

State of Alaska  
2020  
Progress Report  
on  
Equal Employment Opportunity  
and Affirmative Action  
in Alaska State Government



Michael J. Dunleavy  
Governor

## Table of Contents

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Preface.....	3
Introduction .....	5
Report Summary.....	9
Minority Employment in the Executive Branch.....	10
<i>Current Outlook</i> .....	10
<i>Historical Trends: 1995 to Present</i> .....	19
Women in the Executive Branch Workforce .....	22
<i>Current Outlook</i> .....	22
<i>Historical Trends: 1995 to Present</i> .....	30
Equal Employment Opportunity Program.....	32
Appendix.....	36
<i>Race and Ethnicity Category Definitions</i> .....	36
<i>Job Category Definitions</i> .....	37
Endnotes.....	39

## Preface

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This 2020 Progress Report is filed with the Governor and the Legislature in accordance with Alaska Statute 39.28.020(a)(12).<sup>1</sup> Additional State of Alaska Executive Branch employee demographics may be found in the annually published “Workforce Profile” by the Department of Administration, Division of Personnel & Labor Relations, which is available on-line at the Division’s web page.

The subject of this 2020 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, U.S. Bureau of Labor Statistics, the State of Alaska Department of Labor & Workforce Development, the AKPAY Inquiry (data from the former Alaska Payroll System), and the State’s Integrated Resource Information System for Human Resource Management (IRIS HRM). Workforce numbers were drawn from the data as of June 30, 2019, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1995 and 2020 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

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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.”

to provide leaders and managers information for effective and targeted policy decisions.

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

Kate Sheehan, State of Alaska Personnel Director  
Department of Administration  
Division of Personnel & Labor Relations  
Equal Employment Opportunity Program  
P.O. Box 110201  
Juneau, AK 99811-0201

OR

Camille Brill, State of Alaska EEO Program Manager  
Department of Administration  
Division of Personnel & Labor Relations  
Equal Employment Opportunity Program  
550 W. 7<sup>th</sup> Ave., Suite 1960  
Anchorage, AK 99501

The State of Alaska, as an employer and service provider, complies with the Americans with Disabilities Act and Alaska Human Rights Law. Individuals with disabilities who require this publication in an alternative format are welcome to contact the EEO Program Manager for assistance at the address noted above or [camille.brill@alaska.gov](mailto:camille.brill@alaska.gov) or (907) 375-7705 and for individuals with hearing impairments via Alaska Relay at 711 or (800) 770-8973.

February 2020

## Introduction

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The size of the Executive Branch workforce continued a downward trend in 2019. The latest published number is 14,542 employees in our 15 departments.<sup>i</sup> This is slightly down from last year's total of 14,546.<sup>ii</sup> This Report reflects workforce demographic data as of *June 30, 2019* under Governor Michael J. Dunleavy's Administration. Our current workforce size is parallel to our numbers in 2005.

Alaska's current population is estimated at 731,007, a small decrease from last year's 734,055 and the third year in a row to show decline.<sup>iii</sup> Our current population reflects its 2010 level when we had almost 1,300 more Executive Branch employees. According to economists, despite declines in state public sector jobs, Alaskan employers added about 1,600 jobs last year.<sup>iv</sup>

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

The State's workforce – like Alaska's population – is diverse culturally and racially. The State's racial demographics compared to the United States as a whole, reveals a proportionally higher percentage of racial and cultural diversity.<sup>vi</sup> Alaska has a greater percentage of people who identify their race as "Alaska Native or American Indian," "Asian," "Native Hawaiian or Other Pacific Islander," or "Two or More Races." Moreover, Alaska has a lower percentage of people who identify as racially white alone compared to the nation as a whole.

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

The chart below compares Alaska's population with that of the nation in seven race/ethnicity groupings.<sup>viii</sup>

Race/Ethnicity	Alaska	United States
White (Alone)	65.3 %	76.5 %
African American (Alone)	3.8 %	13.4%
Alaska Native or American Indian (Alone)	15.4 %	1.3 %
Asian (Alone)	6.6 %	5.9 %
Native Hawaiian or Other Pacific Islander (Alone)	1.4 %	0.2 %
Two or More Races	7.4 %	2.7%
Hispanic or Latino	7.2%	18.3%

Alaska's school districts' demographics give us a glimpse of our future workforce. The greater Anchorage/Matanuska Susitna area and the Southeast region of the state, including the City and Borough of Juneau, are home to 75 percent of Executive Branch employees.<sup>ix</sup> The Anchorage School District (ASD), the largest in the State and one of the 100 largest districts in the United States, reports its "minority" student population exceeds its white student population. According to ASD's 2019 Ethnicity Report for the 2019-2020 school year, non-white students make up 58.07 percent of the student population versus white students who make up 41.93 percent.<sup>x</sup> The ASD counts over 110 languages spoken by its students or by the students' families. The top five languages spoken (after English) are: Spanish, Hmong, Samoan, Filipino, and Korean.<sup>xi</sup> ASD demographics over the last 10 years reveal trends with significant increases in "Asian or Pacific Islander" students and those who identify as multiracial.<sup>xii</sup> Likewise, the City and Borough of Juneau School District reports its student population is now 48 percent white.<sup>xiii</sup>

As the nation and Alaska face racial demographic population changes, so will the State of Alaska's Executive Branch workforce. Accordingly, the State is committed to the promotion of diversity and inclusion by not only fulfilling all state and federal EEO mandates but by promulgating workplace rules and employment practices that value equity and fairness. In 2019 and early 2020, formal gubernatorial Proclamations were issued to include<sup>xiv</sup>:

- **Cancer Awareness Day** – February 4, 2020
- **Black History Month** – February 1, 2020

- **75th Anniversary of the Liberation of the Auschwitz-Birkenau Death Camp**  
– January 27, 2020
- **Dr. Martin Luther King, Jr. Day** – January 20, 2020
- **HIV/AIDS Awareness Day** – December 1, 2019
- **Women Veterans Day** – November 9, 2019
- **Alaska Native Heritage Month** – November 1, 2019
- **Alaska Employ People with Disabilities Week** – October 6, 2019
- **Breast Cancer Awareness Month** – October 1, 2019
- **Employ Older Workers Week** – September 23, 2019
- **Muscular Dystrophy Awareness Month** – August 1, 2019
- **Juneteenth Day** – June 15, 2019
- **Women’s Suffrage Day** – June 4, 2019
- **Asian American and Pacific Islander Heritage Month** – May 1, 2019
- **Older Americans Month** – May 1, 2019
- **Autism Awareness Month** – April 1, 2019
- **Traumatic Brain Injury Awareness Month** – March 1, 2019
- **Developmental Disability Awareness Month** – March 1, 2019
- **Elizabeth Peratrovich Day** – February 12, 2019
- **Black History Month** – proclamation issued on January 25, 2019 for the month of February
- **Dr. Martin Luther King, Jr. Day** – January 15, 2019

Particularly noteworthy this year is the national honor of Alaskan civil rights leader Elizabeth Peratrovich. The U.S. Mint has just issued one dollar coins with her portrait.<sup>2</sup>



2020 marks the 75<sup>th</sup> anniversary of Ms. Peratrovich's stirring testimony before the Alaska Territorial Legislature in support of the nation's first anti-discrimination law.

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<sup>2</sup> Image source: U.S. Mint. Metallic artist Phebe Hemphill.

Valuing the diversity of a workforce representative of all Alaskans enriches the quality of our service to the people of Alaska. The State supports Equal Employment Opportunity (EEO) and Affirmative Action (AA) and continues to work to recruit and retain all qualified people. A primary goal of the State's Equal Employment Opportunity Program is to ensure that positions in public service are genuinely and equally accessible to all people. While recruitment is essential, an inclusive work environment is crucial to retention.

The State does not condone, permit, or tolerate illegal discrimination against its employees or applicants for State employment on the basis of race, color, national origin, religion, sex, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood, genetic information, or status as a veteran or veteran with a disability.



## Report Summary

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The 2020 Progress Report shows modest overall improvement for both women and minorities in the Executive Branch. The 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>3</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. While the Report shows modest overall improvement in minorities in the Executive Branch, additional change is warranted, particularly in areas of occupational segregation and the underrepresentation of Alaska Native employees in our workforce.

This year's Report reflects a greater number of minorities in the Executive Branch than the previous year (3,371 increase to 3,499), and it reveals the overall total percentage of minorities slightly increased from 23.2 to 24.1 percent. In fact, the number of minorities working in the Executive Branch has increased every year since 1990. Despite the Executive Branch's reduction in its overall workforce, the percentage of minority employees marginally rose in every racial category except Alaska Native or American Indian, which saw a slight decrease from 6.9 percent in 2018 to 6.7 in 2019. Asian employees represent the largest racial minority group in the Executive Branch workforce at 8.1 percent. The percentage of white employees in the Executive Branch shrank from 76.8 percent to 75.9 percent.

There are currently 7,008 women employees in the Executive Branch, a decrease from last year's report of 7,070 women. Women continue to have the highest concentration in "Administrative Support" positions at 77.7 percent. However, women dominate in overall percentages in nine of our 15 departments. As of June 30, 2019, women hold 58 percent of executive positions, which is the highest percentage on record. Moreover, this report reflects Alaska's *first* African American woman member of the gubernatorial cabinet, Tamika Ledbetter, Commissioner of the Alaska Department of Labor and Workforce Development.

