

State of Alaska  
2015  
Progress Report  
on  
Equal Employment Opportunity  
and Affirmative Action  
in Alaska State Government



Bill Walker  
Governor

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## I. Preface

This 2015 Progress Report is filed with the Governor and the Legislature pursuant Alaska Statute 39.28.020(a)(12).<sup>1</sup> 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 2015 Progress Report is the status of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the Executive Branch of the State of Alaska (hereafter “the State”). This Progress Report is intended to give an overall view of women and minority employee demographics in the State’s Executive Branch. The Report does not include workforce information on the Alaska State Legislature, the Alaska Court System, the Alaska State Defense Force, or the Alaska National Guard. Nor does this Report cover such entities as the University of Alaska, the Alaska Housing Finance Corporation, or the Alaska Railroad Corporation. The Report captures workforce data for full- and part-time *permanent* positions in the Executive Branch including seasonal positions. It does *not* capture employee data for non-permanent positions.

Data sources for this Report unless otherwise noted are the U.S. Census Bureau, the Alaska Department of Labor & Workforce Development, and the Alaska Statewide Payroll System (AKPAY). Workforce numbers were drawn from the data as of June 30, 2014, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1990 and 2014 was obtained from employee data downloaded from the payroll system. Historical data before 1990 was obtained from prior Progress Reports.

Use in this Progress Report of technical terms such as *underutilization*, *availability*, and *underrepresentation* does not necessarily signify that the State agrees these terms are properly applied to any particular factual situation, or that the State agrees that it is liable under applicable laws.

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<sup>1</sup> 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.”

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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 and 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 2015

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### **III. Introduction**

The Executive Branch workforce has reached over 16,150 employees in its fifteen departments. This count reflects workforce demographic data as of June 30, 2014 under the Parnell Administration. While some departments lost employees, others gained. A primary reason for the overall increase in the workforce stems from the increase of employees in the Department of Corrections. In 2011, the Department of Corrections had 1,427 employees and that number has risen to 1,757. The growth is attributed to the new Goose Creek Correction Center in Wasilla, Alaska, which began a phased opening in March 2012. As Governor Bill Walker’s Administration meets the challenge of lower revenue and a significant budget shortfall, State public employee numbers are expected 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 stopped in the last year with estimates from July 2013 at 735,662 to a slightly lower 735,601 in July 2014. Meanwhile, Alaska Department of Labor & Workforce Development estimates project our state’s population to grow, reaching over 800,000 by 2020.<sup>2</sup> By comparison, the population at statehood in 1959 was approximately 224,000 people.

Alaska is unique. The State’s workforce – like Alaska’s population – is diverse culturally and racially. The State’s racial demographics compared to the United States as a whole, reveals Alaska as having a higher percentage of non-white people. The U.S. Census Bureau reports that the percentage of white people (reported as the single race of “white alone”) in Alaska is 67.3 percent while for the nation it is 77.7 percent. Our demographics reflect a significantly larger percentage of Alaska Native and American Indians (14.7 percent) as compared to the nation as a whole (1.2

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<sup>2</sup> Sources: Alaska Department of Labor & Workforce Development, Research & Analysis Section (Baseline State Projection); U.S. Census Bureau; and the State of Alaska Workforce Profile (Fiscal Year 2013).

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percent). Moreover, a greater number of Alaskans identify themselves as “two or more races” at 7.1 percent as compared to 2.4 percent of the nation.<sup>3</sup>

Our population expansion has brought a shift in our demographics resulting in growth in minority populations, most notably people of Asian, Pacific Islander, and Hispanic descent. In Alaska’s Asian community, over 50 percent are of people with roots in the Philippines. In Alaska’s Pacific Islander community, 66 percent have roots in Samoa. The U.S. Census Bureau projects that the nation’s Hispanic/Latino and Asian populations will triple over the next half-century and non-Hispanic whites will represent 50 percent of the total U.S. population by 2050. According to State demographers, Alaska’s Hispanic population has increased 52 percent between 2000 and 2010 and the Alaska Native population is expected to continue to grow from 122,480 in 2010 to a projected 161,483 in 2042.<sup>4</sup>

The Anchorage School District, the largest in the State and one of the 100 largest districts in the country, gives us a glimpse of our future workforce. The district reports its “minority” student population continues to grow and exceeds its white student population (57 percent nonwhite to 43 percent white). The school district counts over 90 languages -- from Hmong to Yupik -- spoken by students in its English learners’ program. School district demographics over the last ten years confirm national trends with the largest growth in student populations being first in those who identify as “two or more races;” the second highest growth area being Hispanic or Latino students; and the third largest growing demographic being “Asian or Pacific Islander” students.<sup>5</sup> 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

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<sup>3</sup> Source: U.S. Census (American Community Survey) as of January 2014

<sup>4</sup> Source: Alaska Population Projections 2010-2035 (April 2012) published by the Alaska Department of Labor & Workforce Development, Research & Analysis Section.

<sup>5</sup> Source: Anchorage School District 2012-2013 Ethnicity Report

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genuinely and equally accessible to all people. 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.

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## IV. Report Summary

The 2015 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.<sup>6</sup> The Report's results allow the State to focus resources in those areas where our incumbency levels are significantly less than the availability of women and minorities in the Civilian Labor Force. It highlights areas where there may be intentional or unintentional barriers of employment to women and minorities. The Report also notes areas where progress has been achieved in the diversity of our workforce.

This year's Report's numbers show that there are more minorities in the Executive Branch of government than ever before. The gain of minorities over the last year was modest and stemmed from an increase in the number of employees of Hispanic descent and employees from the combined categories of "Asian and Pacific Islander." Alaska Natives continue to be the most underrepresented group in the Executive Branch workforce by 7.9 percent.

The number of minority employees slightly increased last year from 3,345 to 3,397; moreover, we saw an increase in women and minorities in higher paying positions. While these numbers are an improvement, the percentage of minority employees in higher range positions still needs substantial gains.

There continues to be a higher percentage of women in our workforce compared to the Alaskan Civilian Labor Force. While the 2015 Progress Report shows modest improvement over the last year for minorities moving into broader positions, additional change is warranted for both women and minorities in areas of "occupational segregation."

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<sup>6</sup> 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).

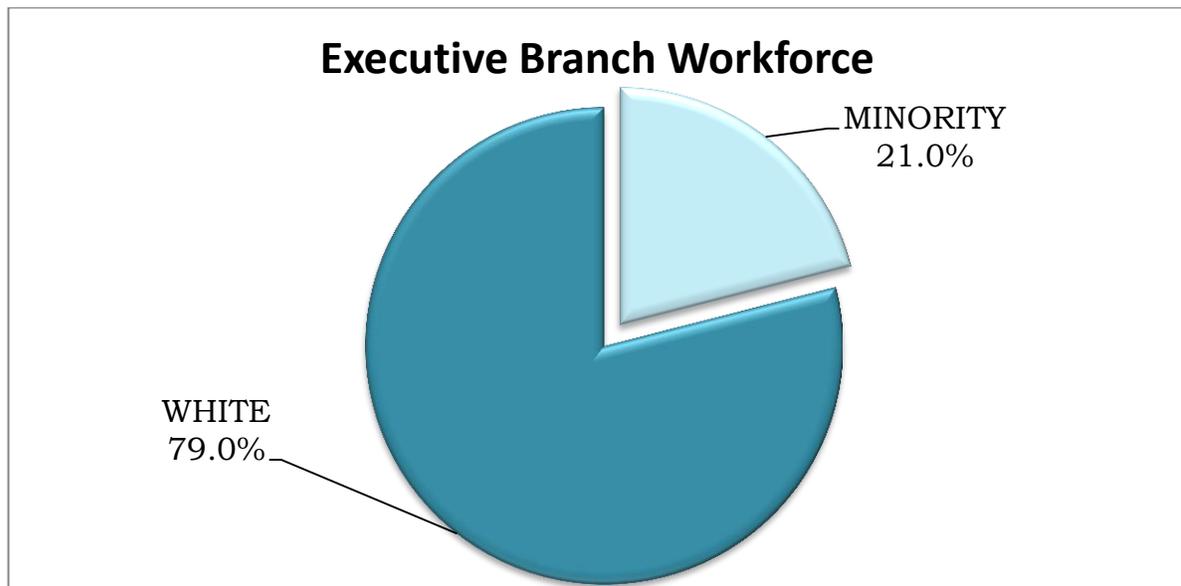
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## V. Minority Employment in the Executive Branch

### A. Current Outlook

Employees from minority groups comprise 21 percent of the State’s Executive Branch workforce. This represents the highest percentage on record. It is a small increase from the percentage last year (20.8 percent) and it affirms a modest improvement trend. While our workforce is made up of 21 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.<sup>7</sup> (See Exhibits 1 and 2)

#### Exhibit 1



This Progress Report relies on information from the federal U.S. Census Bureau Equal Employment Opportunity Tabulation. This allows us to compare the Executive Branch workforce numbers to current labor force data. The U.S. Census Bureau uses American Community Survey data for its EEO Tabulation. It is important to note that data from the U.S. Census Bureau is reported on the basis of a different set of race/ethnic categories

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<sup>7</sup>Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data). Note: "White" included Census categories of "white alone" and "white alone/Hispanic or Latino."

