Native peoples are made up of many distinct cultures. The U.S. Census Bureau reported the largest is Yup'ik, followed by Inupiat, Tlingit-Haida, Athabascan, Aleut, and Tsimshian.²⁰ Most Alaska Native peoples live in rural Alaska although the urban Native population has grown.²¹ 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 4²²



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 reveals

²⁰ 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)

²¹ Source: Alaska Economic Trends, Volume 33, Number 4, April 2013.

²² U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data). Due to methodology, percentages do not add to 100. Also, "Two or More Races" includes "Alaska Native or American Indian and Black/non-Hispanic).

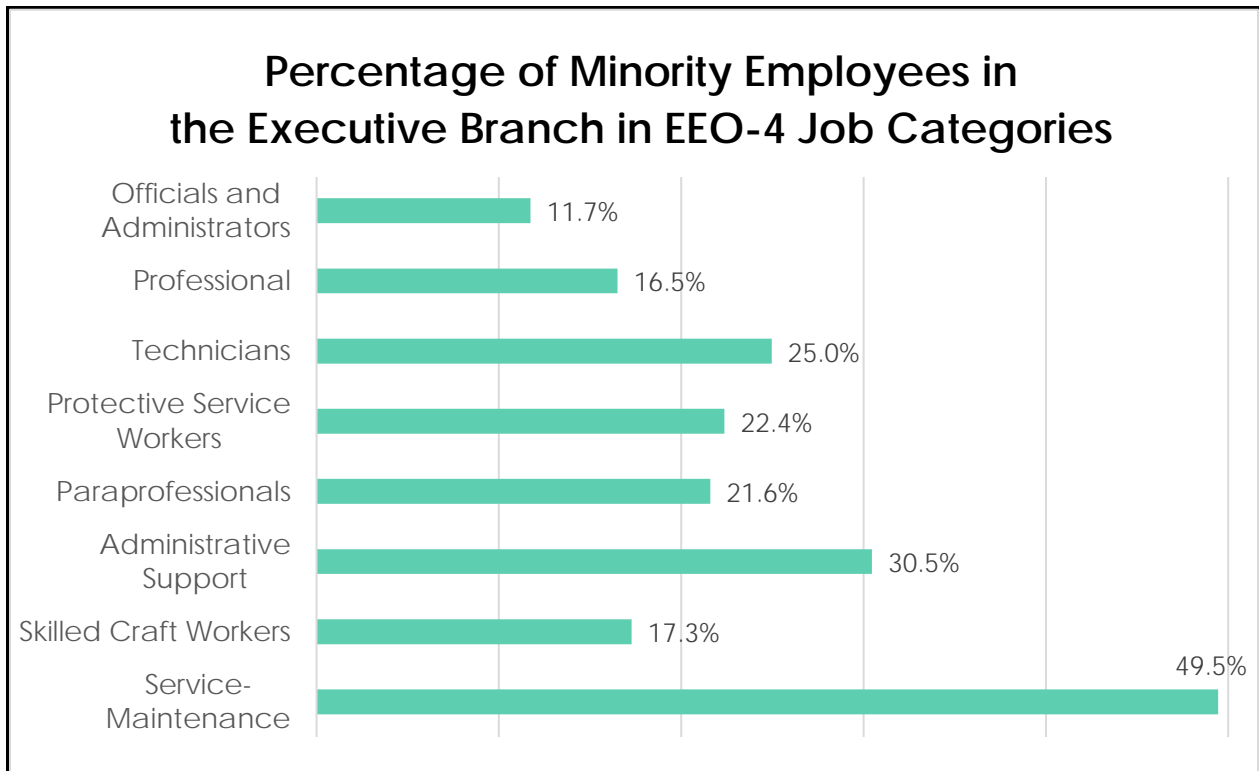
improvement of non-white employees in higher level positions as shown in the EEOC's eight job categories:

- Officials and Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Administrative Support
- Skilled Craft Workers
- Service-Maintenance 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.²³ 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 shows the current percentage of minorities in the job categories that are defined by the EEOC.

Exhibit 5



Service-Maintenance workers continue to comprise the largest concentration of minority employees at 49.5 percent. While minorities currently make up 22.4

²³ For definitions of each job category, please see Appendix Page 36.

percent of our workforce and approximately 28.8 percent of the Alaskan Civilian Labor Force (CLF), they represent 11.7 percent and 16.5 percent of the “Officials and Administrators” and “Professional” job groups, respectively.

Exhibit 6

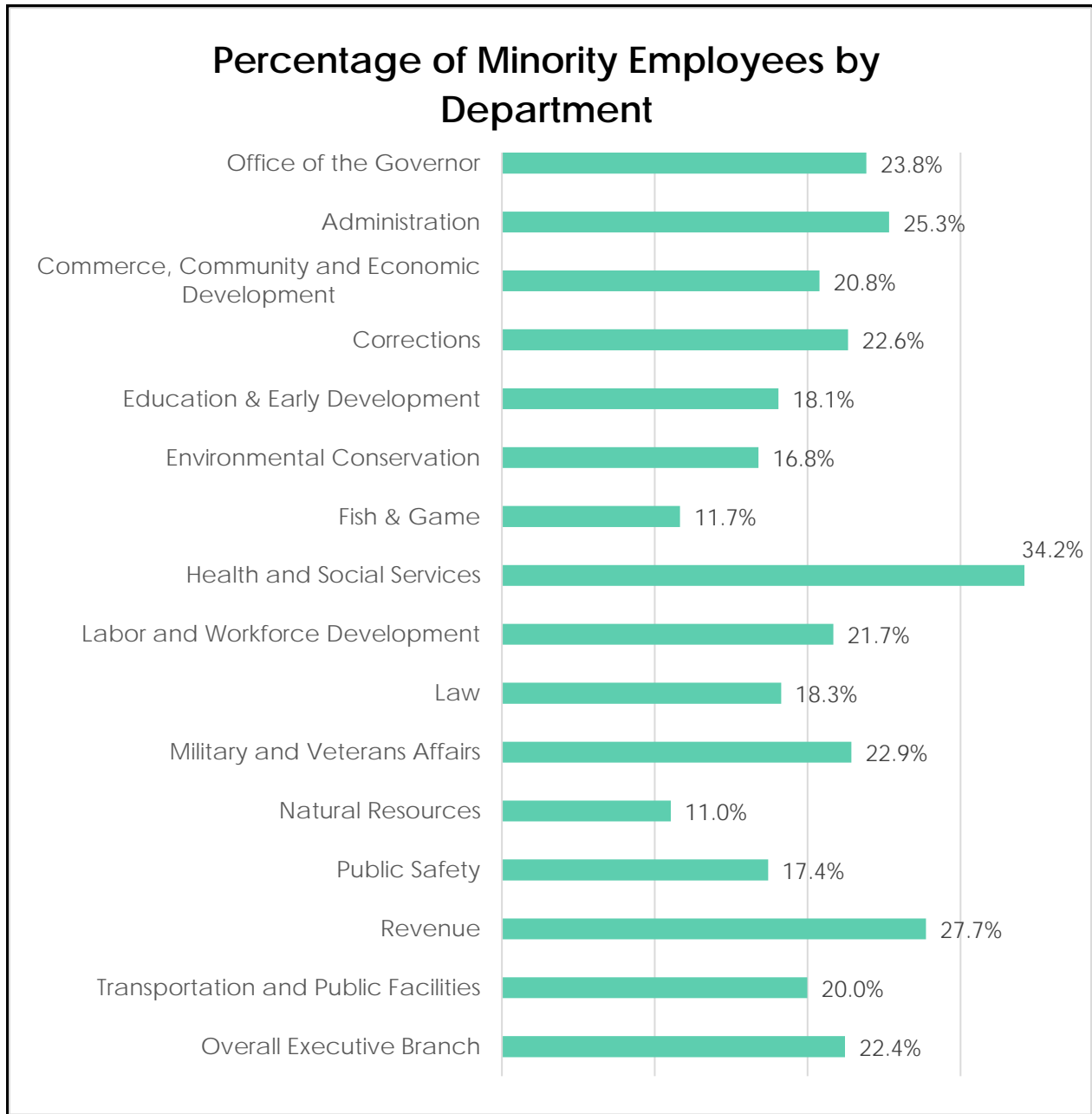
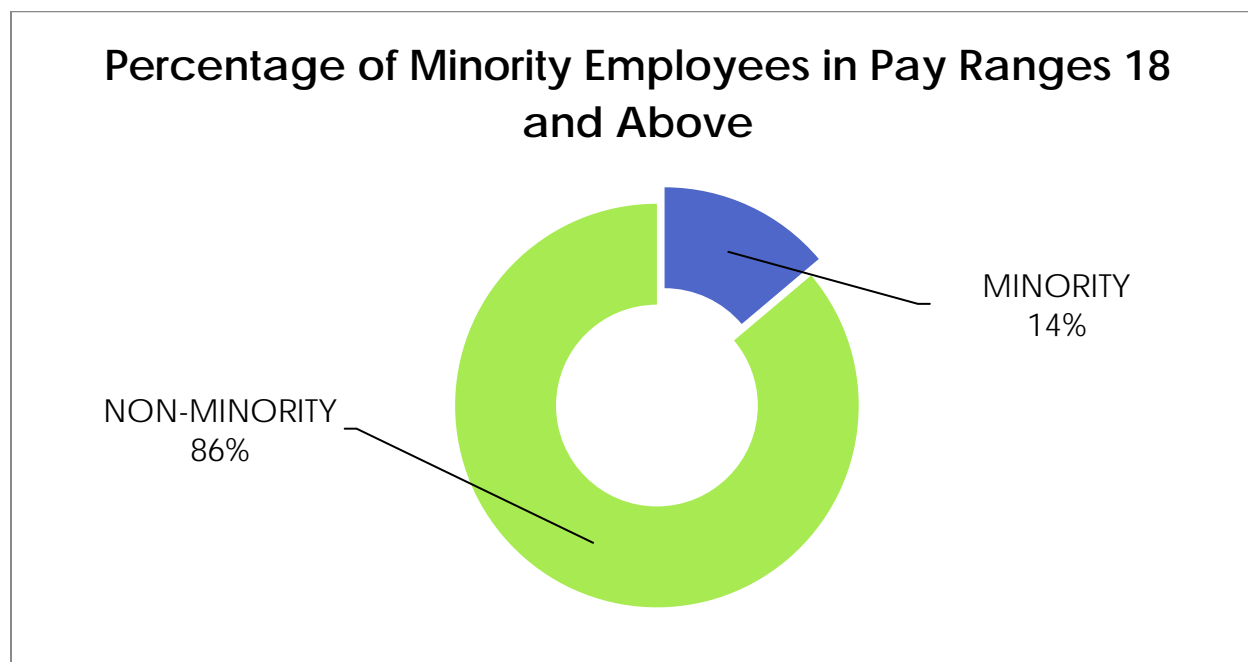