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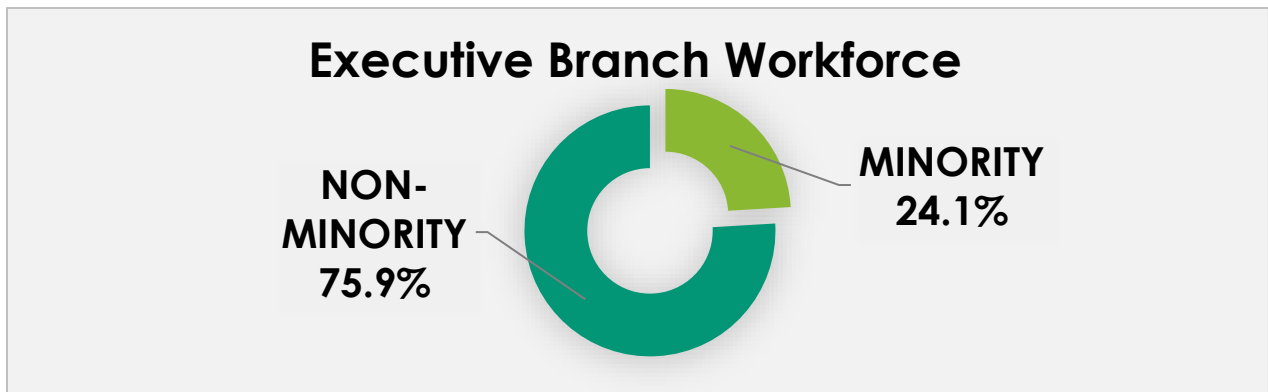
<sup>3</sup> The Civilian Labor Force (CLF) is defined as all non-institutionalized (i.e. not incarcerated) civilians (i.e. not serving in the U.S. military) aged 16 and older who are either working or seeking employment (unemployed).

## Minority Employment in the Executive Branch

### Current Outlook

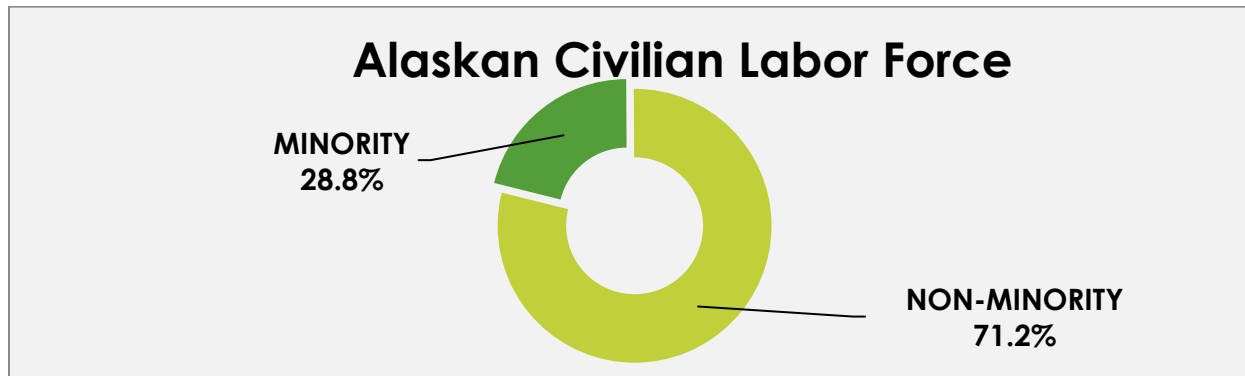
Employees from minority groups now comprise 24.1 percent of the State's Executive Branch workforce.<sup>4</sup> This represents the highest percentage on record. Moreover, data reveals that as the State's number of public employees is declining, the percentage of our minority employees showed a modest increase from 23.2 percent last year to 24.1 percent this 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.<sup>xv</sup>

### Exhibit 1



While our workforce is made up of 24.1 percent minority groups, the U.S. Census reports the Alaskan Civilian Labor Force (CLF) is comprised of 28.8 percent racial minorities.<sup>xvi</sup> (See Exhibits 1 and 2) Moreover, according to the U.S. Department of Labor, for the first time in the nation, new hires of prime working age (25 to 54) are people of color.

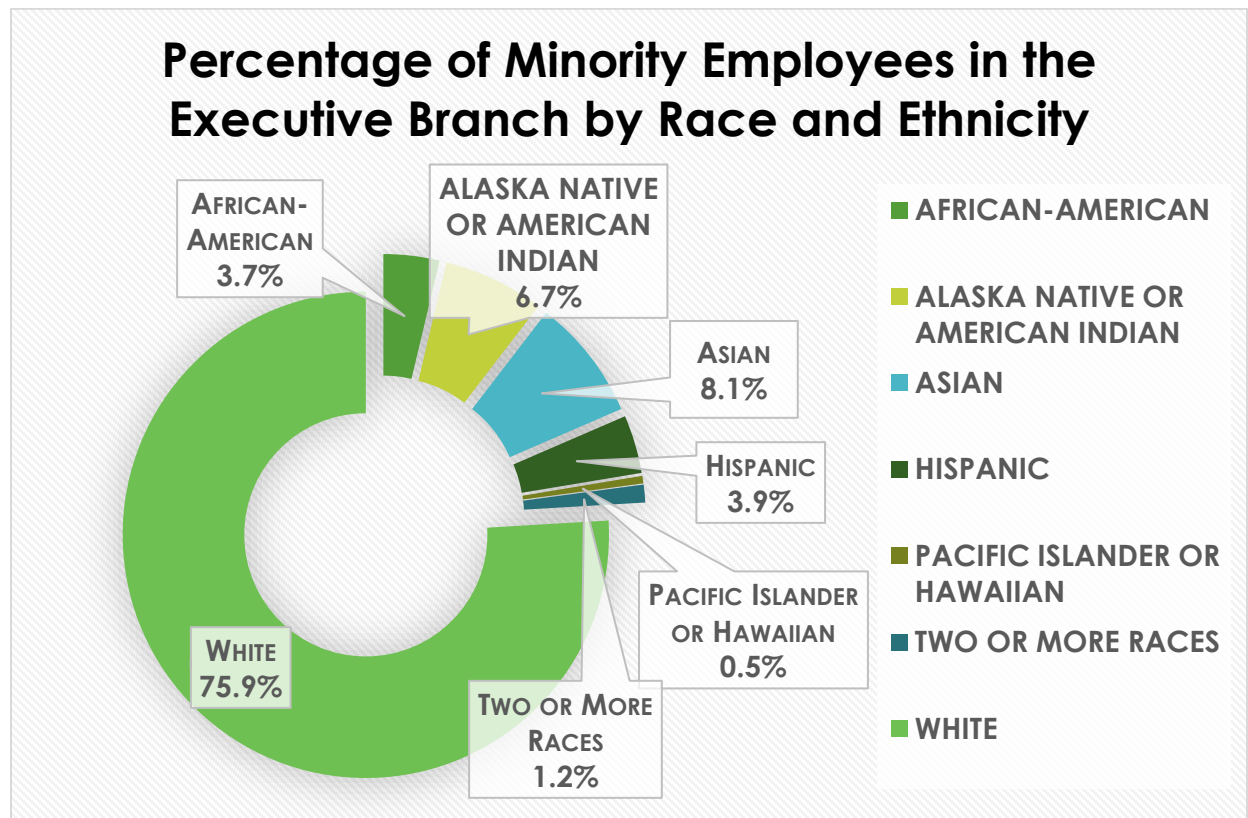
### Exhibit 2



<sup>4</sup> Employee workforce data as of June 30, 2019

This Progress Report relies on information from the federal U.S. Census Bureau Equal Employment Opportunity Tabulation, which uses American Community Survey data. This allows us to compare the Executive Branch workforce numbers to the most recent labor force data available. Because of the different categories of information collected and the different collection times, it is important to note that general comparisons can be made but care should be taken when directly comparing the data.

### Exhibit 3



In 2017, the federal U.S. Equal Employment Opportunity Commission expanded its five race / ethnicity categories to the current seven:<sup>5</sup>

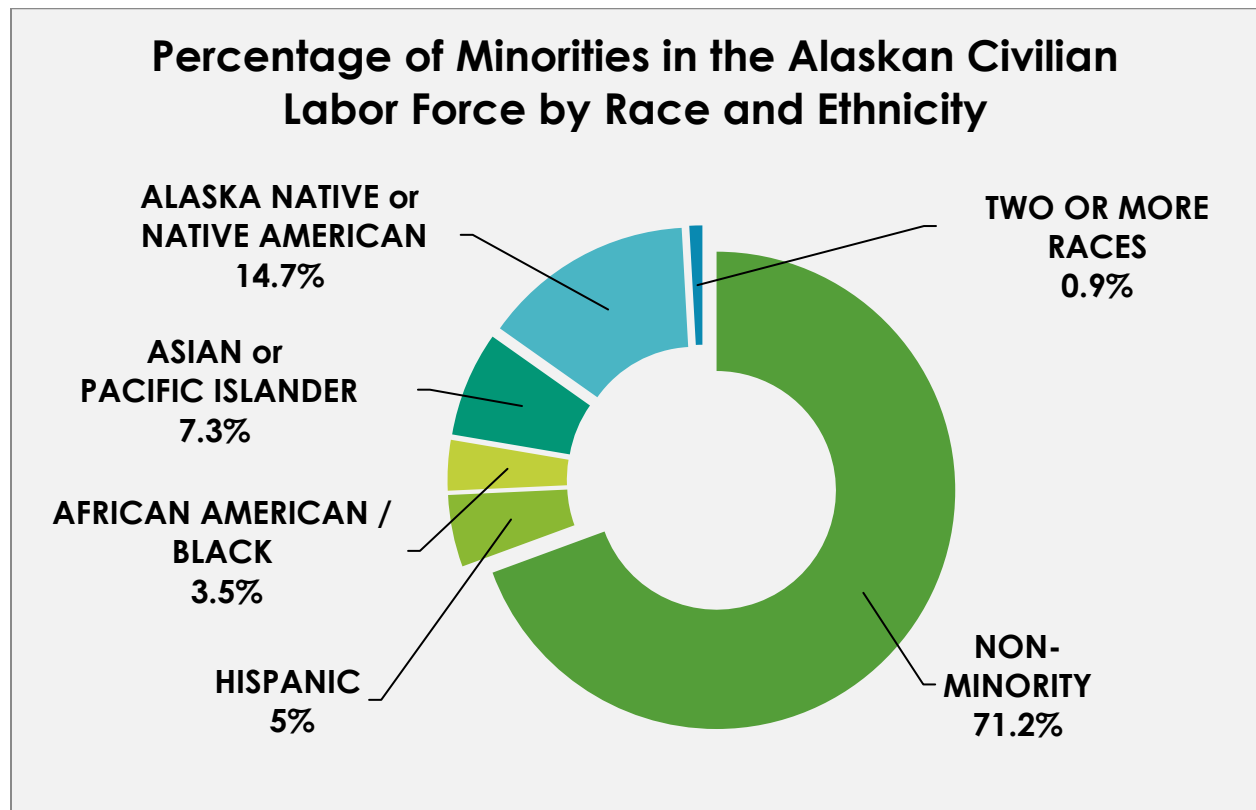
- 1) Alaska Native or Native American (Not Hispanic or Latino);
- 2) Asian (Not Hispanic or Latino);
- 3) Native Hawaiian or Pacific Islander (Not Hispanic or Latino);
- 4) Black or African American (Not Hispanic or Latino);
- 5) White (Not Hispanic or Latino);
- 6) Two or More Races (Not Hispanic or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