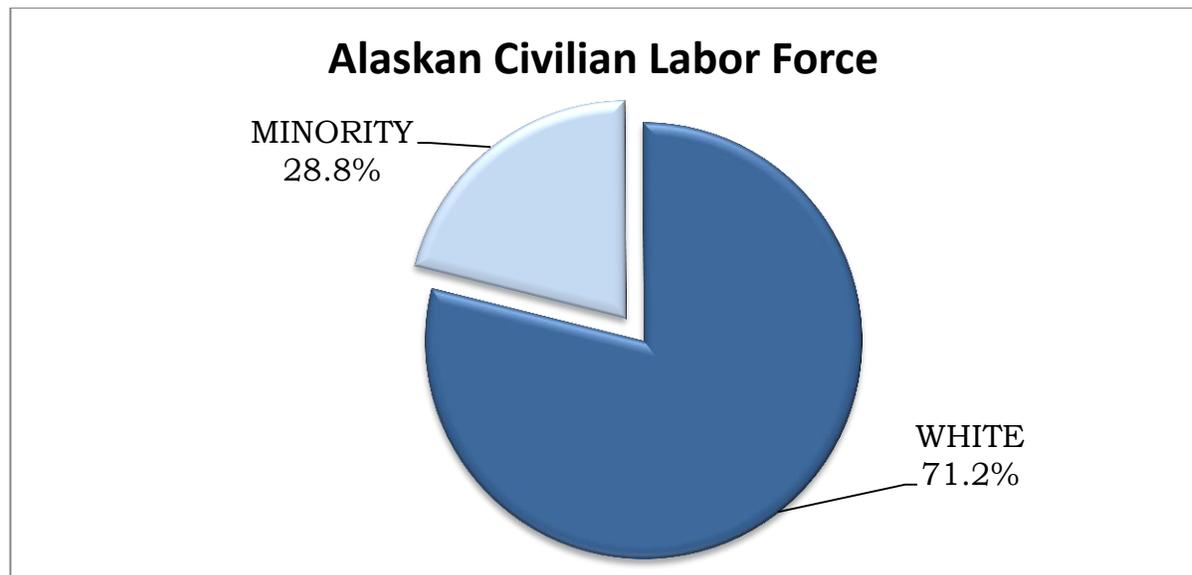
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than that which is currently required by the U.S. Equal Employment Opportunity Commission (EEOC). The U.S. Census Bureau allowed respondents to report one or more race categories to indicate their racial identities (e.g., a person could indicate they were *both* Black and Asian). The U.S. Census Bureau also recorded ethnicity -- Hispanic or Latino -- in addition to race.

The federal EEOC, however, currently requires the State to capture data in five specific (single) categories: 1) American Indian or Alaska Native; 2) Asian or Pacific Islander; 3) Black/Non-Hispanic; 4) Hispanic; and 5) White/Non-Hispanic.<sup>8</sup>

Because of the different categories of information collected, general comparisons can be made but caution must be taken when directly comparing the data.<sup>9</sup>

## Exhibit 2



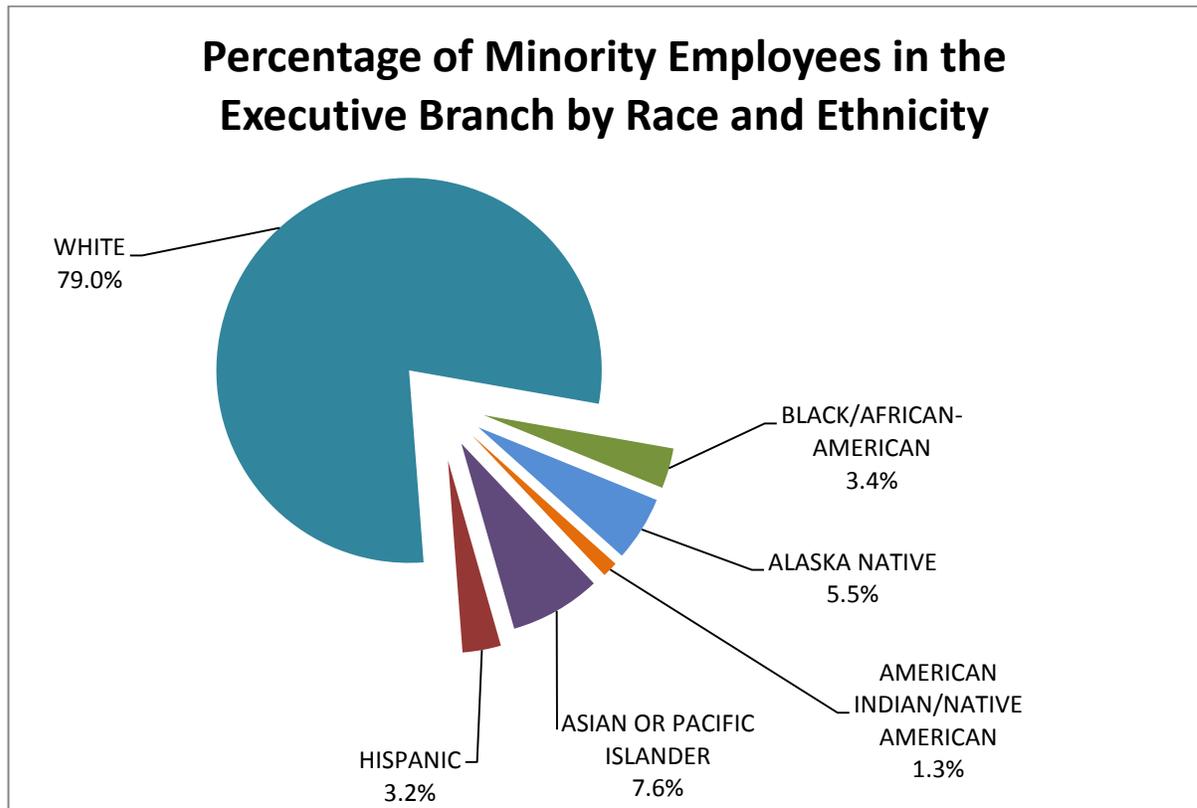
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<sup>8</sup> For definitions of each race and ethnic category, please see Section VIII on Page 27 of this Report.

<sup>9</sup> When combining race/ethnic groups in the U.S. Census Bureau data to coordinate with State of Alaska employee data, the following Census groups were combined: Black/African American included "Black non-Hispanic" and "Black & White non-Hispanic;" White included "White alone" and "White alone/Hispanic or Latino;" Asian/Pacific Islander included "Asian non-Hispanic," "Native Hawaiian or Pacific Islander non-Hispanic," and "Asian & White non-Hispanic;" and American Indian/Alaska Native (AIAN) included "AIAN non-Hispanic" and "AIAN & White non-Hispanic."

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## Exhibit 3



A closer look at the underlying State workforce data reveals that the improvement from last year’s number of minority employees is due to an increase in the number of “Asian or Pacific Islander” and “Hispanic/Latino” employees. These groups are also the fastest growing race and ethnicity groups in Alaska’s overall population.

The Executive Branch, as a whole, is not underrepresented in employees who are “Asian or Pacific Islander.” Overall in the Executive Branch workforce, Hispanic employees are underrepresented by 1.8 percent and African-American employees by .1 percent. (See Exhibits 3 and 4)

Alaska Native peoples continue to be the most underrepresented group in the Executive Branch workforce by 7.9 percent.<sup>10</sup> There was slight