Exhibit 6 shows the current percentages of minorities in each of the 15 departments in the Executive Branch. Overall, the Executive Branch realized a 0.1 percentage point gain in the total number of minority employees in 2017. The

departments of Health & Social Services and Revenue continue to have the highest percentage of minority 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 minority employees in State government. Exhibits 7 and 8 show the percentage of minority employees in pay ranges 18 and above. As of June 30, 2017, positions in this category represent over 5,000 jobs that include non-appointed senior professional and managerial levels held by minority and non-minority employees.

Exhibit 7

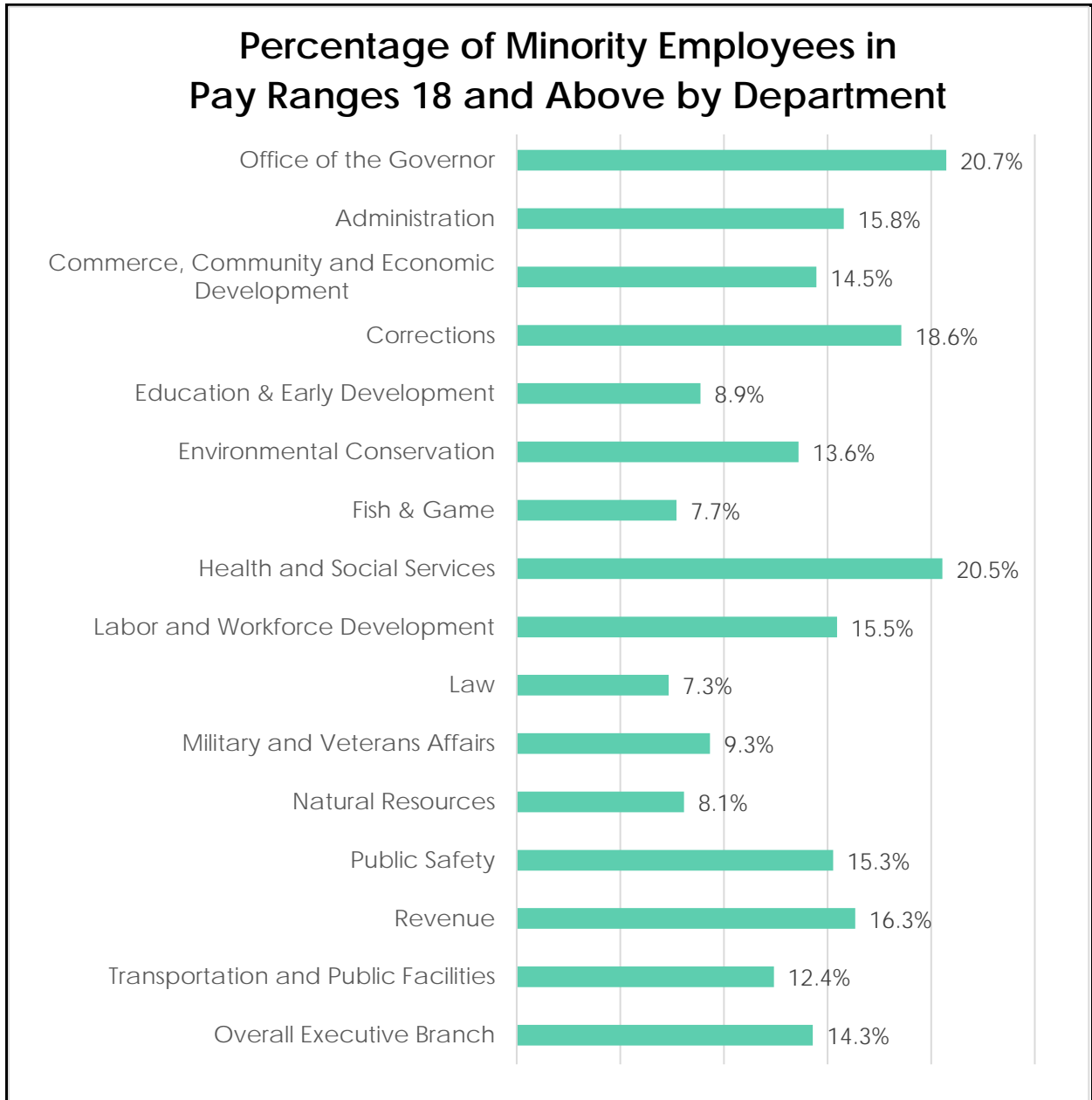


Overall in the Executive Branch, the percentage of minority employees in these higher paying positions increased from 13.8 percent to 14.3 percent, representing a total of 722 employees in pay ranges 18 and above positions. This is particularly notable as the State has lost 435 positions in the previous year.

Exhibit 8 shows the current percentages of minority employees in pay ranges 18 and above in each of the 15 departments. Eight departments increased their percentages. Out of the five departments with the highest percentage of minority employees in these higher level positions, four realized an increase in the

percentage of minority employees and one sustained a nominal decrease.²⁴ The Department of Health & Social Services – the largest agency in the Executive Branch – has the highest number of minority employees in these higher paying jobs: 212 people or 20.5 percent.

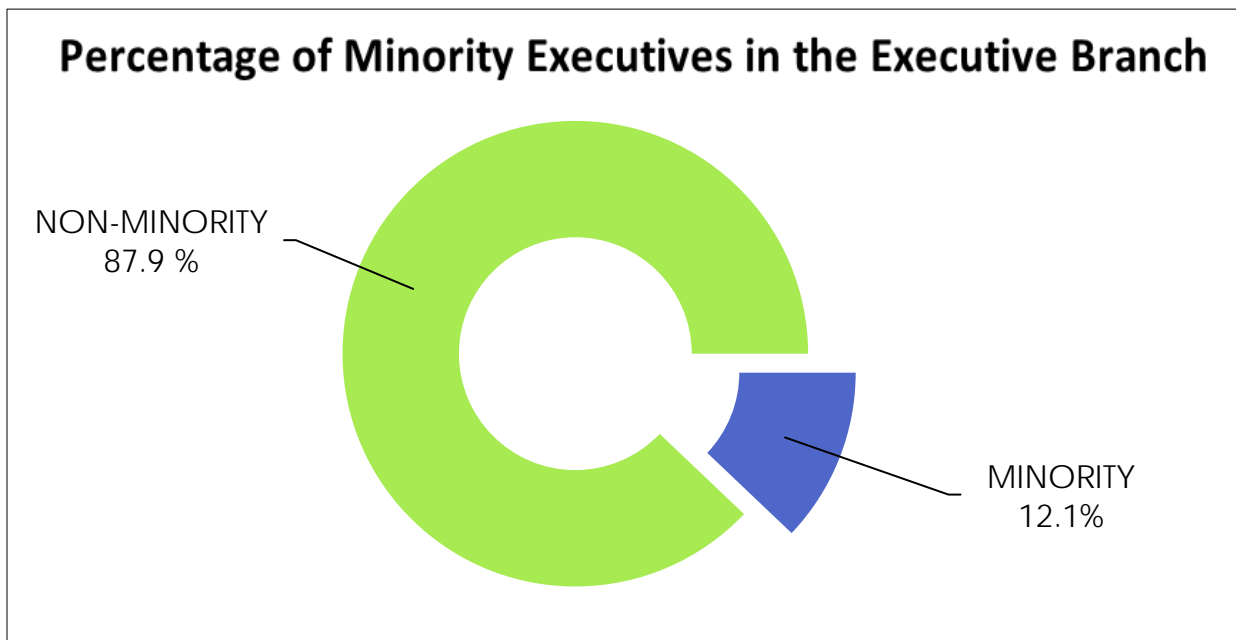
Exhibit 8



²⁴ The Department of Corrections saw a decrease in the number of minority employees in its workforce by 0.9 percentage points.