<sup>5</sup> For definitions of the current race and ethnic categories, please see Page 36 in the Appendix.

Exhibit 4 illustrates information from the U.S. Census Bureau's EEO Tabulation (based on the 2006-2010 American Community Survey).<sup>xvii</sup> The data indicates that the Executive Branch is not underrepresented in employees who are "African-American/Black" nor employees who identify as Asian or Pacific Islander (when viewed in combining the data for "Asian" and "Pacific Islander"). Overall in the Executive Branch workforce, Hispanic employees are underrepresented by 1.1 percentage points, a slight improvement from last year. (See Exhibits 3 and 4)

"Alaska Native or Native American" peoples continue to be the most underrepresented as a group in the Executive Branch workforce by 8 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 Iñupiaq, Athabascan, Tlingit-Haida, Aleut, and Tsimshian.<sup>xviii</sup> Most Alaska Native peoples live in rural Alaska although the urban Native population has grown.<sup>xix</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

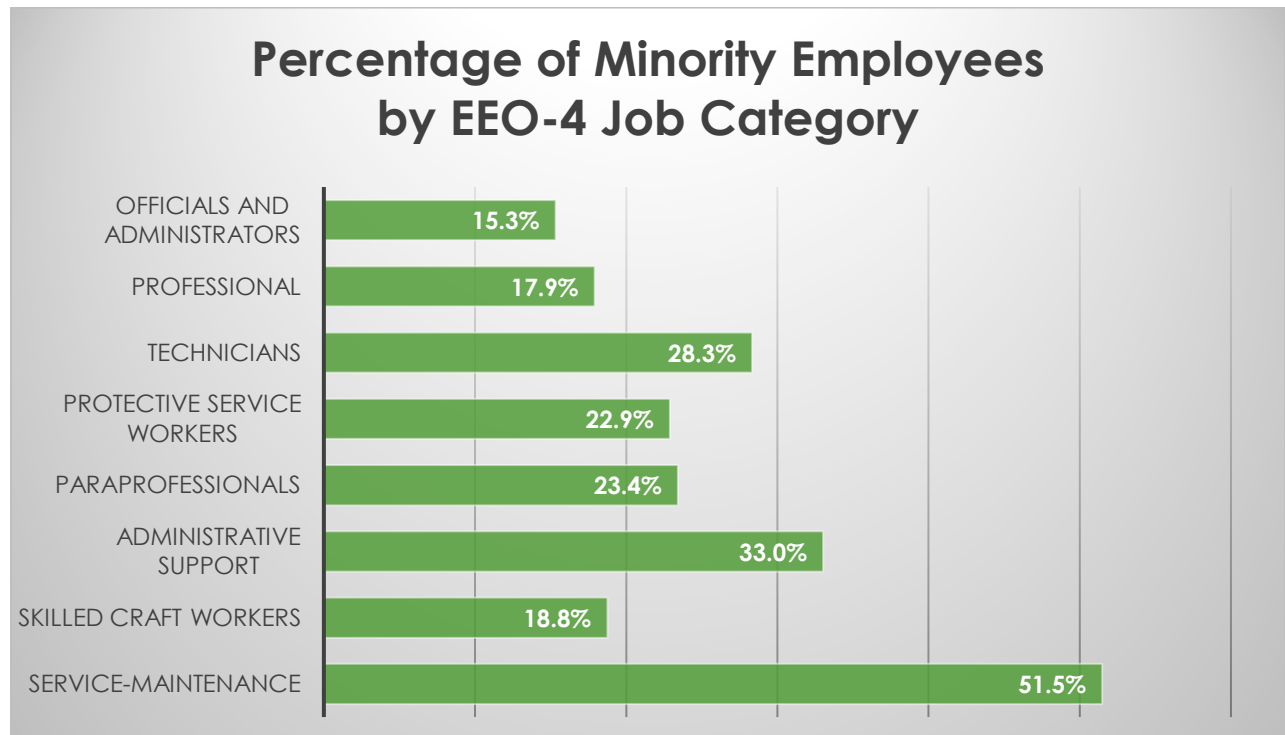


To get a true picture of the status of minorities in State government, it is important to look at their distribution within the workforce. The most current data reveals improvement of non-white employees in higher level positions as shown in the EEOC's eight job categories:

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

Exhibit 5 shows the current percentage of minorities in each of the job category.<sup>6</sup> These job categories reflect different levels of job opportunity and are used by the U.S. Equal Employment Opportunity Commission (EEOC) in conjunction with other labor force data to identify possible patterns of exclusion and discriminatory practices. The EEOC requires state and local governments to submit biennial reports (EEO-4 Survey) showing the representation of men and women in each racial/ethnic group in these eight job categories.

## Exhibit 5

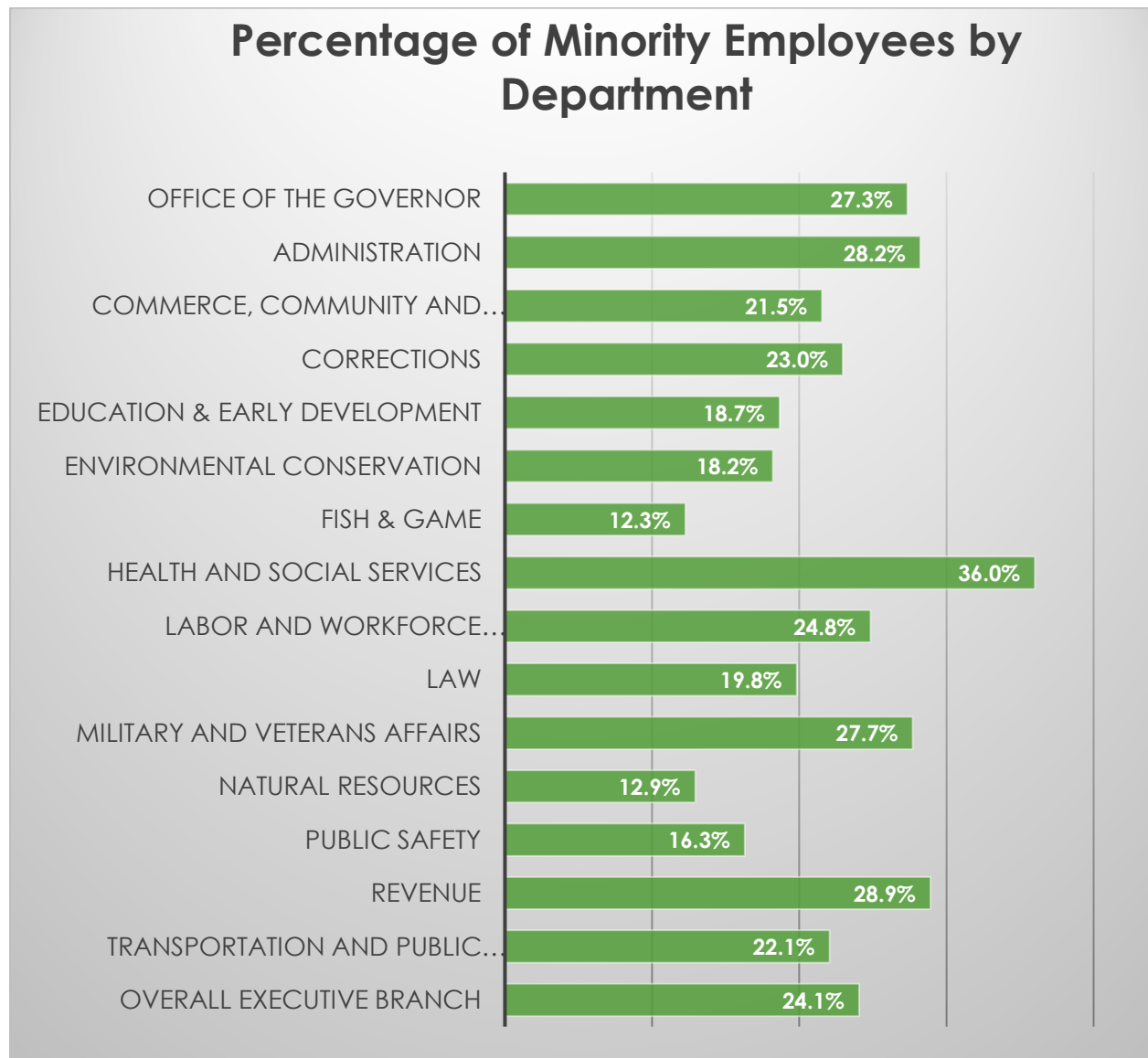


<sup>6</sup> For definitions of each job category, see Appendix Pages 37 and 38.