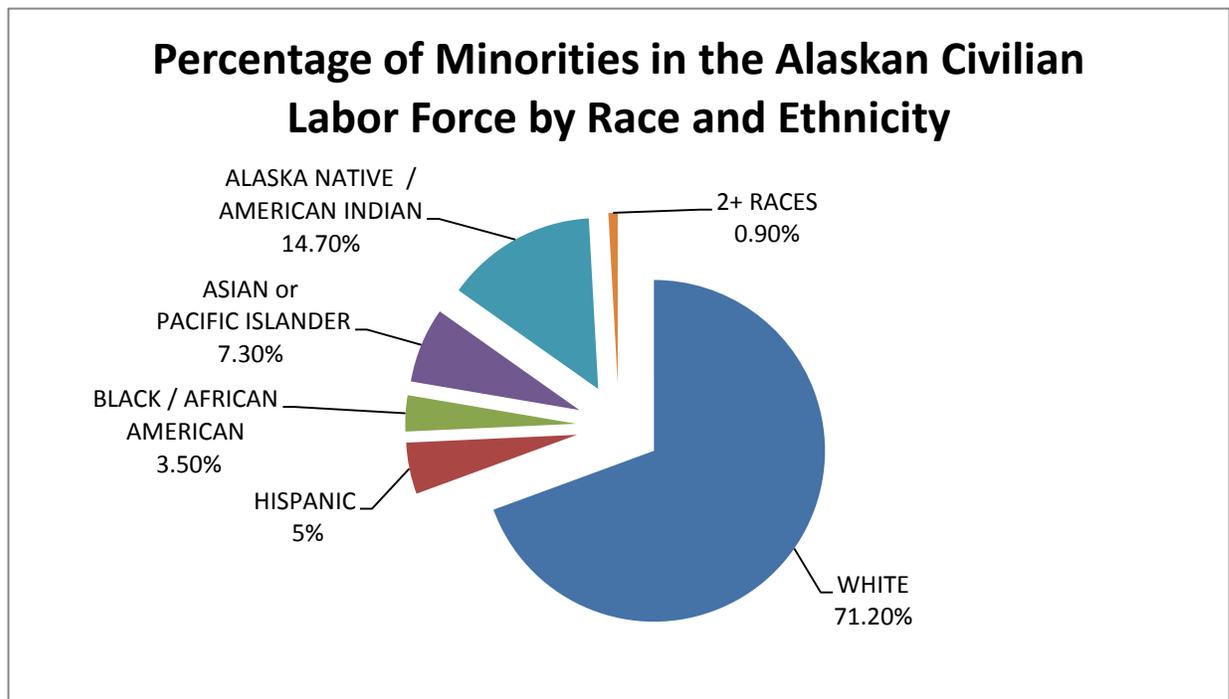
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<sup>10</sup> 7.9 percent is found by adding Alaska Native and American Indian/Native American percentages found in Exhibit 3 (6.8 percent) and subtracting the result from the percentage of Alaska Native/American Indians found in Exhibit 4 (14.7 percent).

decrease, less than one percent, in the percentage of Alaska Native employees in the past year, representing attrition of 21 Alaska Native employees.

Alaska Native peoples are made up of many distinct cultures. Most Alaska Native peoples live in rural Alaska although the urban Native population has grown.<sup>11</sup> 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 4<sup>12</sup>



To truly get a picture of the status of minorities in State government, it is important to look at their distribution in the workforce. Exhibit 5 shows the current percentage of minorities in eight basic job categories that are defined by the EEOC.

<sup>11</sup> Source: Alaska Economic Trends, Volume 33, Number 4, April 2013

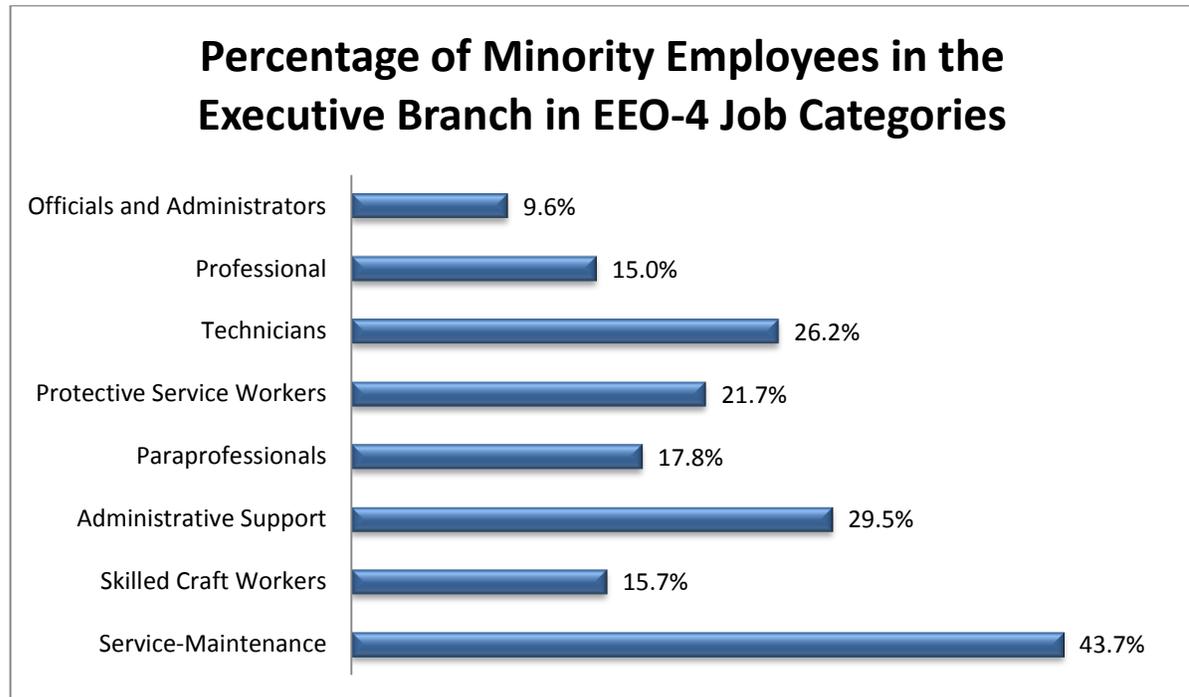
<sup>12</sup> Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data). Due to methodology, percentages do not add to 100. Also, “2+ Races” includes “Alaska Native or American Indian and Black/non-Hispanic).

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The EEOC requires state and local governments to submit biennial reports (EEO-4) showing the representation of men and women in five racial/ethnic groups in these job categories: Officials and Administrators; Professionals; Technicians; Protective Service Workers; Paraprofessionals; Administrative Support; Skilled Craft Workers; and Service-Maintenance.<sup>13</sup> The 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.

Service-Maintenance workers comprise the largest concentration of minority employees at 43.7 percent. While minorities are 21 percent of our workforce and approximately 28.8 percent of the Alaskan Civilian Labor Force (CLF), they currently make up 9.6 percent and 15 percent of the “Officials and Administrators” and “Professional” job groups, respectively. In the past year, the distribution of minority employees showed modest improvement -- most notably in “Paraprofessionals” (up to 17.8 percent from 16.5 percent last year).

## Exhibit 5



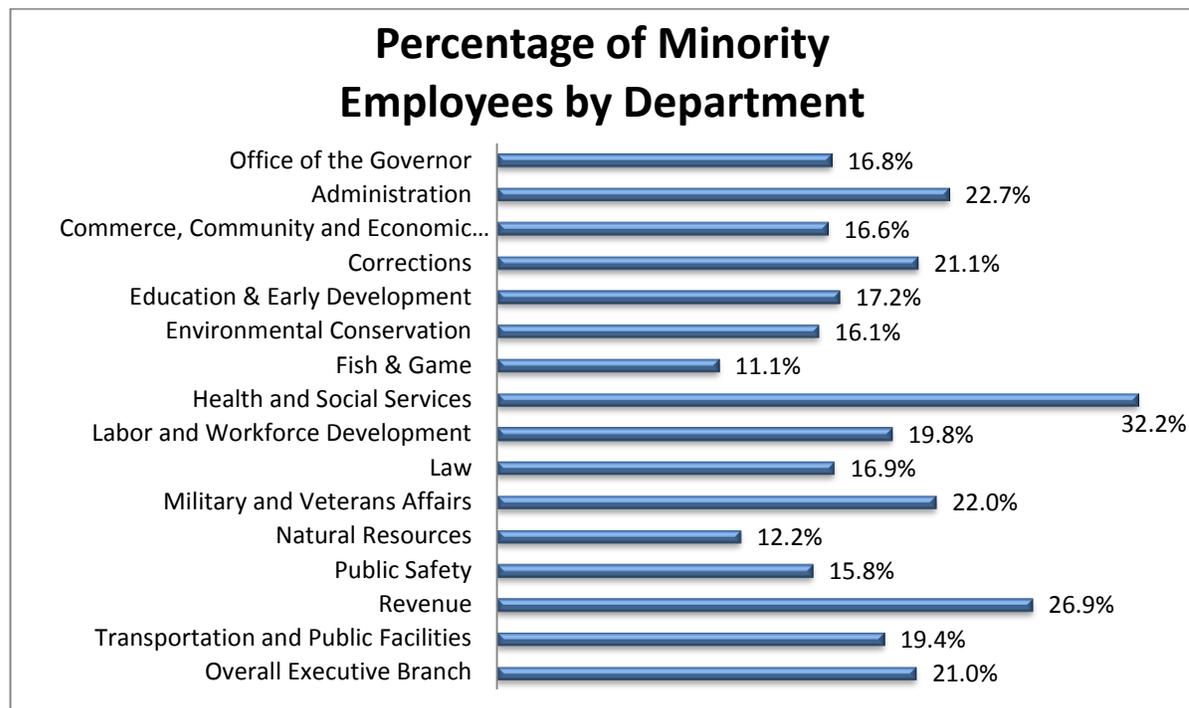
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<sup>13</sup> For definitions of each job category, please see Section VIII on Page 31 of this Report.

Exhibit 6 shows the current percentages of minorities in each department. The Department of Labor & Workforce Development had the biggest loss from last year's report, an attrition of 20 employees (a loss of .8 percent).