As of June 30, 2017, the Office of the Governor led with 20.7 percent of its workforce comprised of minority employees in higher paying positions, followed by the departments of Health & Social Services at 20.5 percent, Corrections with 18.6 percent, Revenue at 16.3 percent and Administration reporting 15.8 percent. The departments of Education & Early Development and Natural Resources saw the largest declines by 1.5 and 1.4 percentage points, respectively. The departments of Administration and Revenue showed the most improvement. Overall, the State had 722 minority employees in pay ranges 18 and above, an improvement over last year's reported 710 employees.

Exhibit 9

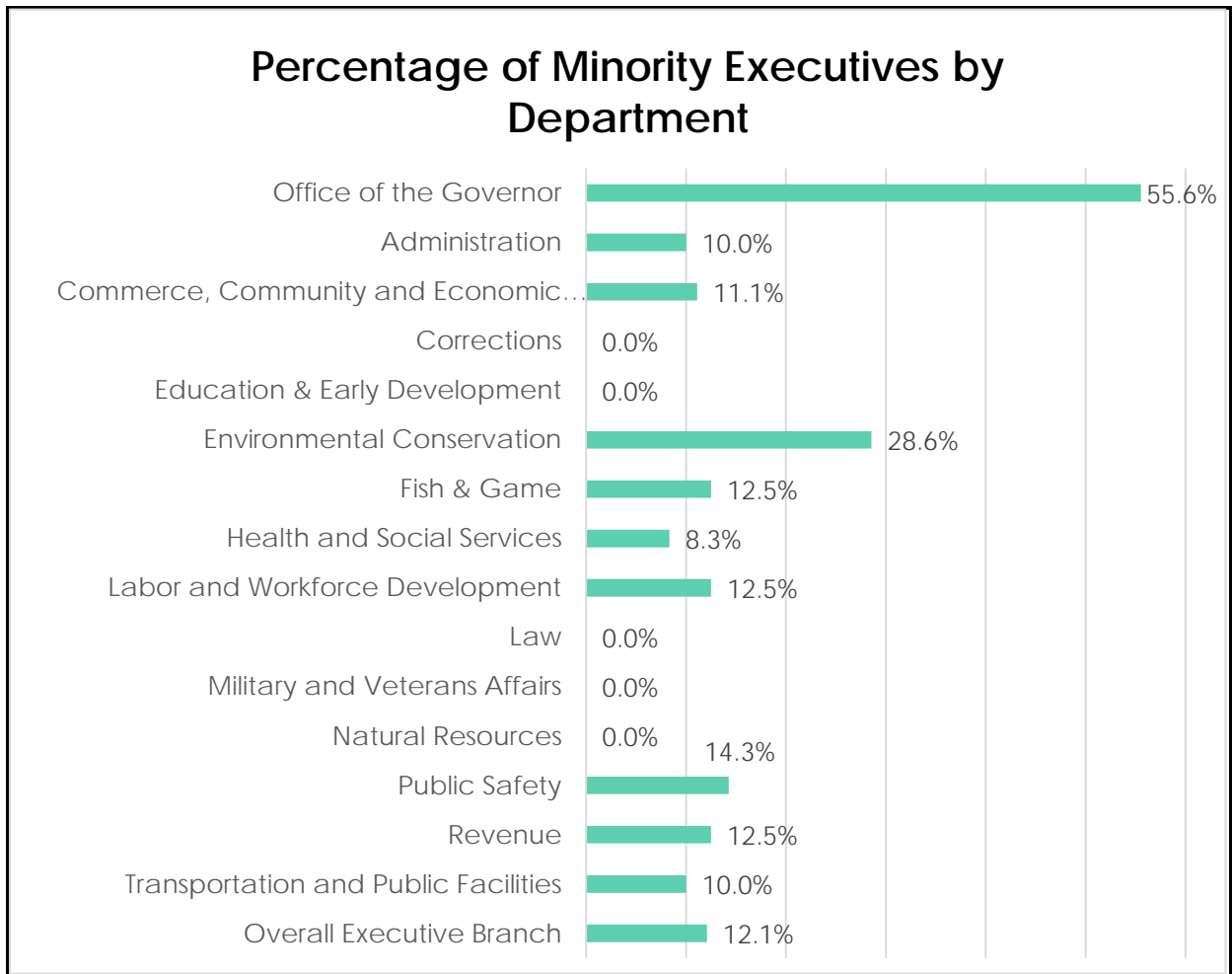


Exhibits 9 and 10 reflect data from only 124 executive positions of the Walker Administration as of June 30, 2017. This group consists of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Five of the 15 departments did not have any high-level minority executives. However, the overall percent of minority executives increased from last year's 9.9 percent to this year's 12.1 percent. Moreover, within the Executive Branch, three executive level posts were filled by minorities.

The Office of Governor and the Department of Environmental Conservation remain the two agencies with the highest percentage of minorities in executive positions.

Exhibit 10



Historical Trends: 1995 to Present

This year, the State extended its decades-long trend of increasing minority employment within its Executive Branch. As depicted in Exhibits 11, 12, and 13, the State set new record highs with the percentage of minority employees overall in the Executive Branch overall and in higher level positions. While these upward trends represent a modest advancement, comparisons to labor force data show more improvement is needed.