Service-Maintenance Workers continue to comprise the largest concentration of minority employees at 51.5 percent. While minorities make up 24.1 percent of our workforce and approximately 28.8 percent of the Alaskan Civilian Labor Force (CLF), they hold 15.3 percent of the jobs held by “Officials and Administrators” and 17.9 percent of jobs classified as “Professional.”

Exhibit 6 shows the percentages of minorities in each of the 15 departments in the Executive Branch as of this report's data draw date of June 30, 2019. Overall, the Executive Branch realized a 0.9 percentage point gain in the total number of minority employees.

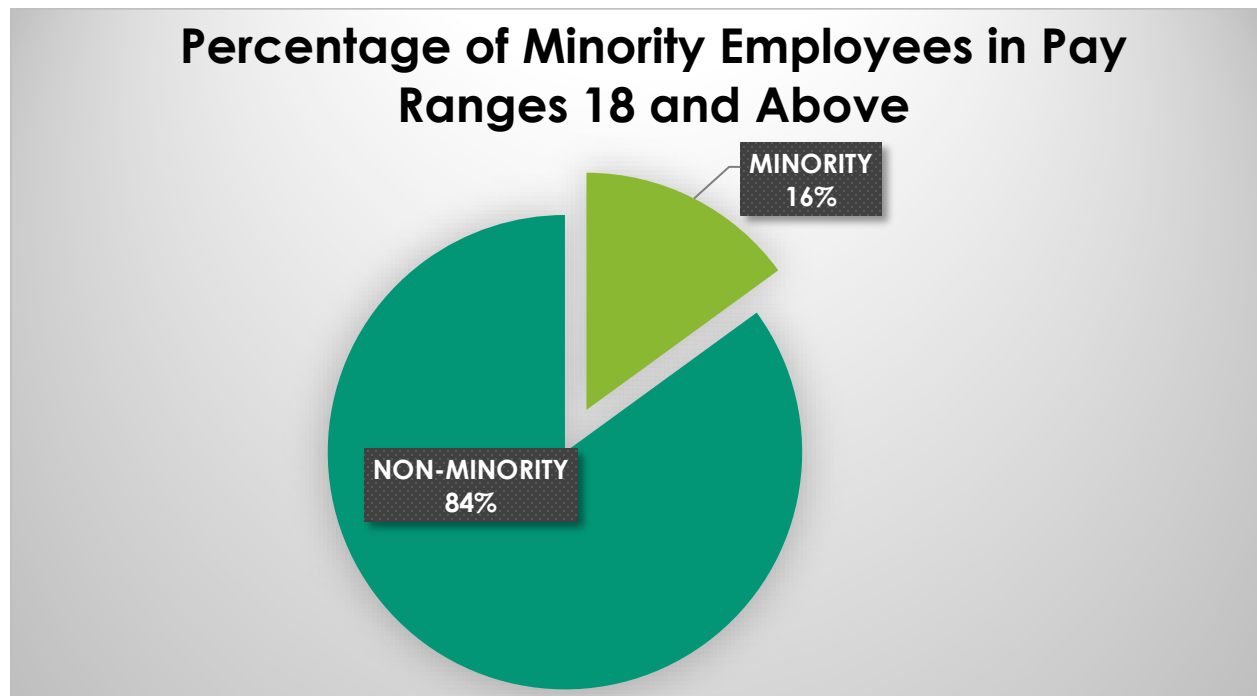
### Exhibit 6



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, 2019, positions in this category represent 4,941 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 15.0 percent to 16.0 percent, representing a total of 776 employees in pay ranges 18 and above positions.

Exhibit 8 shows the current percentages of minority employees in pay ranges 18 and above in each of the 15 departments. Ten departments increased their percentage of minority employees. Out of the five departments with the highest percentage of minority employees, five realized an increase. Like last year, the department with the largest number of minority employees is the

Department of Health and Social Services, which currently has 208 minority employees in pay ranges 18 and above.

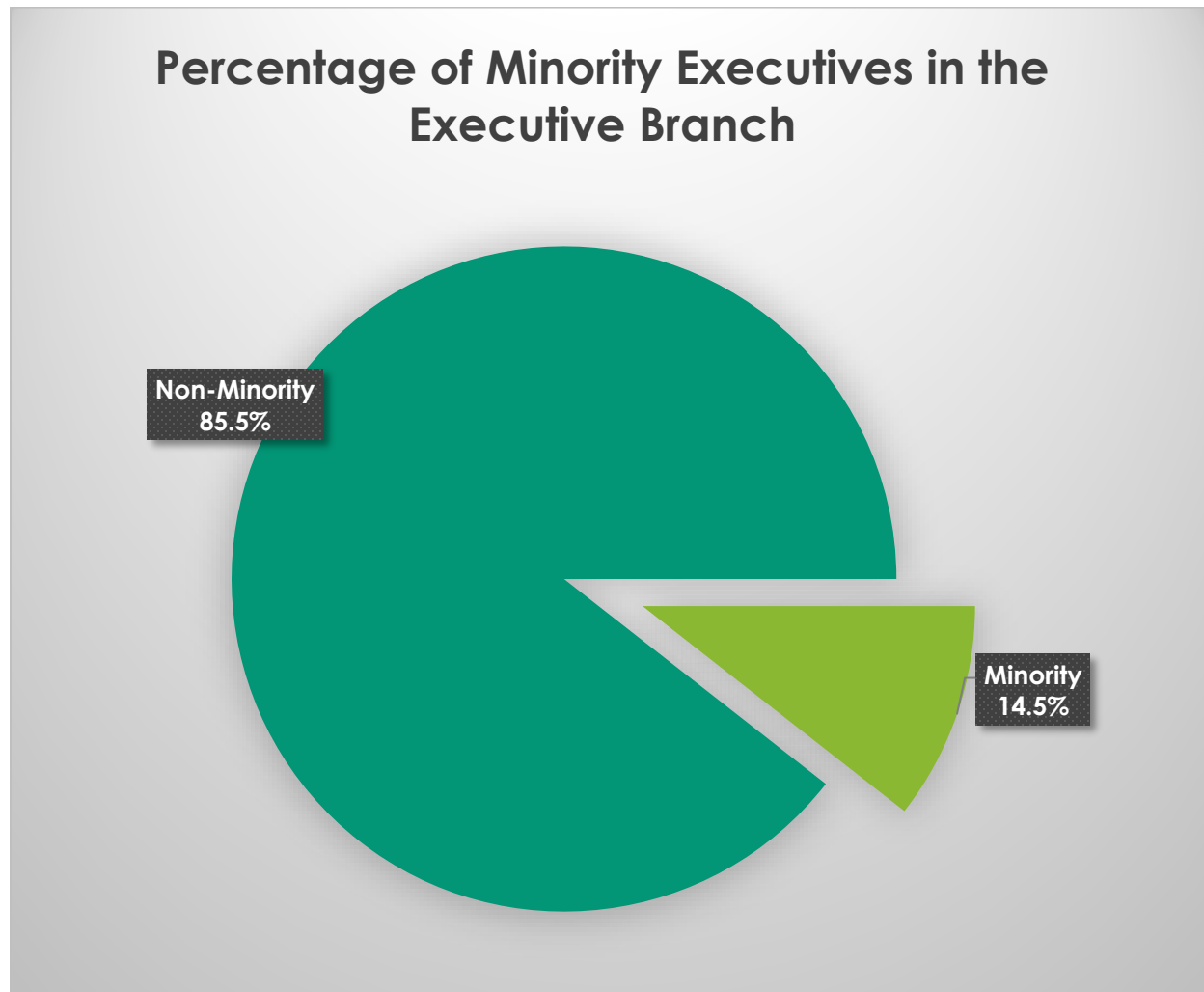
## Exhibit 8



The State had 776 minority employees or 15.7 percent in pay ranges 18 and above, an improvement over last year's report of 749 employees. As of June 30, 2019, the Office of the Governor reported 26.9 percent, the highest percent of minority employees at pay range 18 and above. The Department of Administration increased its minority employee workforce by 3.2 percentage points in this higher level pay group. Overall, seven departments made gains and eight departments showed small losses.