The departments of Health & Social Services and Revenue continue to have the highest percentages of minority employees while Fish & Game and Natural Resources have the lowest. Fish & Game and Natural Resources, however, both showed improvement in the past year up from 10.3 percent and 11.4 percent, respectfully.

## Exhibit 6



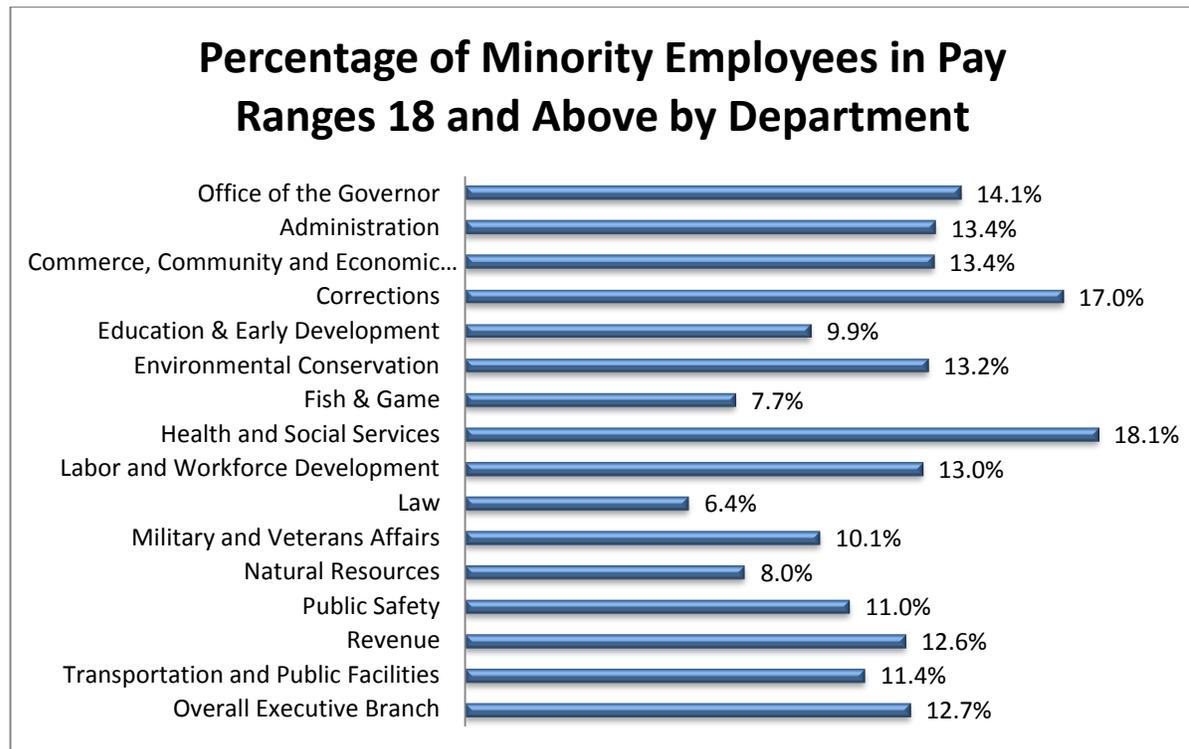
Overall in the Executive Branch, the number of minority employees in State government has never been higher at 3,397 but still needs improvement in some areas.

Examining the distribution of minorities in higher level and higher paying jobs also provides information about the status of minority employees in State government. Exhibit 7 shows the percentage of minority employees in pay ranges 18 and above. Positions in this category represent over 5,300 jobs that include mostly non-appointed senior professional and managerial levels.

The Department of Health & Social Services has the highest percentage of minorities overall at 32.2 percent as well as the highest percentage of minority employees in positions at pay range 18 and above at 18.1 percent. The departments of Law and Fish & Game continue to have the lowest percentage of minority employees in pay ranges 18 and above; however, both showed modest improvement from last year. Law improved to 6.4 percent from 5 percent; and Fish & Game improved to 7.7 percent from 7.3.

The departments of Administration; Commerce, Community, and Economic Development; Environmental Conservation; Health & Social Services; Labor & Workforce Development; Natural Resources; Revenue; and Transportation & Public Facilities all showed modest improvement.

## Exhibit 7

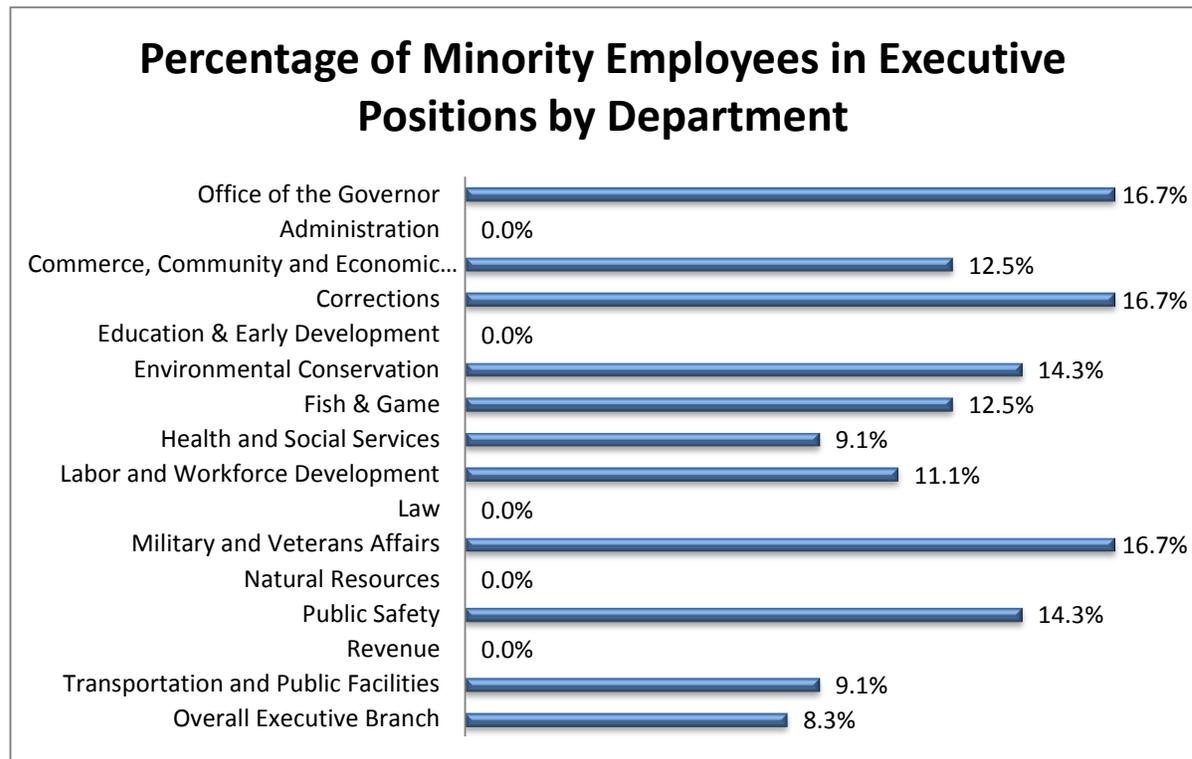


The Department of Public Safety saw the largest percentage improvement from 8.5 percent to 11 percent. Overall in the Executive Branch, the percentage of minority employees in these higher paying positions increased from 12.0 percent to 12.7 percent, representing a total of 680 employees in pay range 18 and above positions.

Exhibit 8 is a breakdown of *only* 121 positions in the Executive Branch of the Parnell Administration as of June 30, 2014. This group of executives is comprised of Commissioners, Deputy Commissioners, Chief of Staff, Deputy Chief of Staff, and Directors.

Five of our fifteen departments did not have any high-level minority executives while the Office of Governor and departments of Corrections and Military & Veterans Affairs all had 16.7 percent. The overall percent fell from last year's 12 to 8.3, the loss reflecting a single high-level minority executive. The percentage of minorities in the highest echelon of public service as of June 30, 2014 is 8.3 percent, representing 10 minority executives.