Exhibit 11

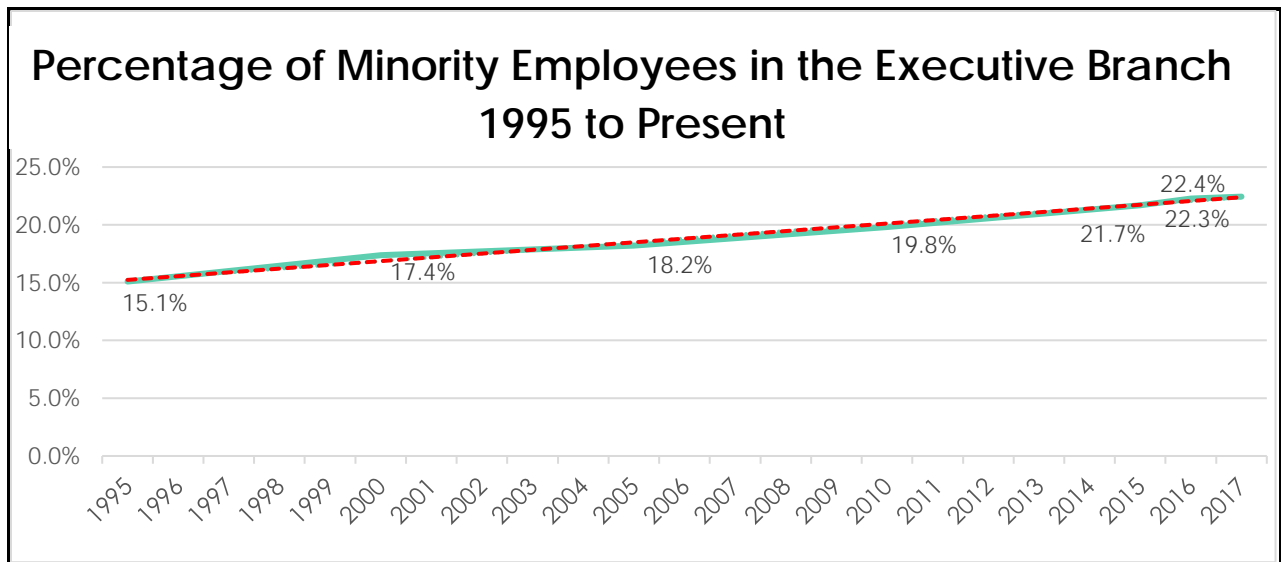


Exhibit 12

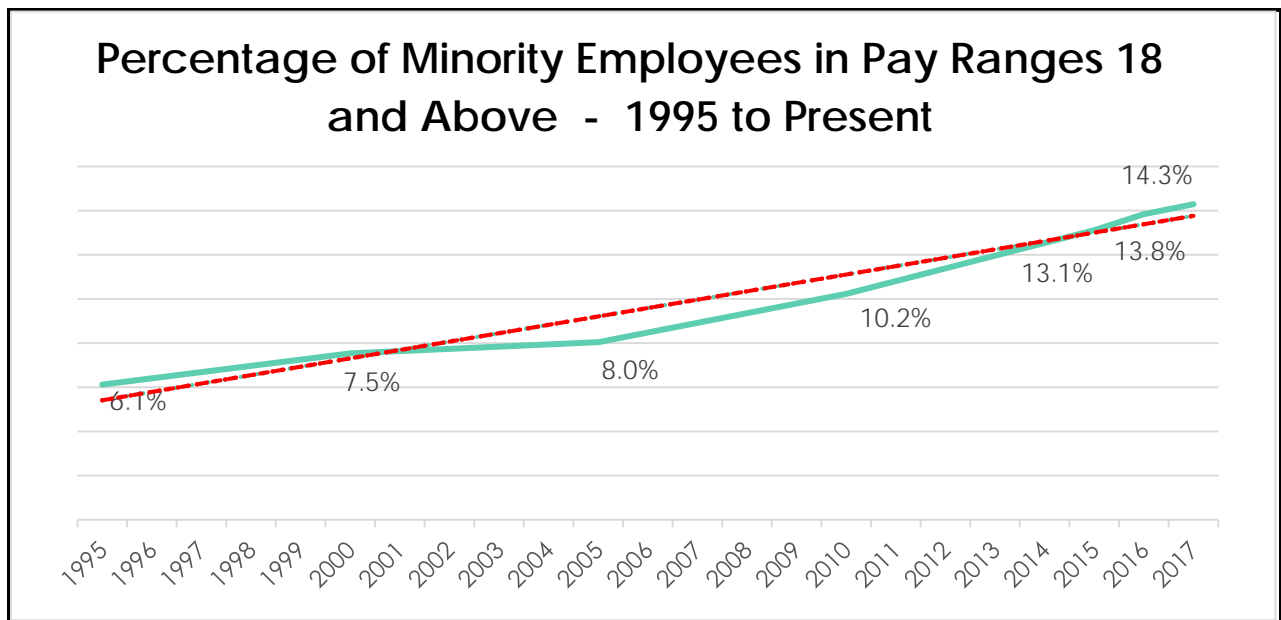
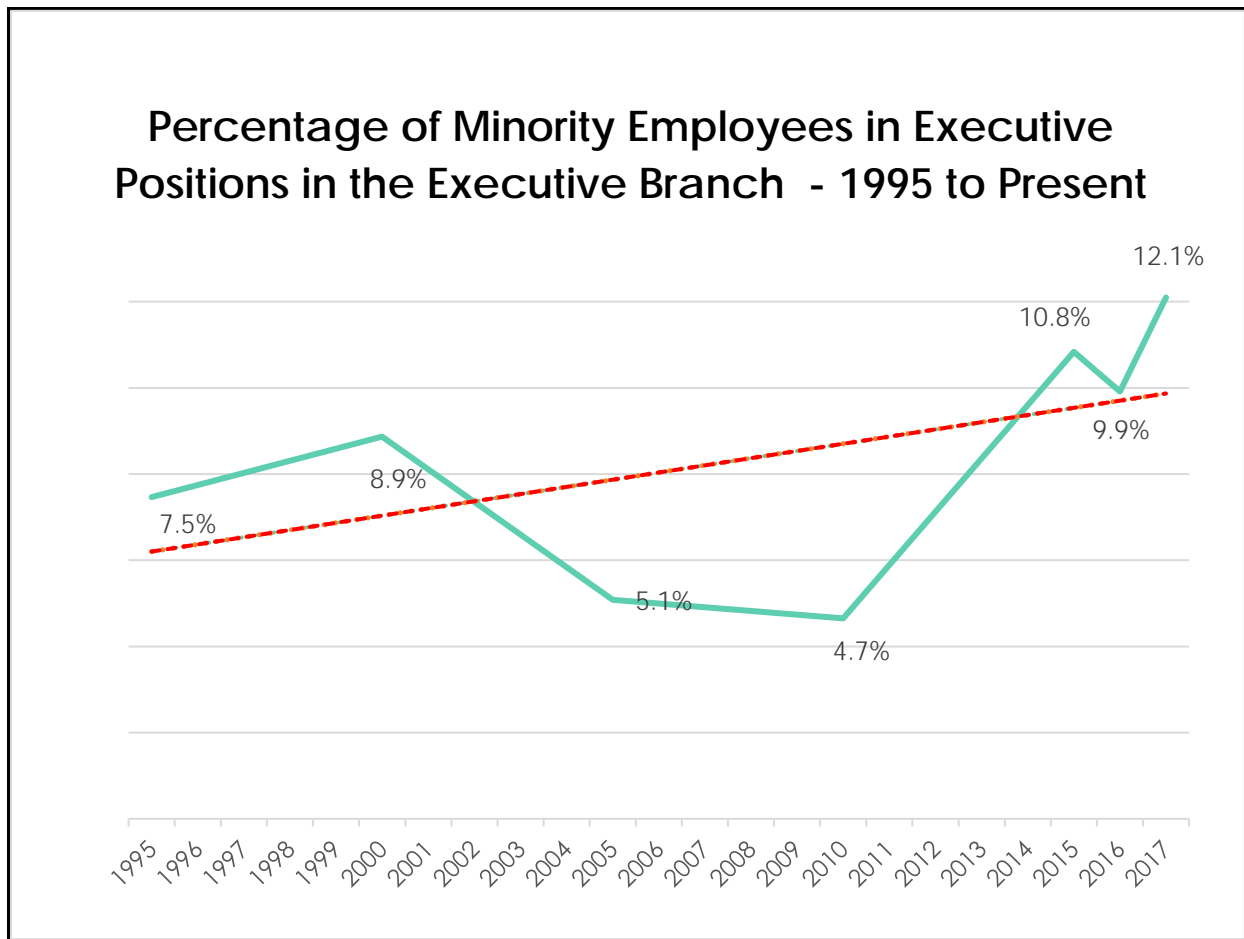


Exhibit 13 shows the share of minorities holding positions in the highest echelon of state service – executives – from 1995 to 2017 with data points collected at five-year increments. This small group, numbering just 124 positions, is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Exhibit 13



The State of Alaska has had five Governors during this period: 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).

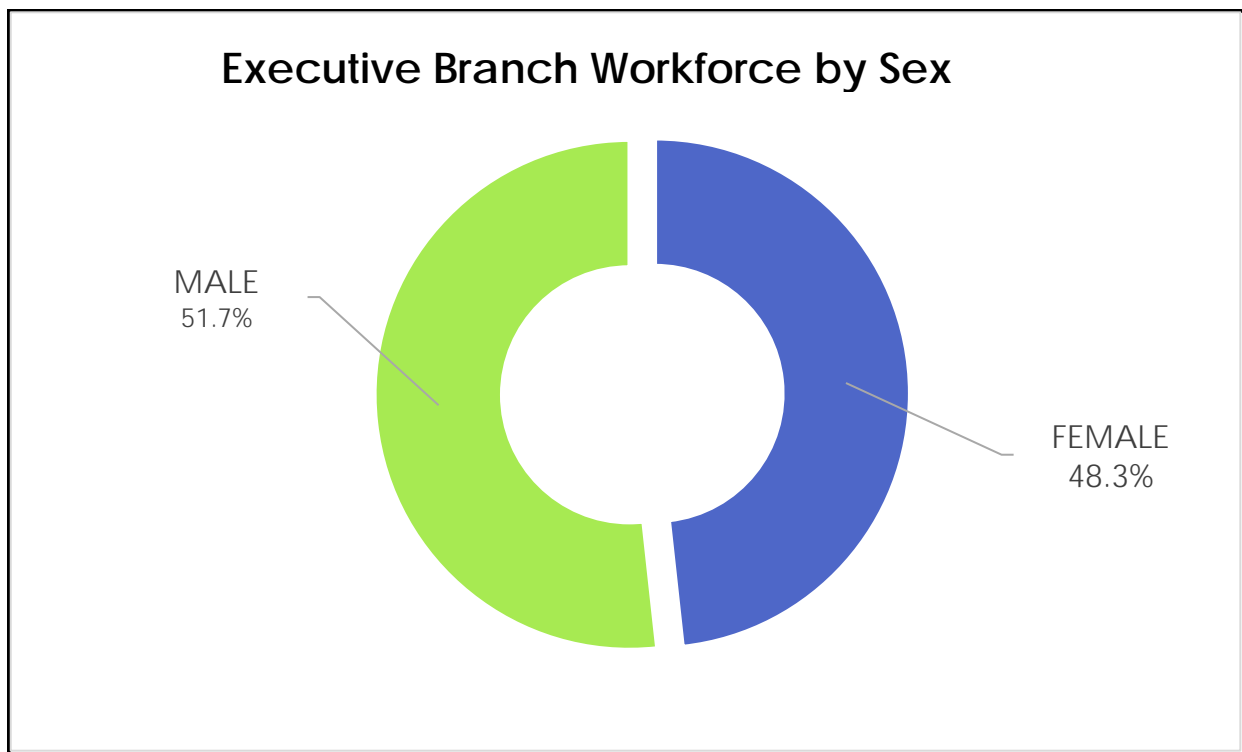
The percentage of minorities in the highest echelon of public service – executives – as of June 30, 2017 is 12.1 percent, representing 15 minority executives. Notably, there were two additional executive positions filled by minority employees between 2016 and 2017.

Women in the Executive Branch Workforce

Current Outlook

Women comprise 48.3 percent of the State's Executive Branch workforce. There are currently 7,085 women employees in the Executive Branch. This reflects a slight decrease from last year's report, when 7,343 women made up 48.5 percent of a workforce that has shrunk 2.9 percent in the past year. For comparison, the Federal government reported that its women employees made up 43.3 percent of its workforce in Federal fiscal year 2017.²⁵