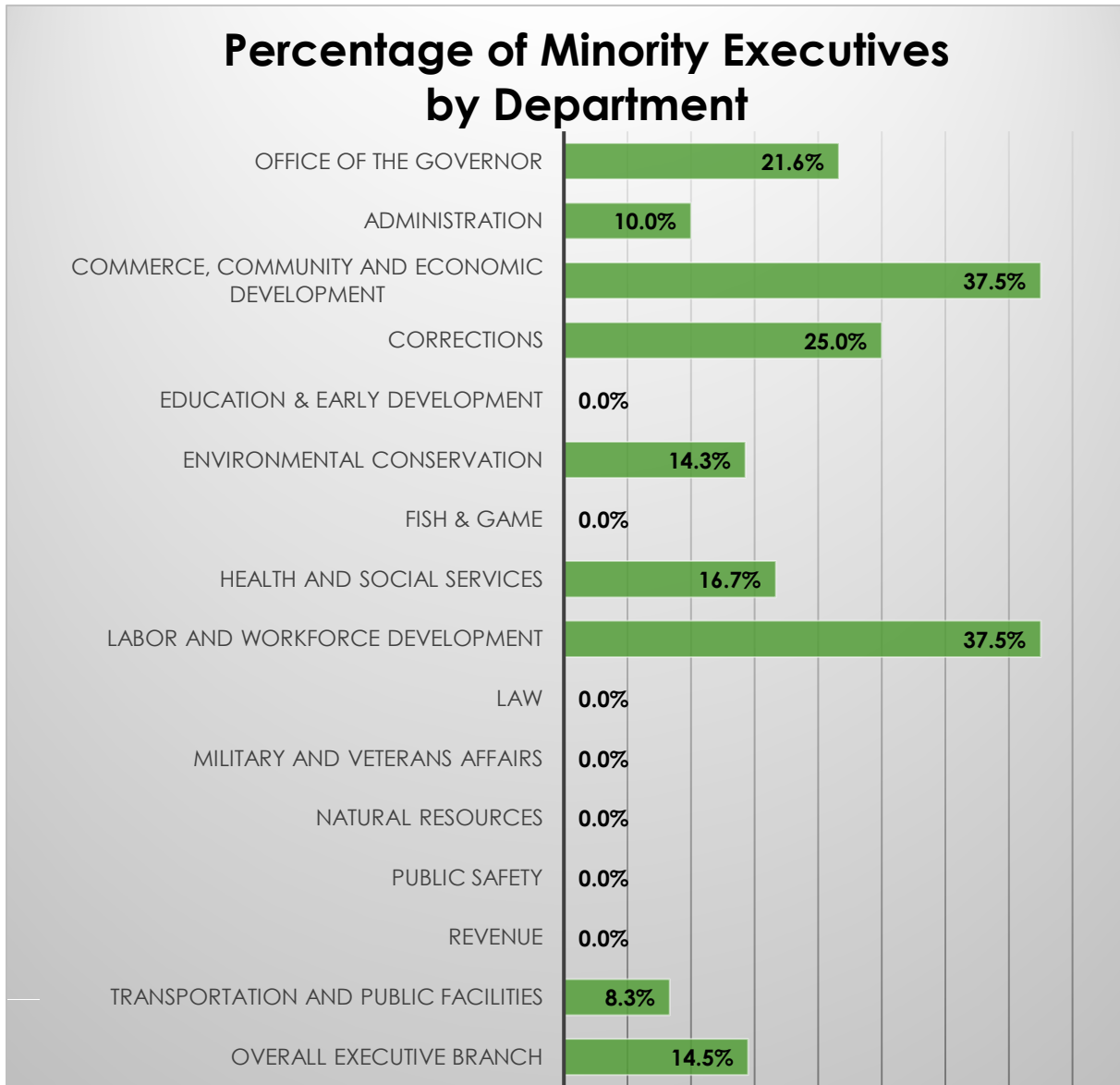
## Exhibit 9



The overall percent of minority executives increased from 10.6 percent to 14.5 percent. Exhibits 9 and 10 reflect data regarding only 138 positions – executives in the Executive Branch as of June 30, 2019. This is a small data set consisting of positions such as Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

The Office of the Governor has the highest numerical number of executives who are in minority groups. While seven of the 15 Executive Branch departments did not have any high-level minority executives, five departments increased in the number of minority executives. Increases were seen in the departments of Commerce, Community, and Economic Development; Corrections; and Labor & Workforce Development.

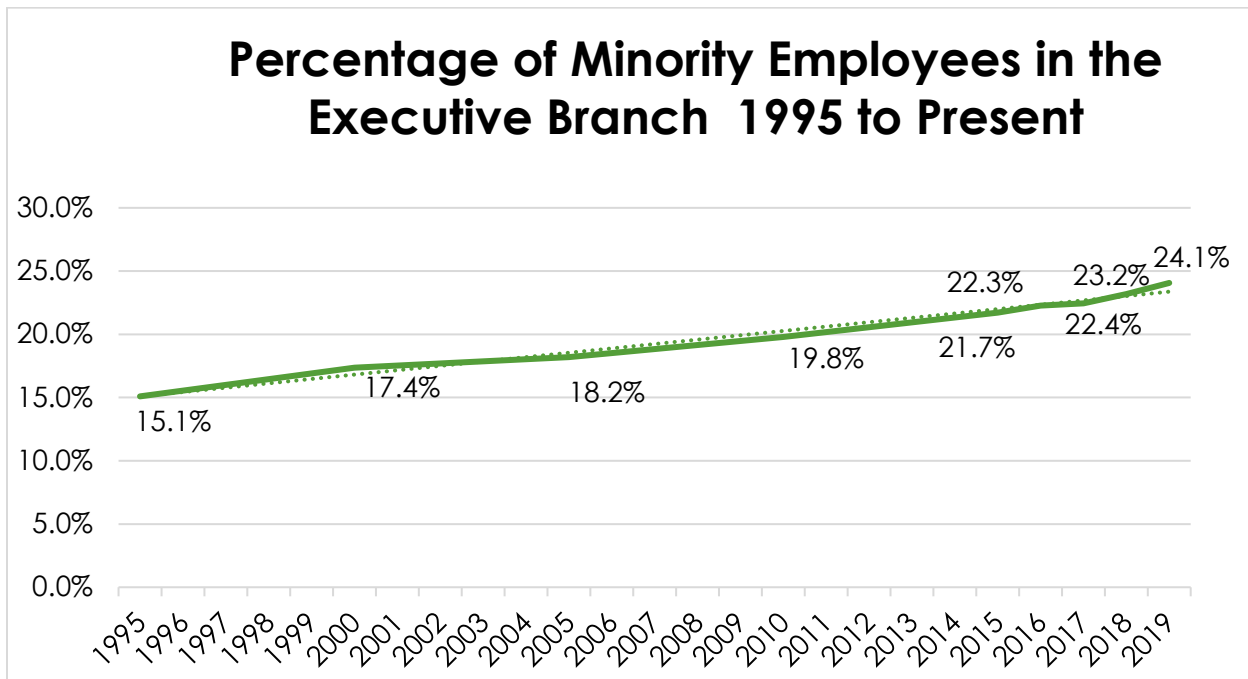
## Exhibit 10



## Historical Trends: 1995 to Present

The state continued to extend its decades-long modest trend of increasing minority employment within its Executive Branch. As Exhibit 11 illustrates, the State set a record high with the percentage of minority employees within the Executive Branch workforce overall.

### Exhibit 11



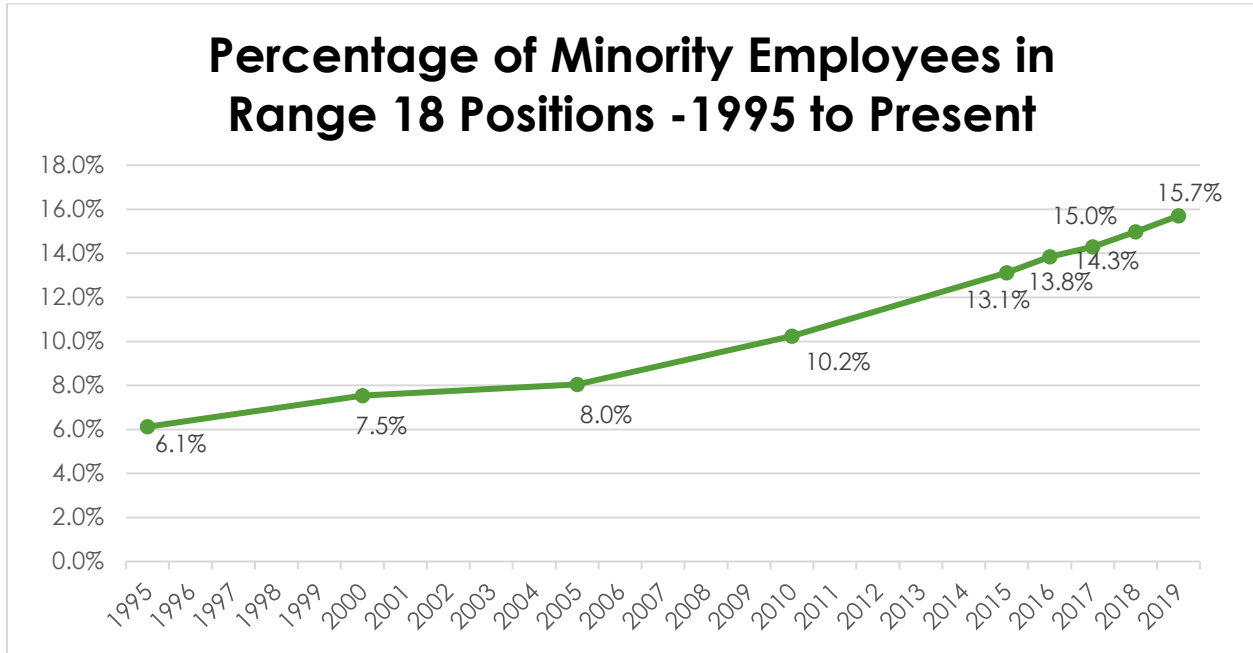
The record high of 24.1 percent represents 3,499 minority employees. Historically, more minorities (many of whom are women) have sought public sector jobs because of built-in equitable pay and job classification systems and employment opportunity.