## Exhibit 8

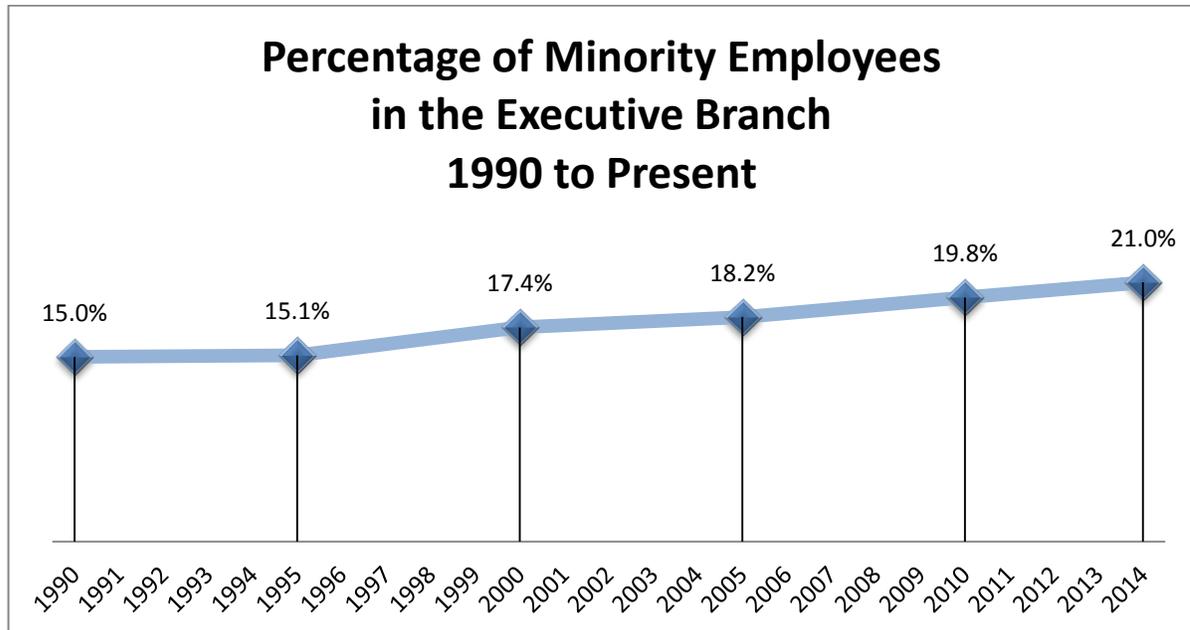


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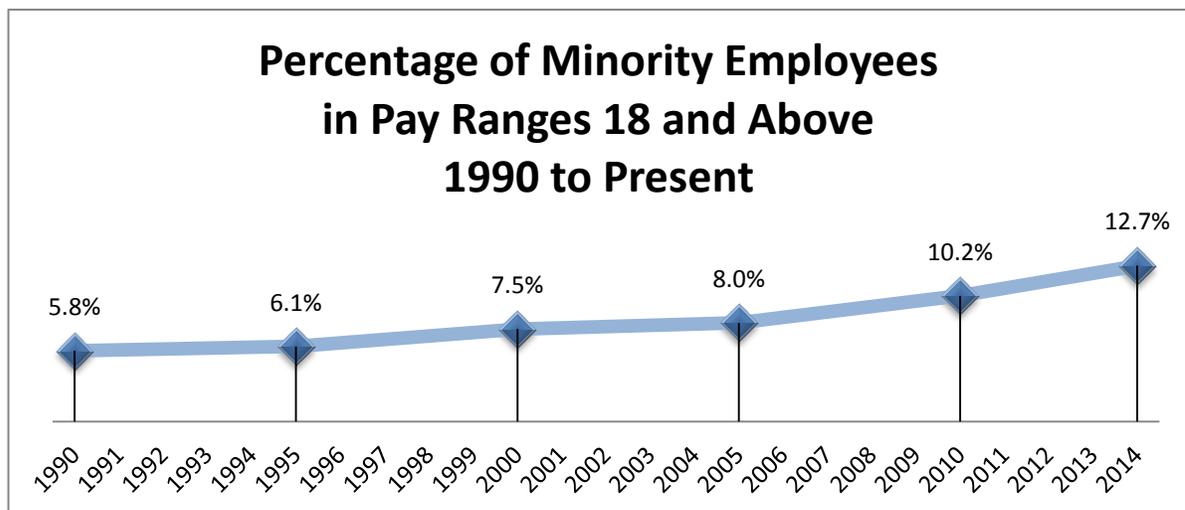
## B. Historical trends: 1990 to present

Looking back at historical data reveals that we currently have the highest number and the highest percentage of minority employees on record in the Executive Branch. Exhibits 9 and 10 show upward trending data of the overall percentage of minorities in the Executive Branch as well as in the higher level pay range 18 and above positions since 1990.

### Exhibit 9



### Exhibit 10

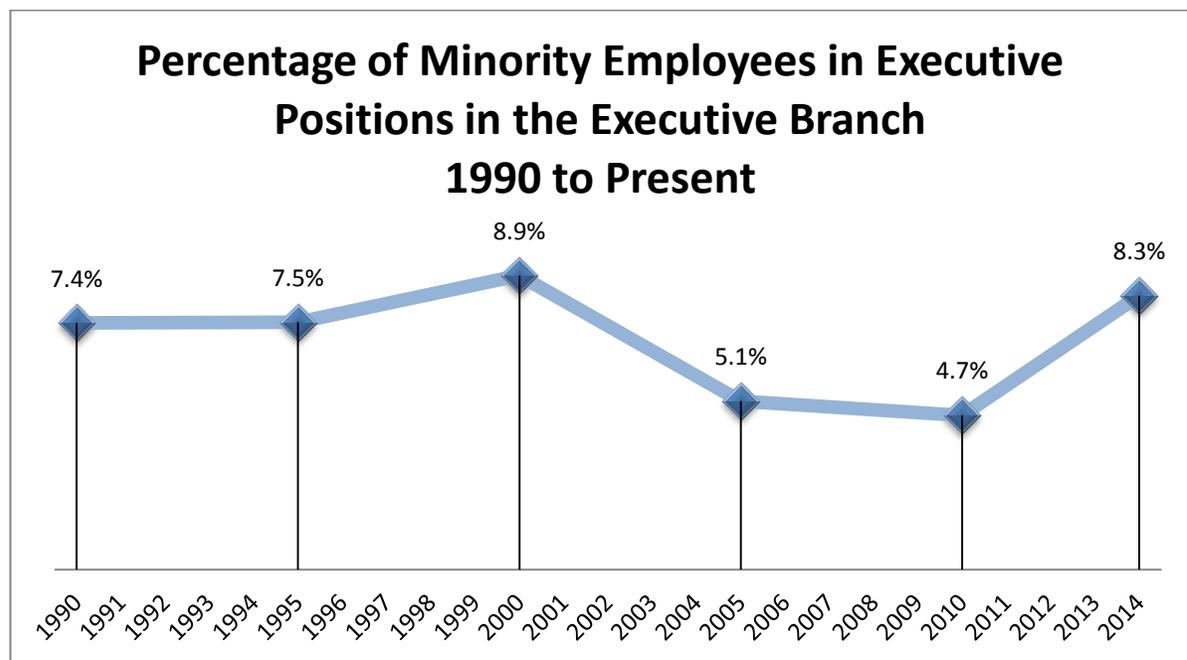


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Minority employees make up 21 percent of the Executive Branch as a whole and 12.7 percent of the positions in pay ranges 18 and above, a slight improvement over last year's 12 percent and the highest on record. Note that the average percentage increase since 1990 in higher paying positions outpaced the overall percentage of minority employees in the Executive Branch during that same time. (See Exhibits 9 and 10)

Exhibit 11 shows the percentage trend of minorities in the highest echelon of public service – executives from 1990 to 2014 with data points collected at five-year increments. This small group is comprised of Commissioners, Deputy Commissioners, Chief of Staff, Deputy Chief of Staff, and Directors.

## Exhibit 11



The State of Alaska has had five gubernatorial administrations during this time frame<sup>14</sup> lead by Governors Walter Hickel (1990-1994), Tony Knowles (1994-2002), Frank Murkowski (2002-2006), Sarah Palin (2006-2009), and Sean Parnell (2009-2014).

The percentage of minorities in the highest echelon of public service as of June 30, 2014 is 8.3 percent, representing 10 minority executives.

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<sup>14</sup> Ending June 30, 2014

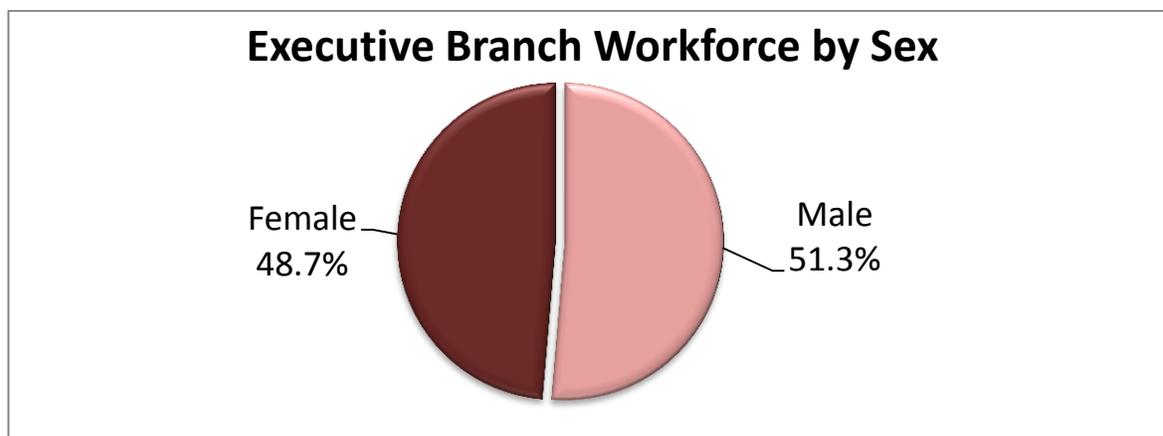
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## VI. Women in the Executive Branch Workforce