Exhibit 14



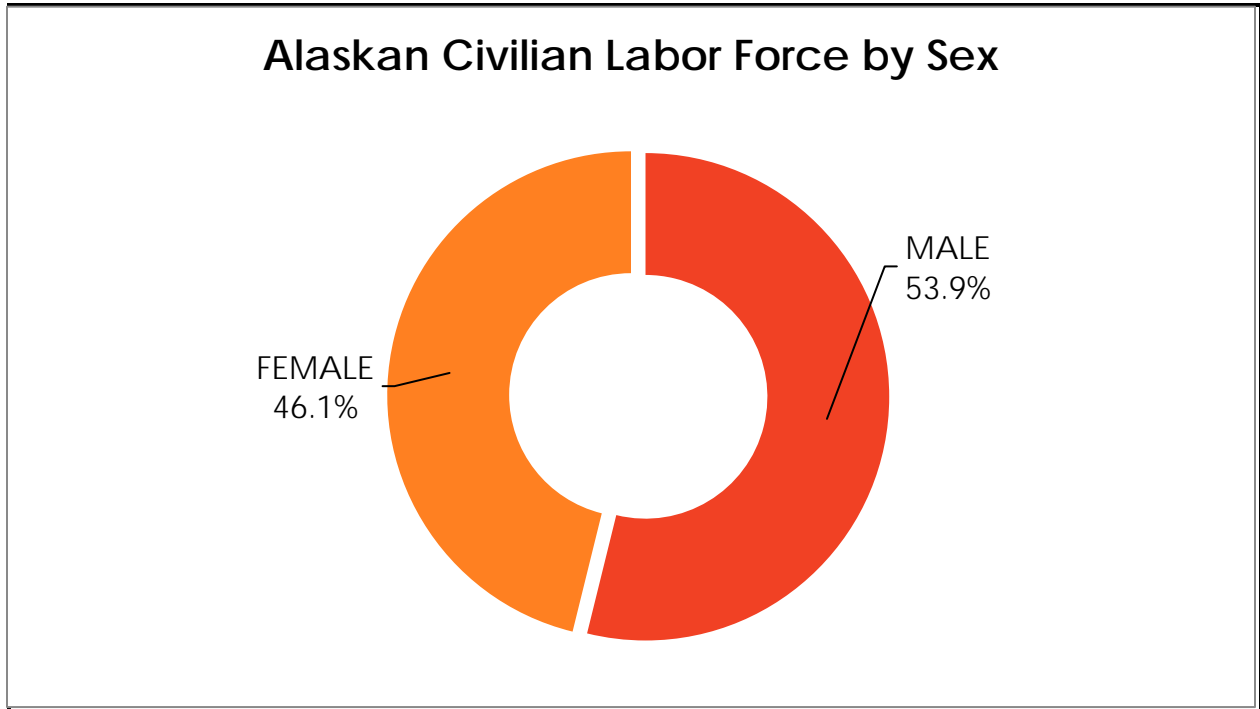
The most recent data available from the Alaska Department of Labor & Workforce Development for 2017 reveals that Alaska's population is 737,080 and Alaska's total female population is 357,657. By population, females represent 48.5 percent of the State.²⁶

²⁵ Source: U.S. Office of Personnel Management, Federal Equal Opportunity Program Report (2017).

²⁶ Source: Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau.

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 48.3 percent. (See Exhibits 14 and 15) Aggregate data from all 50 states show women make up 45.6 percent of state and local government workforces nationwide.²⁷

Exhibit 15²⁸



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 in professional fields such as nursing, human resource management, and social work. It is also important to note that women to make up a majority of the Executive Branch’s *minority* workforce at 55.5 percent. But the distribution of women throughout the workforce continues to improve.

²⁷ Source: U.S. EEOC, State Government Information (EE0-4) 2015, National Employment Summary for full-time positions.

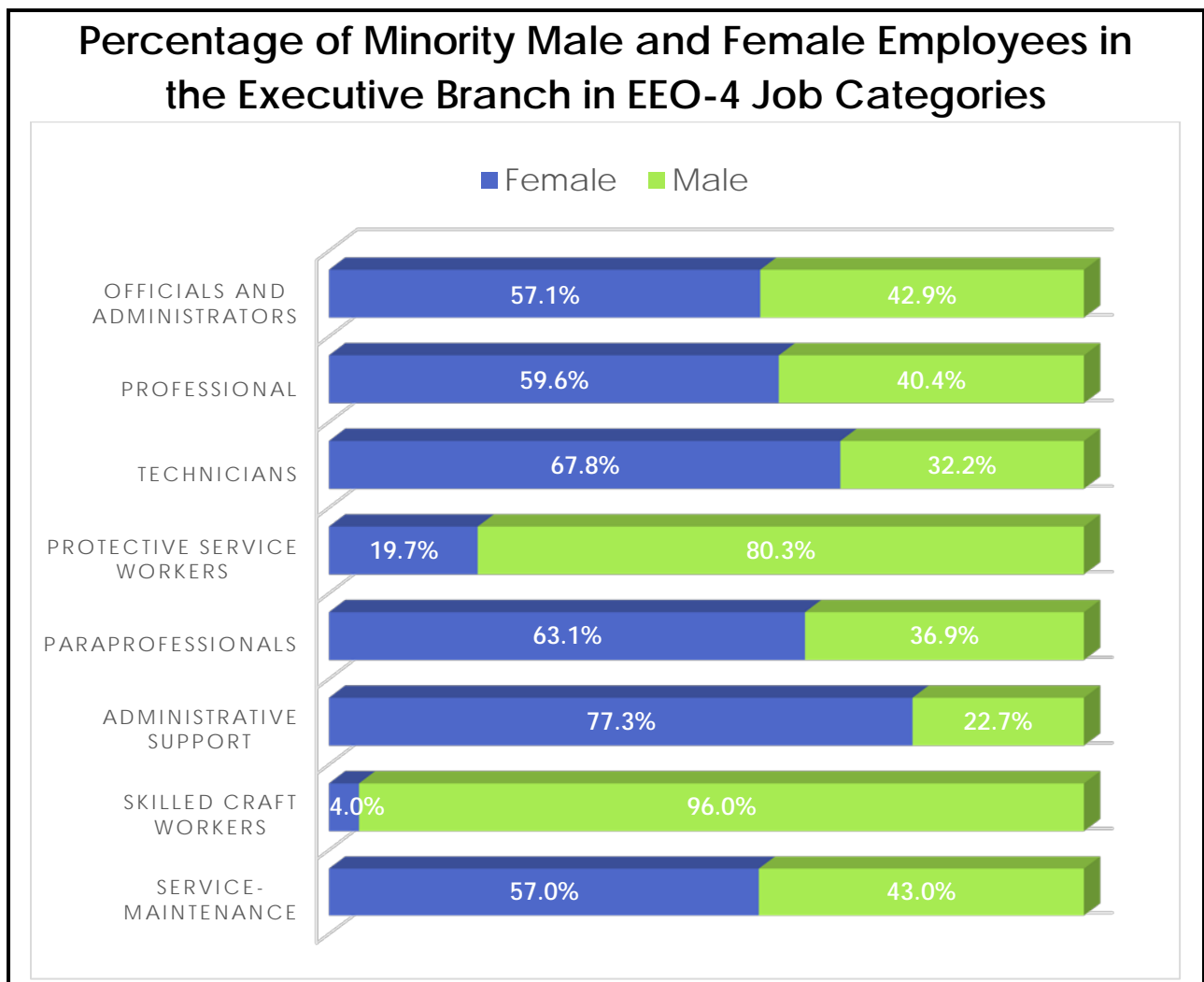
²⁸ Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data).

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:

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

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.²⁹

Exhibit 16



²⁹ For definitions of each job category, please see Page 36 in the Appendix.