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

Growth in the number of minority employees choosing to work for the State of Alaska is consistent with national employment statistics. For the first time, most newly hired employees in the United States, ages 25 through 54, are people of color.<sup>xx</sup> This upward trend is due to more women in the labor market, many white

baby boomers retiring, a tight labor market, as well as cultural attitudes and educational attainment. <sup>xxi</sup>

## Exhibit 12



## Exhibit 13

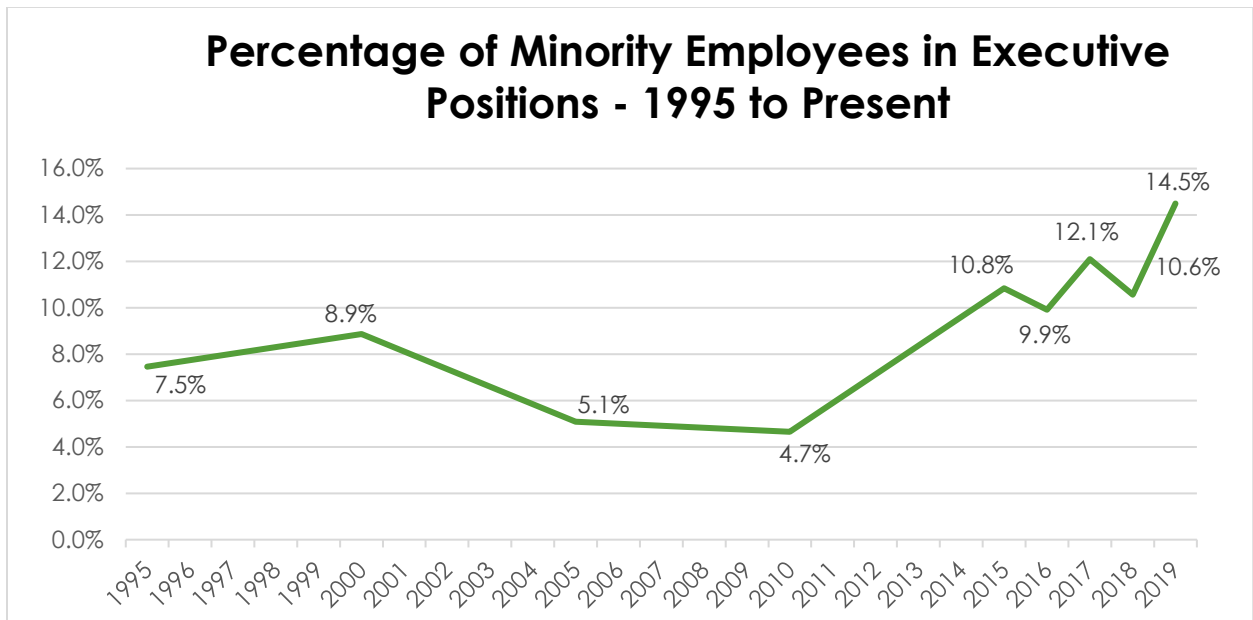


Exhibit 13 shows the share of minorities holding positions in the highest echelon of State service – executives – from 1995 to 2019 with data points collected at five-

year increments. This small group, numbering just 138 positions, is comprised of State employees with the highest seniority levels, including Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. Minority employees occupying executive positions increased from 10.6 percent in 2018 to 14.5 percent in 2019. In total, 20 executive level positions were held by minorities in 2019, seven more than in 2018.

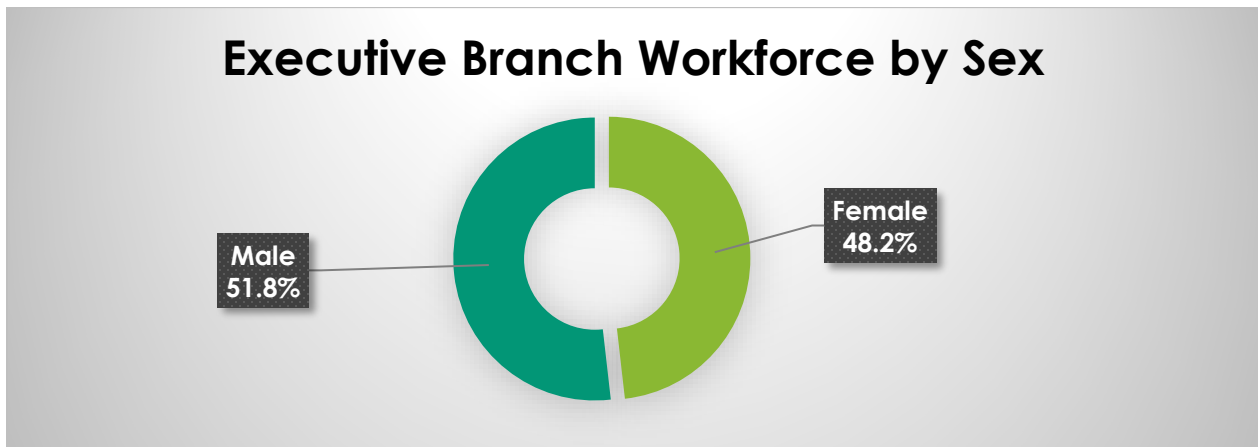
The State of Alaska has had six Governors during this period of the trending data of this Report: Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and the current Governor of the State of Alaska, Michael J. Dunleavy (December 2018 to present). Between 2015 and 2019, there was a substantial increase in the percentage of minority employees holding executive-level positions within the Executive Branch. Notably, Tamika Ledbetter was appointed Commissioner of the Department of Labor and Workforce Development by Governor Dunleavy. Dr. Ledbetter is the first African American woman to receive a cabinet level appointment for the State of Alaska.

## Women in the Executive Branch Workforce

### Current Outlook

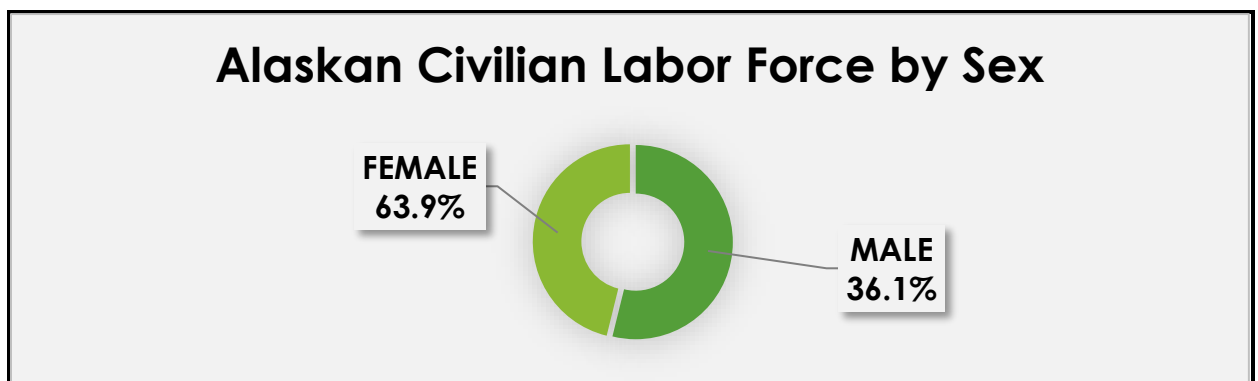
Women comprise 48.2 percent of the State's Executive Branch workforce. There are currently 7,008 female employees in the Executive Branch, a decrease from last year's 7,070. This represents a 0.4 percent reduction of women employees. For comparison, the Federal government reported that its workforce is 43.3 percent women (Federal fiscal year 2017).<sup>xxii</sup>

### Exhibit 14



According to the U.S. Census Bureau, women outnumber men in the Alaskan Civilian Labor Force at 63.9 percent. This figure is higher than the percentage of women working in the State's Executive Branch (48.2 percent) as well as nationally, where women account for 58.2 percent of the Civilian Labor Force.<sup>xxiii</sup>