### A. Current Outlook

Women comprise 48.7 percent of the State's Executive Branch workforce. There are currently 7,864 women employees in the Executive Branch. This reflects a slight drop from last year's report of 7,897 women employees, the highest on record. For comparison, the Federal government reported that its women employees made up 43.5 percent of its workforce in Federal fiscal year 2012.<sup>15</sup>

### Exhibit 12



The Alaska Department of Labor & Workforce Development estimates Alaska's total female population for 2014 at 354,737, which also shows a slight drop from the estimated 355,300 in 2013. By population, females represent 48.2 percent of the State.<sup>16</sup>

The number of women in the Alaskan Civilian Labor Force is 46.1 percent, still below the State's Executive Branch workforce at 48.7 percent. (See Exhibits 12 and 13) Aggregate data from all 50 states, show women make up 51.7 percent of state government workforces nationwide.<sup>17</sup>

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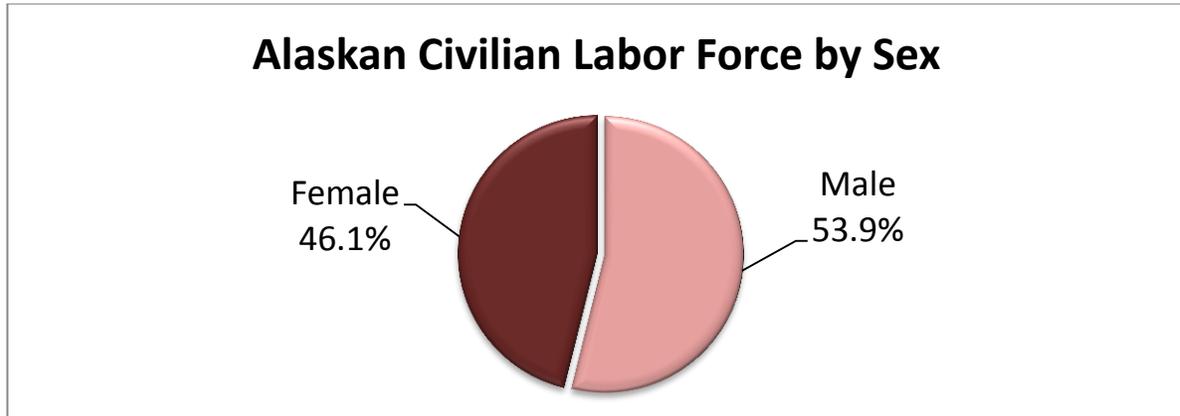
<sup>15</sup> Source: U.S. Office of Personnel Management FY2012, Federal Equal Opportunity Recruitment Program Report

<sup>16</sup> Source: Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau.

<sup>17</sup> Source: U.S. EEOC, State Government Information (EEO-4) 2011, national employment summary for full-time positions

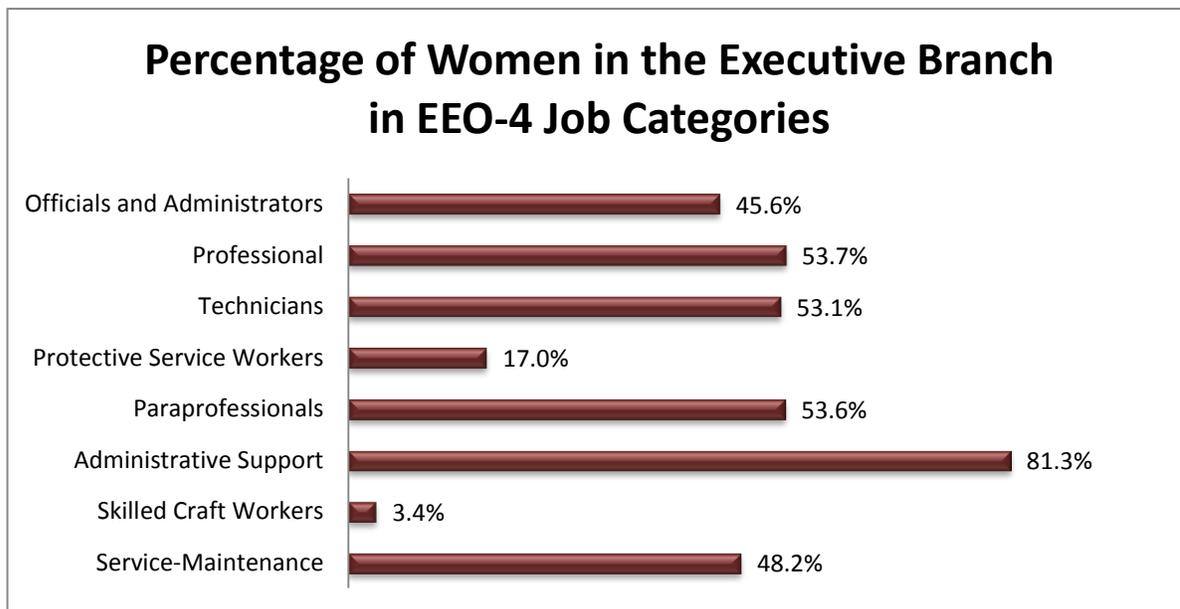
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## Exhibit 13<sup>18</sup>



To truly get a picture of the status of women in State government, it is important to look at their distribution in the workforce. Both historically and today, women in State government have been concentrated in lower paying clerical positions and health-care related jobs or in professional fields such as nursing, human resource management, and social work, but the distribution is improving. Women also constitute a higher percentage of our minority workforce.

## Exhibit 14



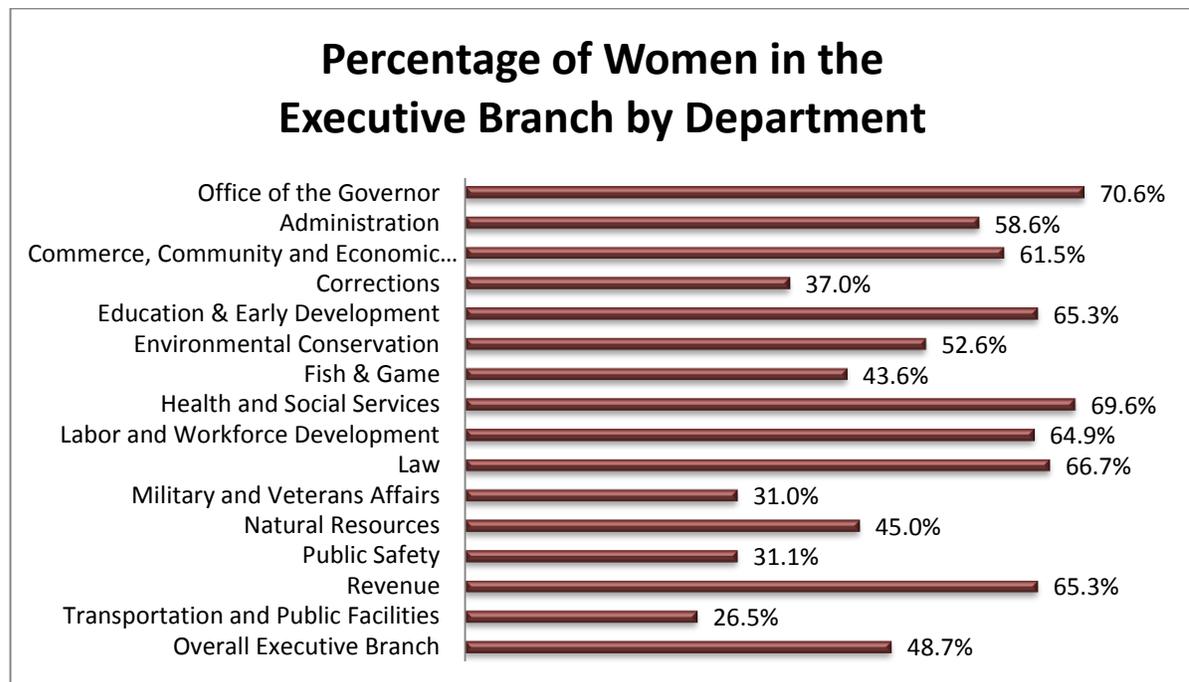
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<sup>18</sup> Source: U.S. Census Bureau EEO Tabulation 2006-2010 (five-year American Community Survey data).

The EEOC requires state and local governments to submit reports (EEO-4) showing the representation of men and women in five racial/ethnic groups in eight basic job categories: Officials and Administrators; Professionals; Technicians; Protective Service Workers; Paraprofessionals; Administrative Support; Skilled Craft Workers; and Service Maintenance.<sup>19</sup> The 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.