Exhibit 17

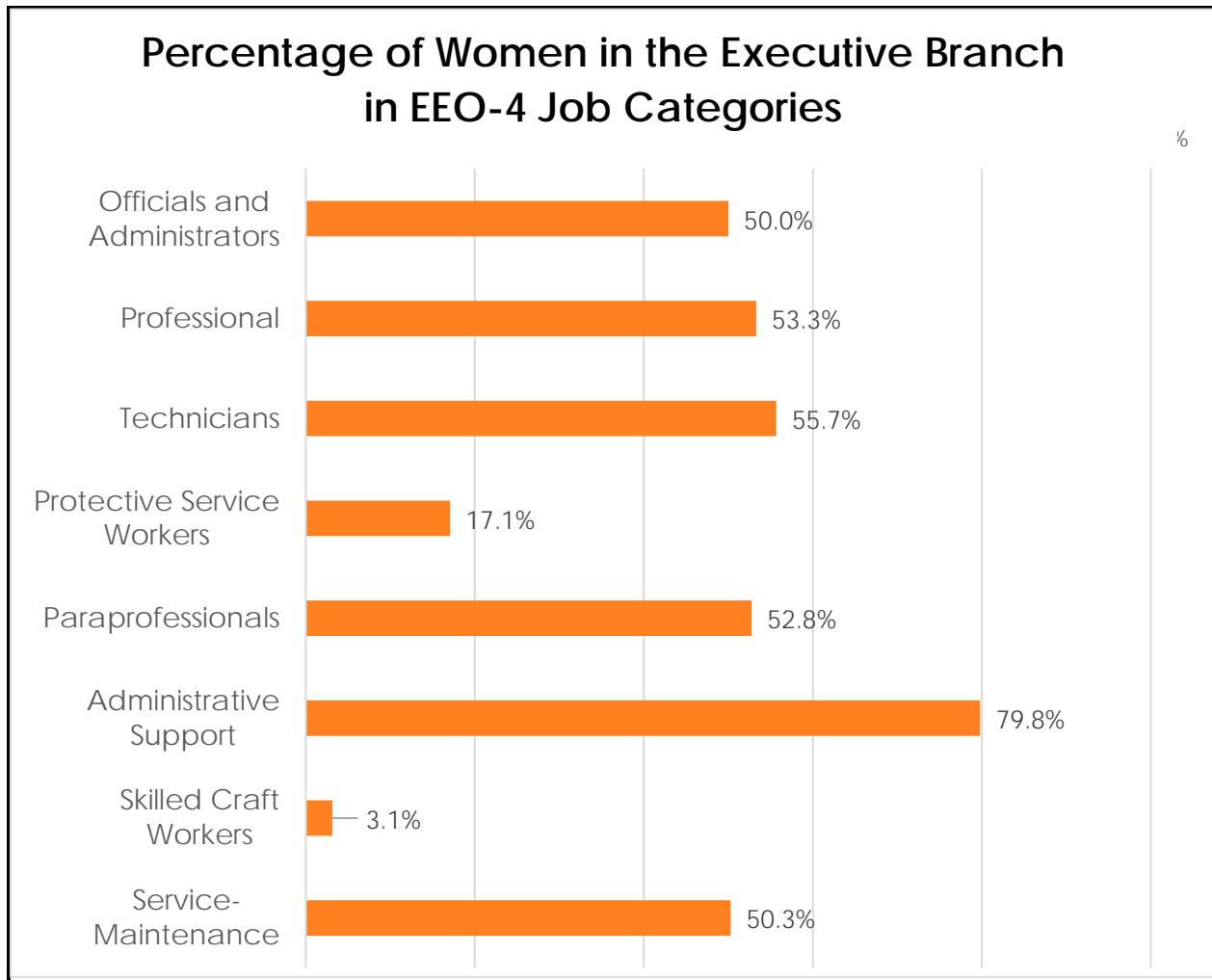
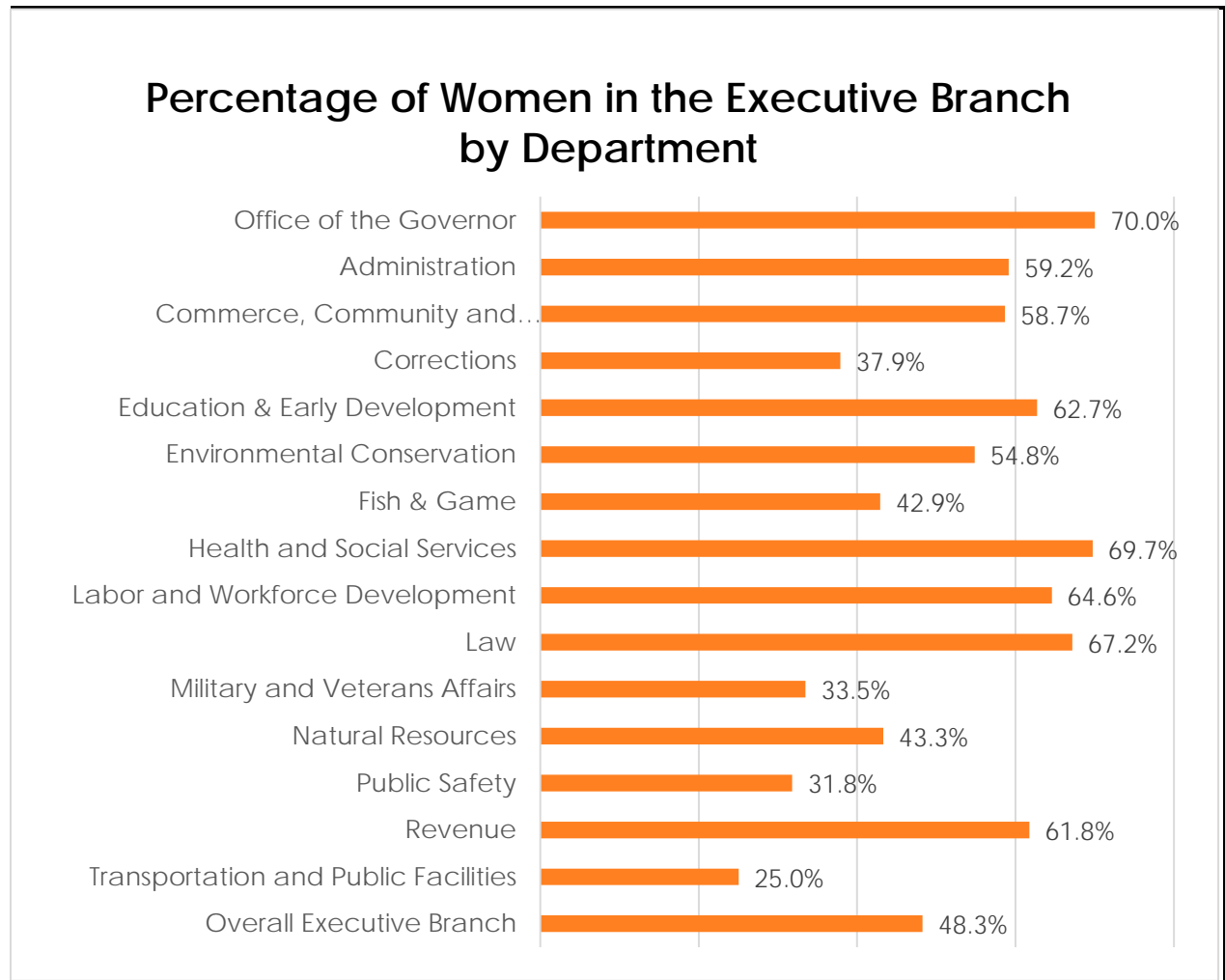


Exhibit 17 shows the current distribution of all women in the Executive Branch in each job category. Women represent 50.0 percent of “Officials and Administrators.” Women continue to have the highest concentration in “Administrative Support” positions at 79.8 percent (down 1.2 percentage points from last year). The “Professional” category remained the same as last year (53.3 percent) and the number of women working in the “Paraprofessional” category decreased slightly by 0.3 percentage points. While the percentage of women considered “Protective Service Workers” increased by 0.1 percentage points in 2017, women are still substantially underrepresented in this job category.

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

Exhibit 18

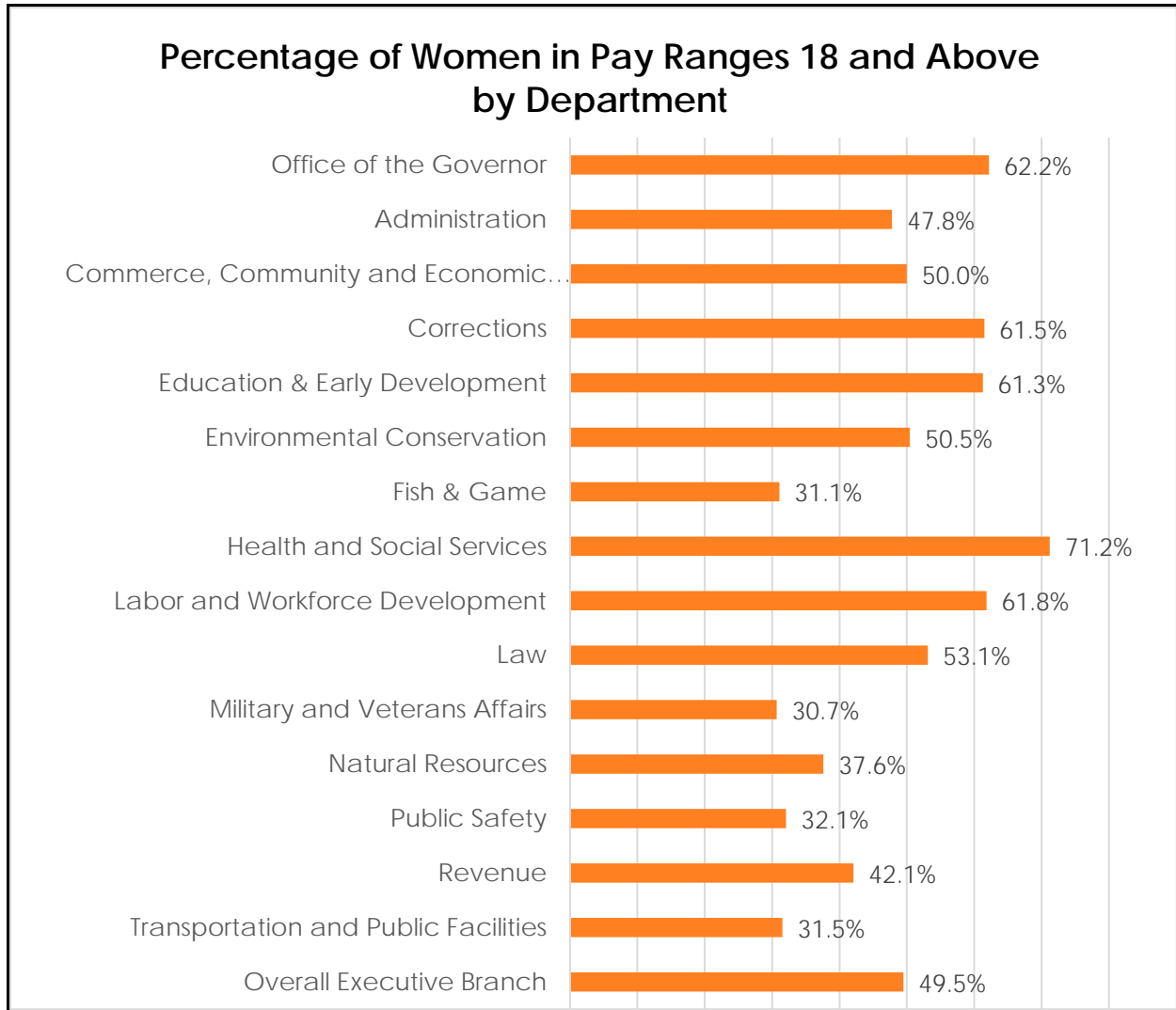


Women continue to dominate in overall percentages in nine of our 15 departments. (See Exhibit 18) Women are particularly numerous within the Office of the Governor (70.0 percent) and the departments of Health & Social Services (69.7 percent), Law (67.2 percent), and Labor and Workforce Development (64.6 percent). By comparison, women continue to comprise far smaller shares of the positions within the departments of Corrections (37.9 percent), Military and Veterans Affairs (33.5 percent), Public Safety (31.8 percent), and Transportation and Public Facilities (25.0 percent).