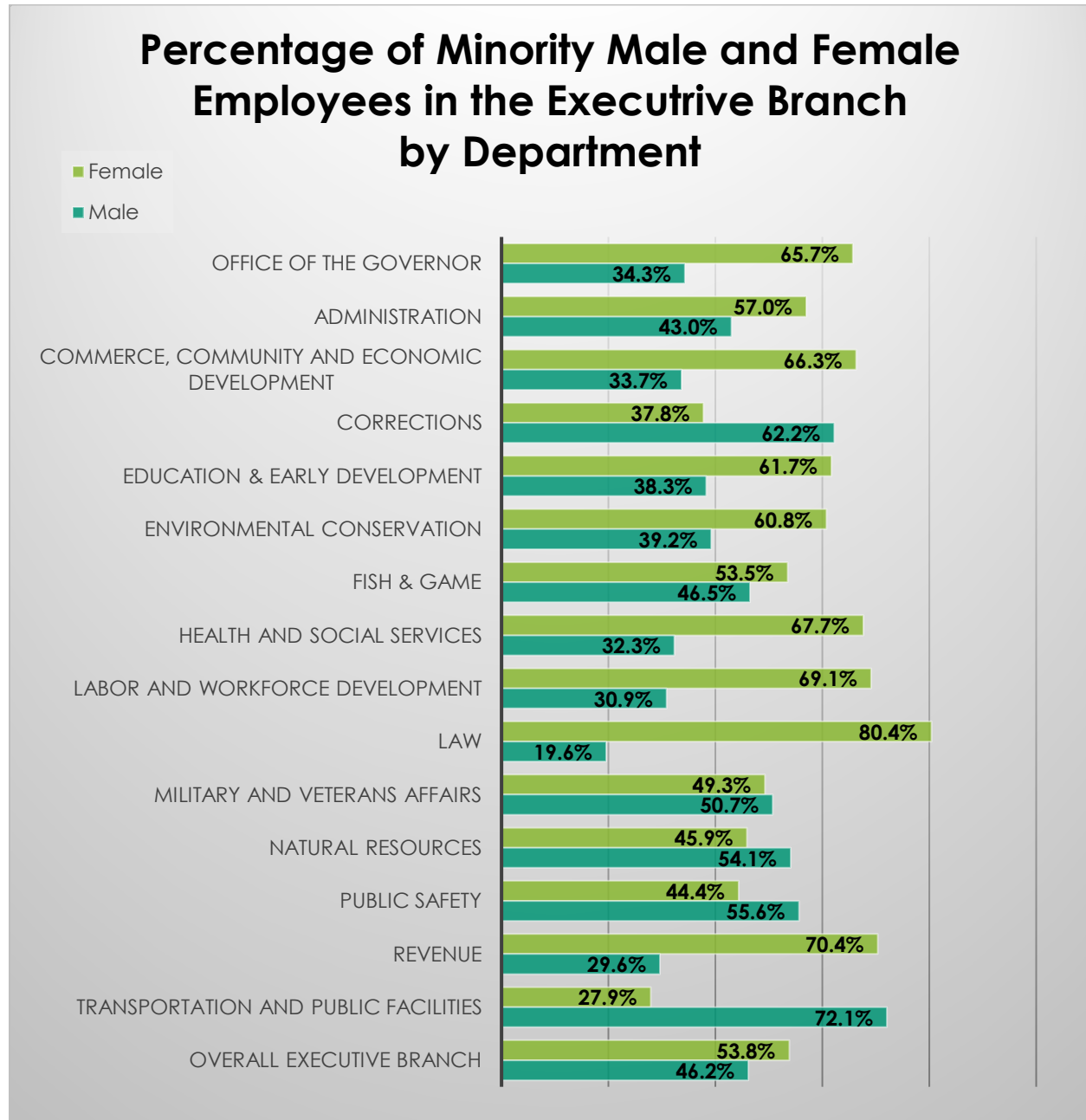
### Exhibit 15



The most recent data available from the Alaska Department of Labor & Workforce Development reveals that Alaska's population has slightly decreased

from 736,239 in 2018 to 731,007 in 2019. Alaska's total female population, as of July 2019, is 354,750. By population, females represent 48.5 percent in Alaska.<sup>xxiv</sup>

## Exhibit 16



The distribution of minority female employees throughout the workforce continues to grow. As of June 30, 2019, the Department of Law had the highest ratio of minority women within the Executive Branch, at 80.4 percent, the Department of

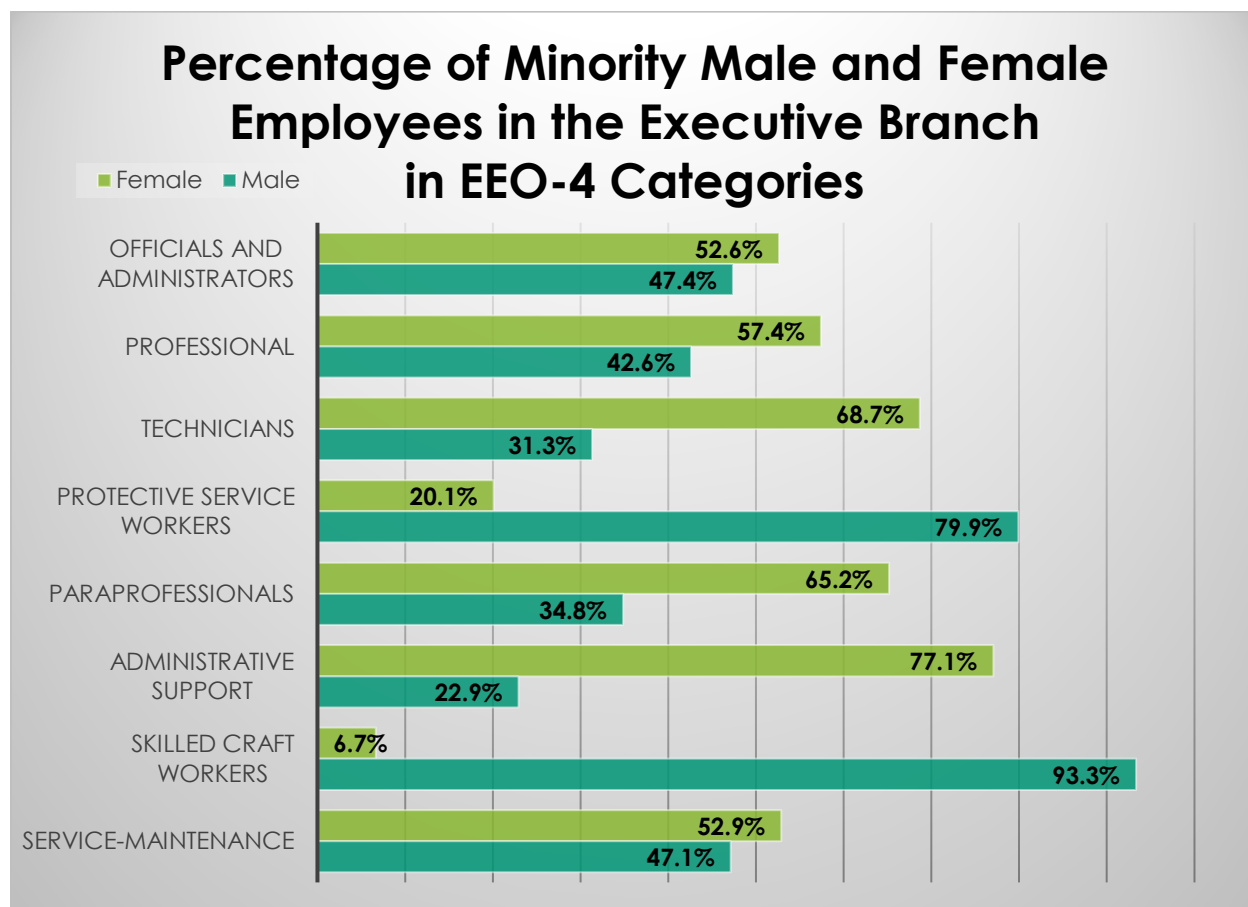
Revenue had 70.4 percent, and the Department of Labor and Workforce Development had 69.1 percent. Out of the remaining 12 departments, 7 have 50 percent or more minority female employees.

Exhibit 17 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
- Paraprofessionals
- 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.<sup>7</sup>

## Exhibit 17



<sup>7</sup> For definitions of each job category, see Pages 37 and 38 in the Appendix.



The distribution of female employees within various job categories is indicative of the status women have within the Executive Branch workforce. Both historically and today, women in State government have been concentrated in 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 make up a majority of the Executive Branch's *minority* workforce at 53.8 percent.