Exhibit 14 shows the current distribution of women in the Executive Branch in each job category. Women represent 48.7 percent of the State’s Executive Branch workforce and 45.6 percent of “Officials and Administrators,” up from last year’s 43.1 percent. Women have made little progress in the “Protective Service Worker” category in 20 years and saw a decline in the past from 18.4 percent -- an all-time high. Women continue to have the highest concentration in “Administrative Support” positions at 81.3 percent. Women – at 53.7 and 53.6 percent respectively – are well represented in the “Professionals” and “Paraprofessionals” job categories.

## Exhibit 15

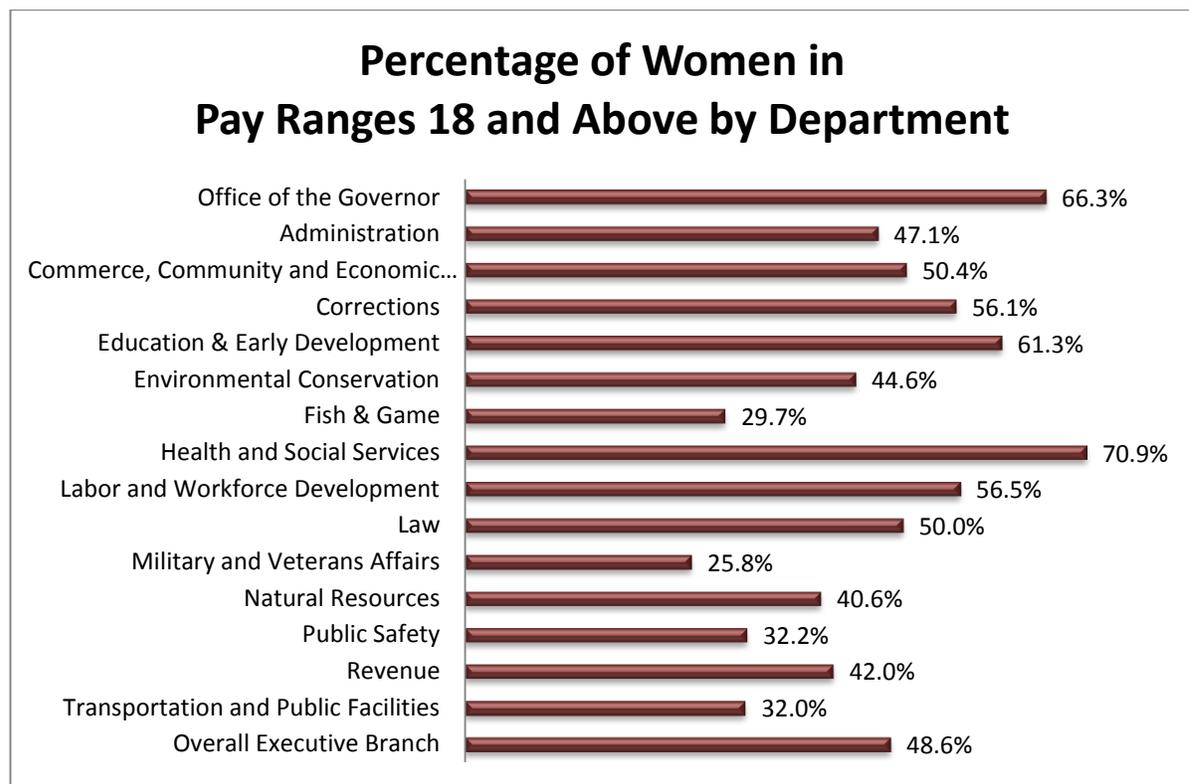


<sup>19</sup> For definitions of each job category, please see Section VIII on Page 31 of this Report.

Women continue to dominate in overall percentages in nine of our fifteen departments particularly in the departments of Health & Social Services and the Office of Governor. (See Exhibit 15) Women’s overall percentages in the departments of Transportation & Public Facilities, Military & Veterans Affairs, and Public Safety continue to be a challenge.

Positions in pay ranges 18 and above represent about 5,350 jobs and include mostly non-appointed professionals and managerial level employees. Women are well represented in higher level jobs in four departments in particular: the Office of Governor and the departments of Health & Social Services, Education & Early Development, and Labor & Workforce Development. (See Exhibit 16)

## Exhibit 16

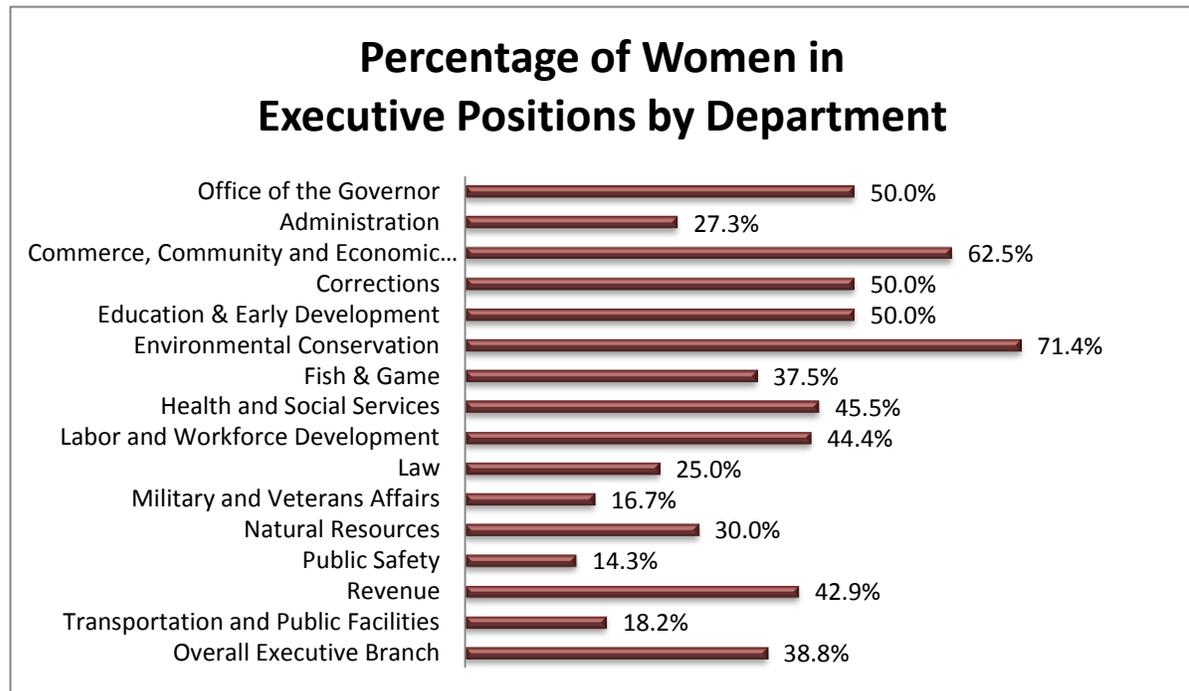


The overall percentage of women in pay ranges 18 and above slightly improved from last year’s report by .6 percentage points. Women in permanent positions make up 48.7 percent of the Executive Branch. This percentage almost matches the 48.6 percent in range 18 and above. This reflects an overall positive demographic for women employees.

It's interesting to note that the departments of Transportation & Public Facilities, Public Safety, and most notably Corrections have a higher percentage of women in pay range 18 and above positions than in the percentage of women overall in their departments. (See Exhibits 15 and 16)

Exhibit 17 is a breakdown of *only* 121 positions in the Executive Branch of the Parnell Administration as of June 30, 2014. This group of executives is comprised of Commissioners, Deputy Commissioners, Chief of Staff, Deputy Chief of Staff, and Directors.