More interesting is to see the distribution of women in the workforce for pay ranges 18 and above. Exhibit 19 shows the percentage of women employees in these higher-level positions. The Executive Branch has 5,052 positions in pay ranges 18 and above, down 1.4 percent from last year's sum of 5,128 such positions. These

positions are largely non-appointed professionals and managerial level employees.

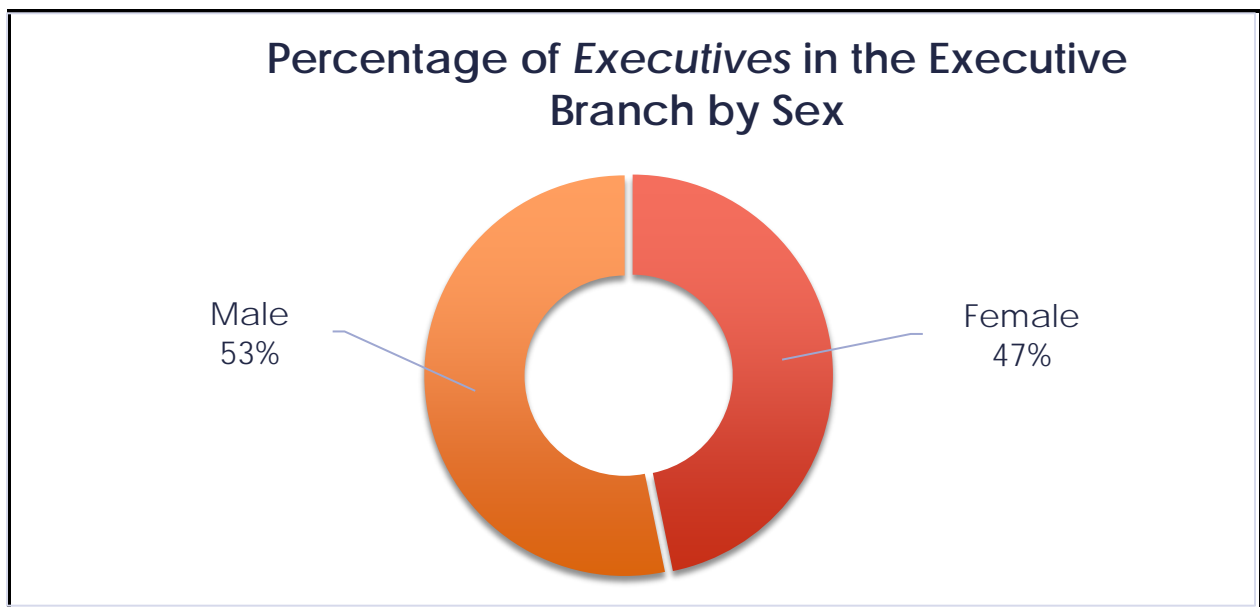
Exhibit 19



As depicted in Exhibit 19, women hold a majority of these positions in seven of the 15 departments. Led by the Department of Health & Social Services, (71.2 percent), women are also particularly well-represented in such positions within the Office of the Governor (62.2 percent), the departments of Labor and Workforce Development at 61.8 percent, Corrections at 61.5 percent, and Education & Early Development at 61.3 percent. By contrast, women hold significantly fewer positions in pay ranges 18 and above within the departments of Public Safety (32.1 percent), Transportation and Public Facilities (31.5 percent), Fish and Game (31.1 percent), and Military and Veterans Affairs (30.7 percent).

Exhibits 18 and 19 reveal interesting 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. In 11 of the 15 departments, women are less represented, in varying degrees, among higher paying positions than they are within the department as a whole. At one extreme, women hold an abundant 61.8 percent of the positions overall within the Department of Revenue but only 42.1 percent of the better paying positions. At the other extreme, women hold only 37.9 percent of the positions in the Department of Corrections, but represent 61.5 percent of the positions in the higher pay ranges.

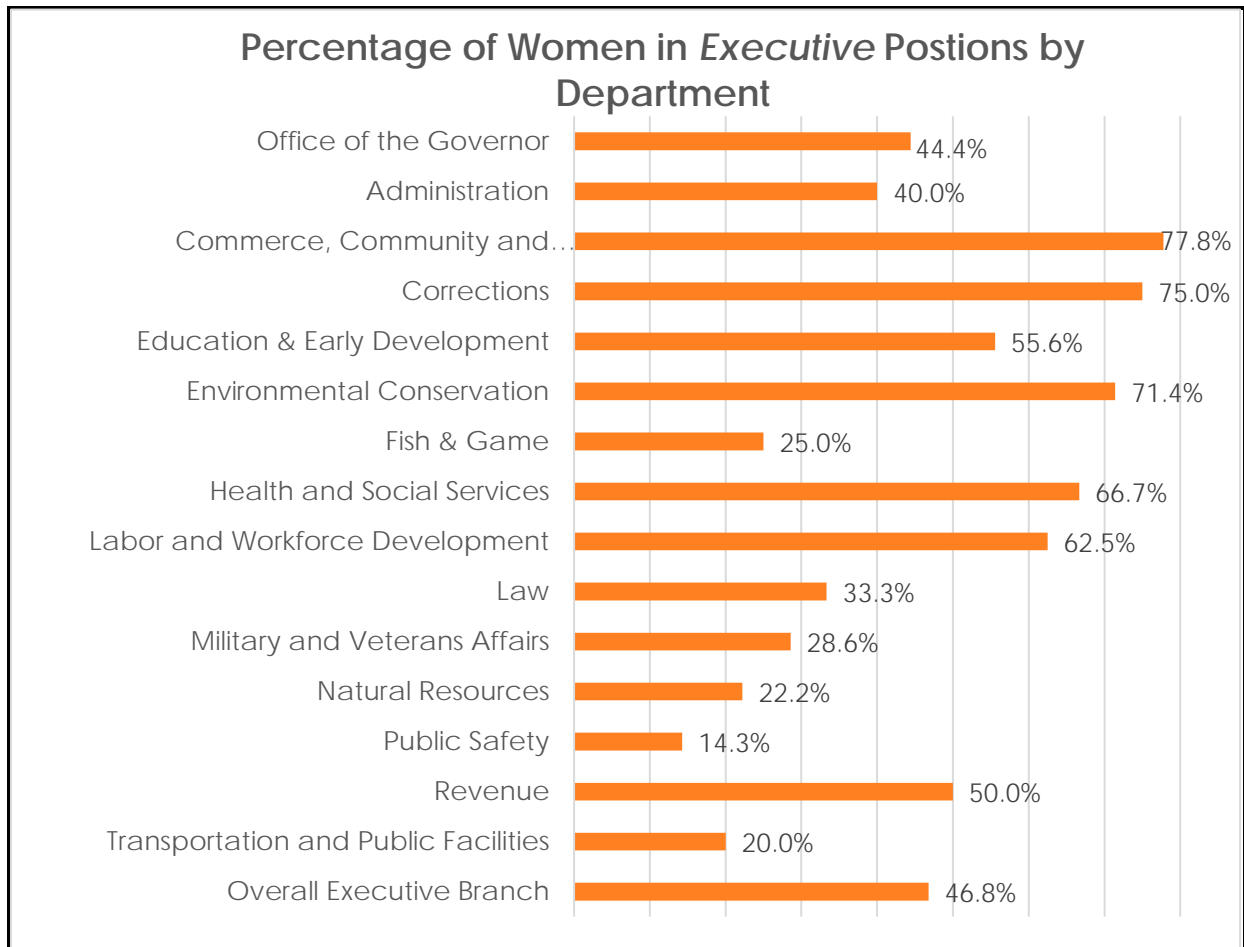
Exhibit 20



Exhibits 20 and 21 represent *only* 124 positions³⁰ in the Executive Branch of the Walker Administration as of June 30, 2017. This group of executives is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. This year, 58 of the 124 executive positions were held by women, an increase of seven women in executive positions. Expressed as a percentage, women this year held 46.8 percent of the executive positions, up from 42.1 percent noted in last year's report.

³⁰ Prior progress report conveyed data from 121 executive positions.

Exhibit 21



Five Cabinet positions are now headed by women:

- ❖ Commissioner of Health & Social Services Valerie Nurr'araaluk Davidson
- ❖ Commissioner of Labor and Workforce Development Heidi Drygas
- ❖ Commissioner of Military and Veterans Affairs Laurel Hummel
- ❖ Attorney General Jahna Lindemuth of the Department of Law
- ❖ Commissioner of Administration Leslie Ridle³¹

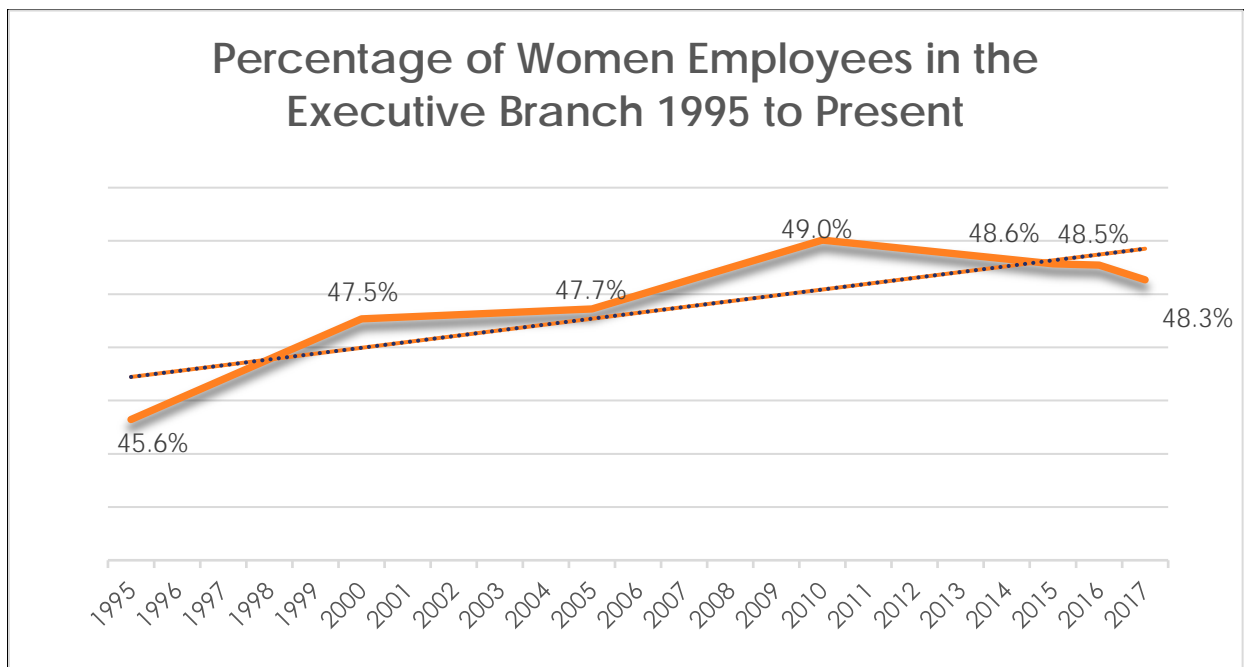
Ms. Lindemuth is the second woman to serve as Alaska's Attorney General. Ms. Drygas is the third woman to serve as the Commissioner of Labor and Workforce Development. Major General Hummel is also the Adjutant General of the Alaska National Guard and the first woman to hold that position.

³¹ Note: Commissioner Ridle was appointed in October 2017. The data draw date for this report is June 30, 2017; therefore, it does not reflect Commissioner Ridle's appointment.

Historical Trends: 1995 to Present

The exhibits in this section show the trends of women employed in the Executive Branch from 1995 to 2017 with data points collected at five-year intervals. The State of Alaska has had five governors during this time period: 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 27.6 percent in 1995 to 46.8 percent this year.

Exhibit 22



The number of women in the State's overall workforce started to increase in approximately 1995 and peaked in 2010 at 49 percent (7,761 women employees). This year's report shows women employees at 48.3 percent, representing 7,085 women, a slight decline from 48.5 percent realized in 2016. However, women in higher paying jobs (range 18 and above) have increased throughout the 22-year span and now constitute the highest percentage on record. (See Exhibits 22 and 23)

The 1998 Progress Report on EEO and AA shows women in 36.3 percent of positions in pay ranges 18 and above. Twenty years later, women are at the highest percentage in State history at 49.5 percent.

Exhibit 23

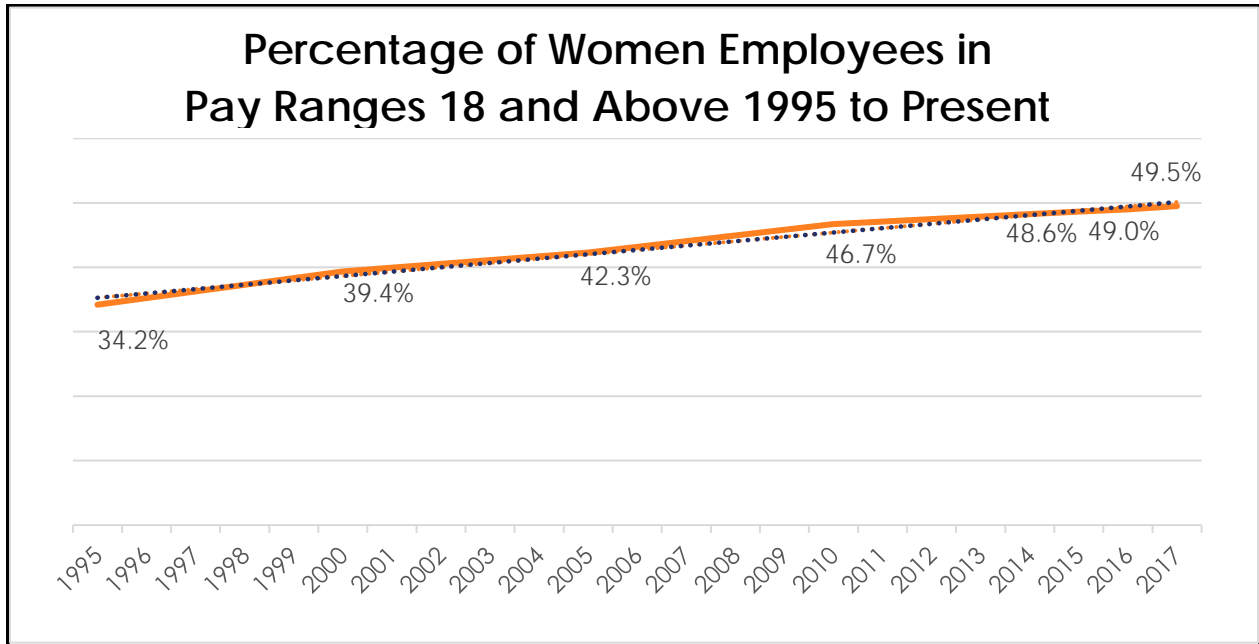
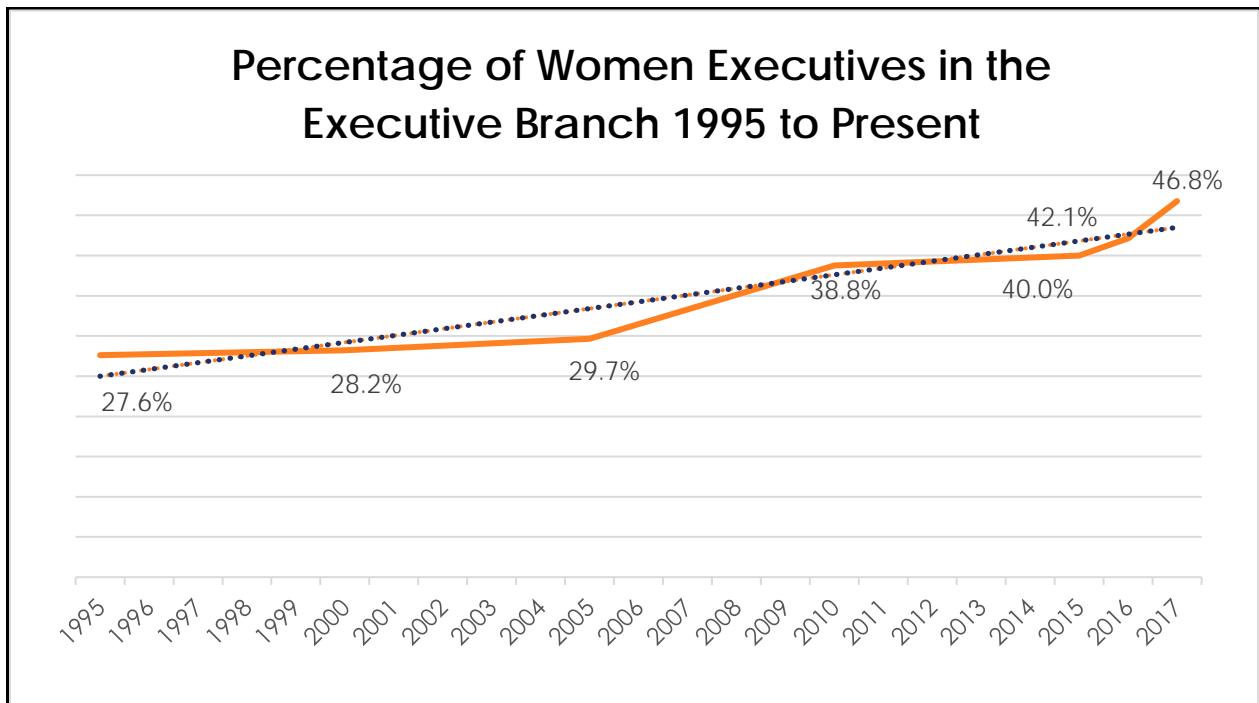


Exhibit 24 shows the percentage of women in the highest echelon of public service – executives – from 1995 to 2017. This small group is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

Exhibit 24



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

In Fiscal Year 2017 alone, 291 employees completed "A Respectful Workplace"; 299 employees completed the "Academy for Supervisors"; 415 employees completed "Valuing Diversity"; and 220 employees completed "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: EEOP 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.

2002 - **Administrative Order 195** issued by Governor Tony Knowles affirms the State's commitment to diversity in the workplace free from discrimination and harassment and establishes diversity training for all employees.

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.

2018 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
- ◆ Mauria B. Gerdeman, Human Resource Consultant II, EEO Specialist
- ◆ Kelley N. Roberson, Human Resource Consultant II, EEO Specialist
- ◆ Geoff C. Woodward, Human Resource Consultant I, EEO Specialist

Appendix

Pre-2017 Race and Ethnicity 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

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.

2018 Race and Ethnicity 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.

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 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.

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.

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