## Exhibit 17



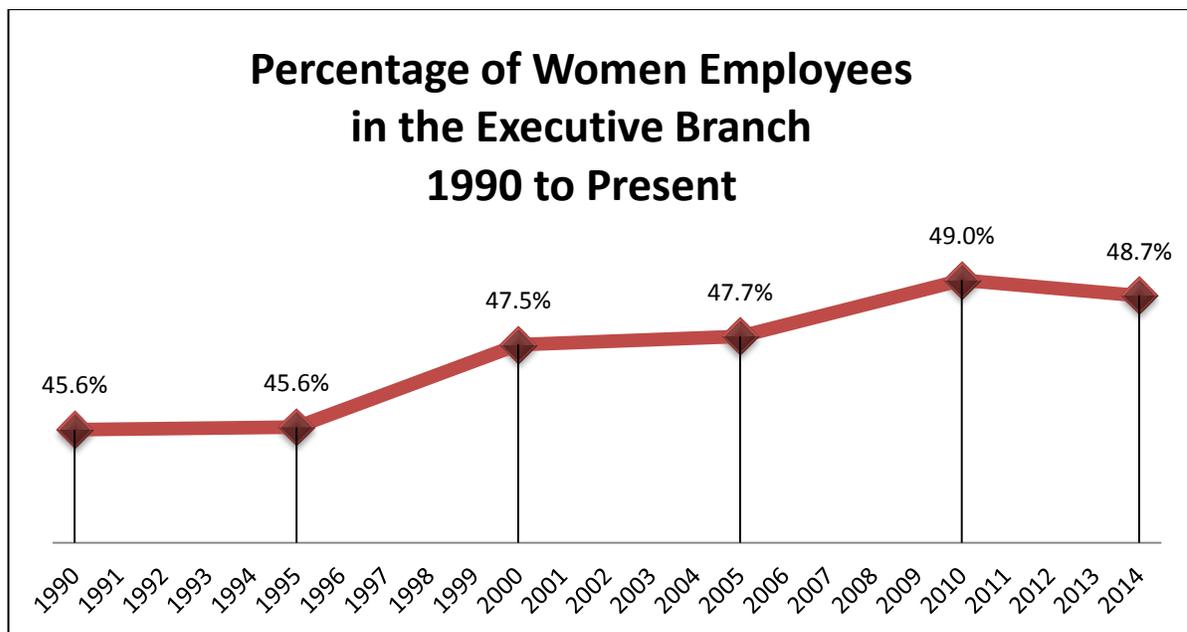
There was an increase of four women executives from last year's report due to an additional woman executive in the departments of Public Safety, Environmental Conservation, Education & Early Development, and Commerce, Community & Economic Development. This year's report reflects 47 women executives from a total of 121 or 38.8 percent.

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## B. Historical trends: 1990 to present

The exhibits in this section show the percentage trend of women employees in the Executive Branch from 1990 to 2014 with data points collected at five-year increments. The presence and status of women in the workforce has improved over past decades in the Executive Branch workforce.

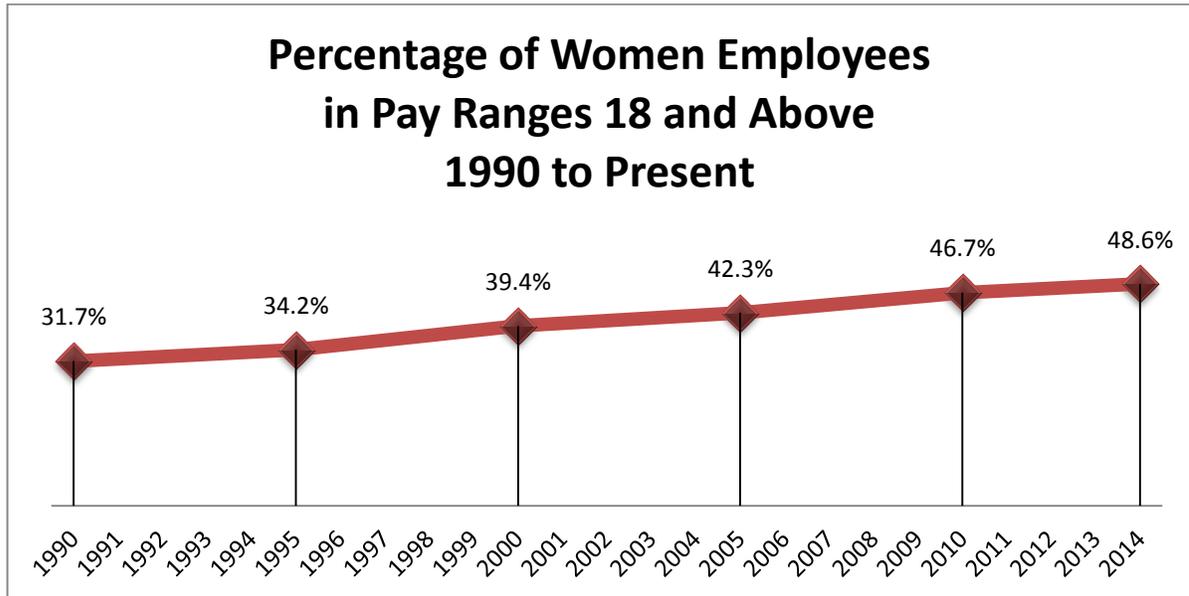
### Exhibit 18



The number of women in the State's overall workforce started to increase in approximately 1995 and now is at 48.7 percent, representing 7,864 women. (Exhibit 18) In addition, the percentage of women in higher paying positions outpaced the overall percentage number of women in the Executive Branch workforce. (See Exhibits 18 and 19)

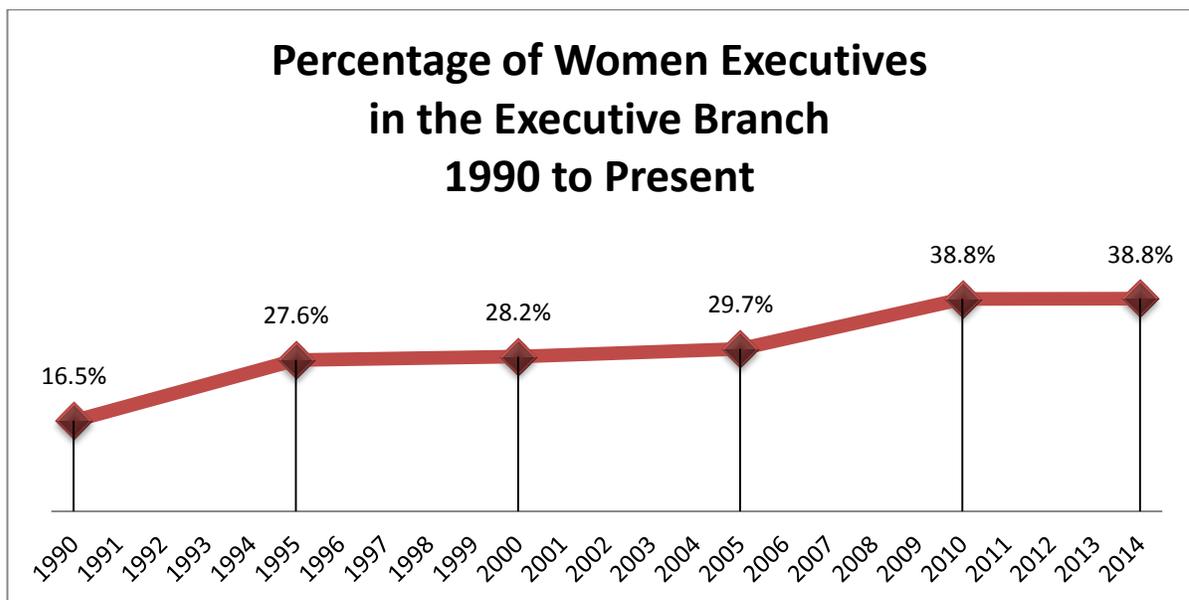
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## Exhibit 19



While non-minority men still dominate overall in higher ranked positions, women have made significant inroads in higher paying and higher status jobs. The trend of women in higher paying positions (as indicated by pay range 18 and above) has always been on an incline. (See Exhibit 19)

## Exhibit 20



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Exhibit 20 shows the percentage of women in the highest echelon of public service – executives from 1990 to 2014 with data points collected at five-year increments. This small group is comprised of Commissioners, Deputy Commissioners, Chief of Staff, Deputy Chief of Staff, and Directors.

The State of Alaska has had five gubernatorial administrations during this time frame<sup>20</sup> lead by Governors Walter Hickel (1990-1994), Tony Knowles (1994-2002), Frank Murkowski (2002-2006), Sarah Palin (2006-2009), and Sean Parnell (2009-2014).

The percentage of women employees in the highest echelon of public service as of June 30, 2014 is 38.8 percent, representing 121 women executives.

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<sup>20</sup> Ending June 30, 2014

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## VII. Equal Employment Opportunity Program

The State's Equal Employment Opportunity Program (EEOP) 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 2014 alone, 437 employees completed "A Respectful Workplace"; 332 employees completed the "Academy for Supervisors"; 625 employees completed "Valuing Diversity"; and 386 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 EEOP Manager provides input in personnel programs from hiring to exit surveys. EEOP staff provides professional guidance to employees and managers statewide on any EEO-related issue. The EEOP 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:** EEOP 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, EEOP staff represents Executive Branch

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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.

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.

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## **2015 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
- ◆ Erin M. Collins, Human Resource Consultant II, EEO Specialist
- ◆ Mauria B. Gerdeman, Human Resource Consultant II, EEO Specialist
- ◆ Stacy K. Toup, Human Resource Consultant I, EEO Specialist

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## ◆ Appendix

### A. Race and Ethnic Category Definitions

*Note: The five race and ethnicity categories in this Report stem from federal government standards and are used by federal agencies including the U.S. Equal Employment Opportunity Commission. The EEOC's EEO-4 requires 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.*

**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.

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## **B. Job Categories as defined by the U.S. Equal Employment Opportunity Commission**

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

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

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

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

**Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for

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professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a “New Careers” concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

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

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

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

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

***HR...Solutions for Success***