## Exhibit 18

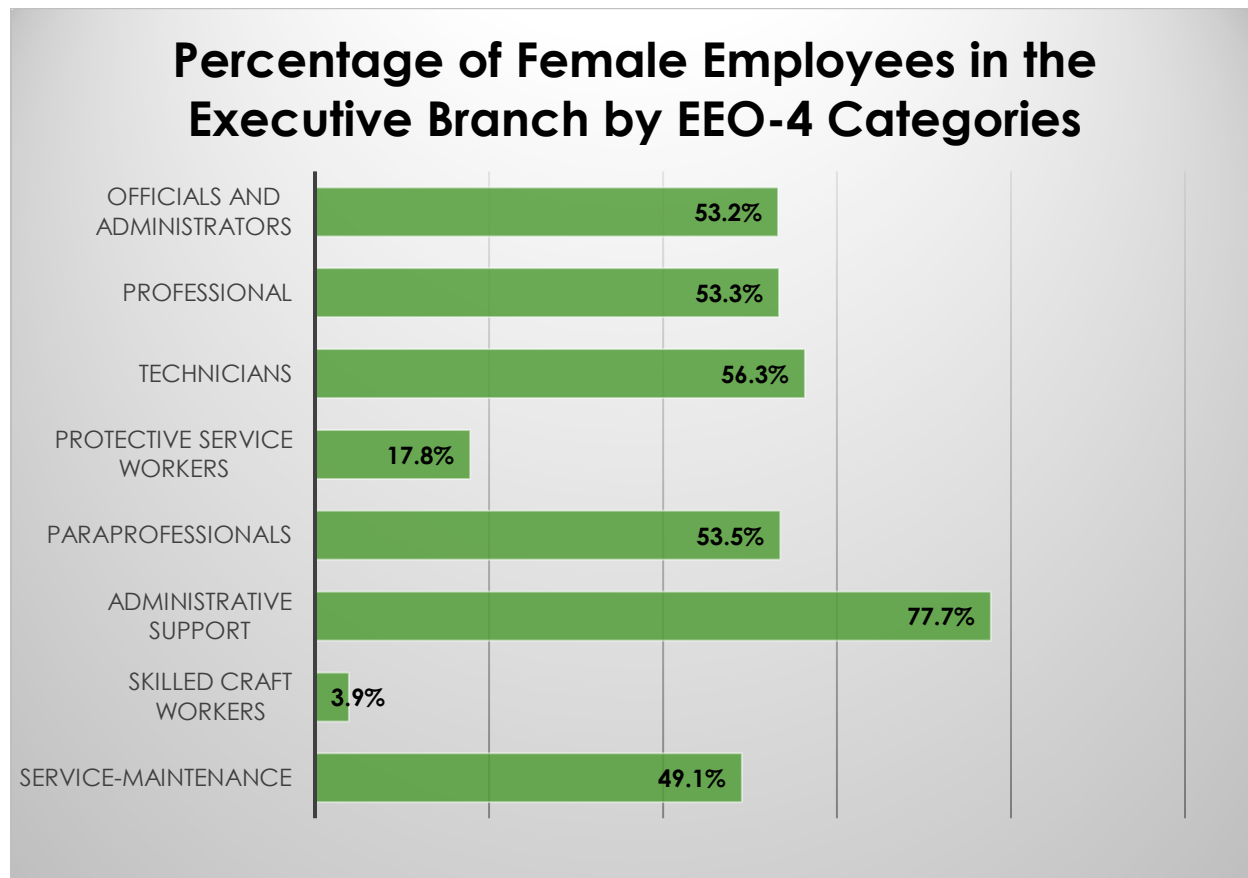
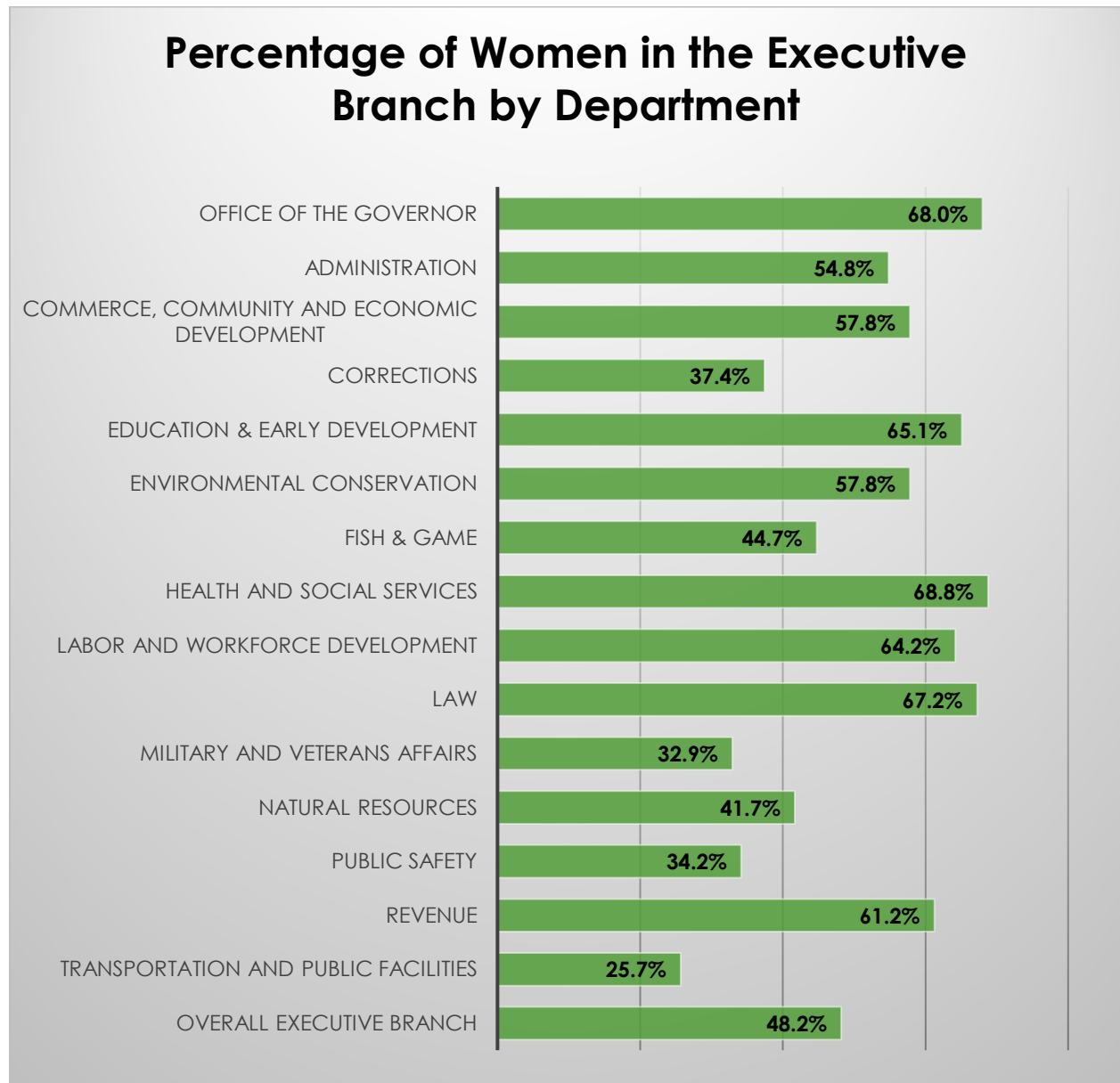


Exhibit 18 shows the current distribution of all women employees, both minority and non-minority, in the Executive Branch in each EEO-4 job category. Numerically, the highest number of women, 3,460, work in the category of Professionals and represent 53.3 percent of the workers in that group. However, the category with the highest female employee percentage is the Administrative Support category with 77.7 percent (down 1.1 percentage points from the year before). Improvement was seen in Skilled Craft Workers (3.7 to 3.9 percent) and Protective Service Workers (17.0 to 17.8 percent).

## Exhibit 19

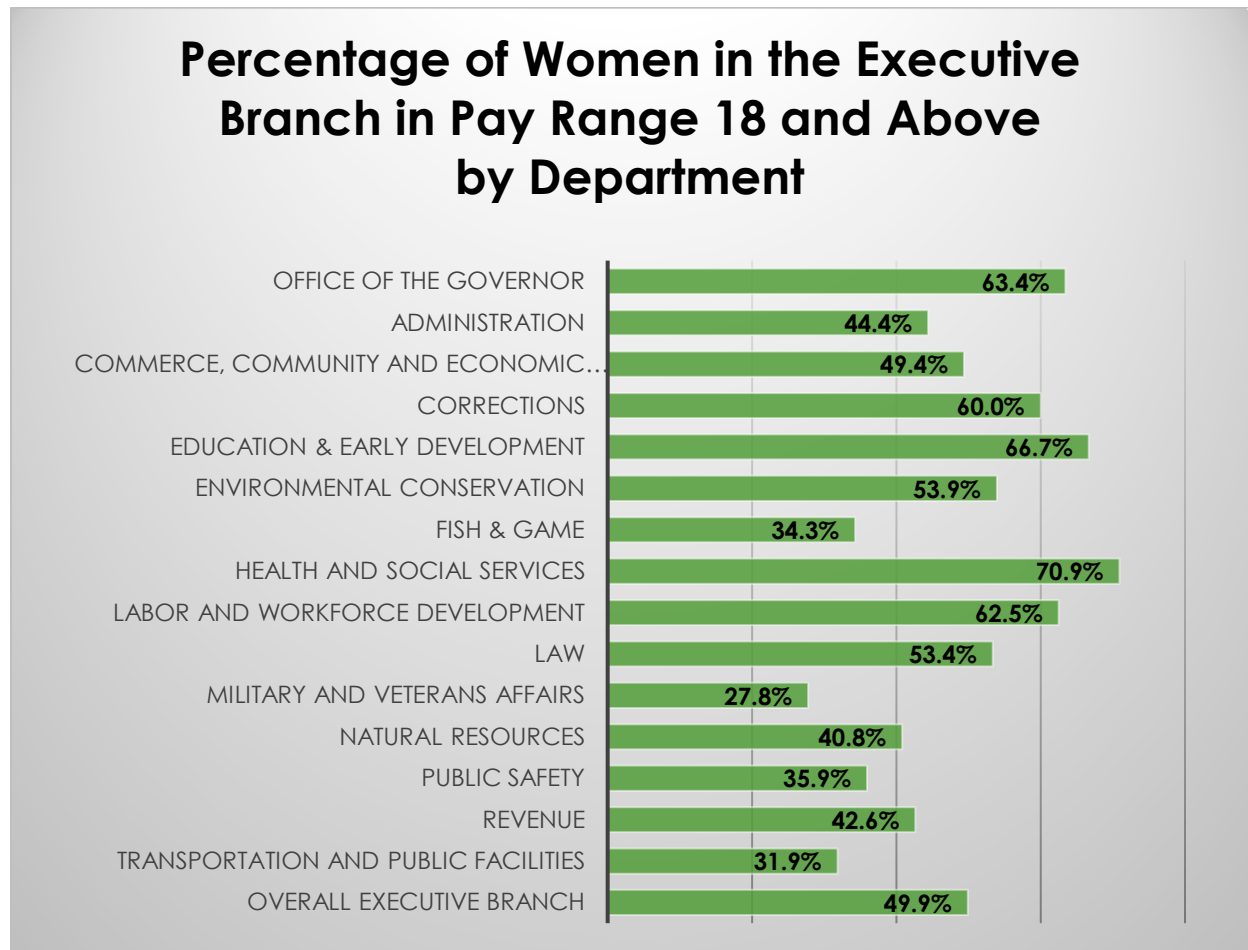
### Percentage of Women in the Executive Branch by Department



Women continue to dominate in overall percentages in nine of our 15 departments. (See Exhibit 19) Women are particularly well represented within the Office of the Governor (68.0 percent) and within the departments of Health & Social Services (68.8 percent), Law (67.2 percent), and Education & Early Development (65.1 percent). By comparison, women continue to comprise far smaller shares of the positions within the departments of Corrections (37.4 percent), Military and Veterans Affairs (32.9 percent), Public Safety (34.2 percent), and Transportation and Public Facilities (25.7 percent).

Exhibit 20 reveals data regarding each department's share of positions held by women overall as compared to the share of positions in pay ranges 18 and above. It's interesting to note that women make up 37.4 percent of the Department of Corrections' overall workforce, but represent 60.0 percent of its higher pay range positions.

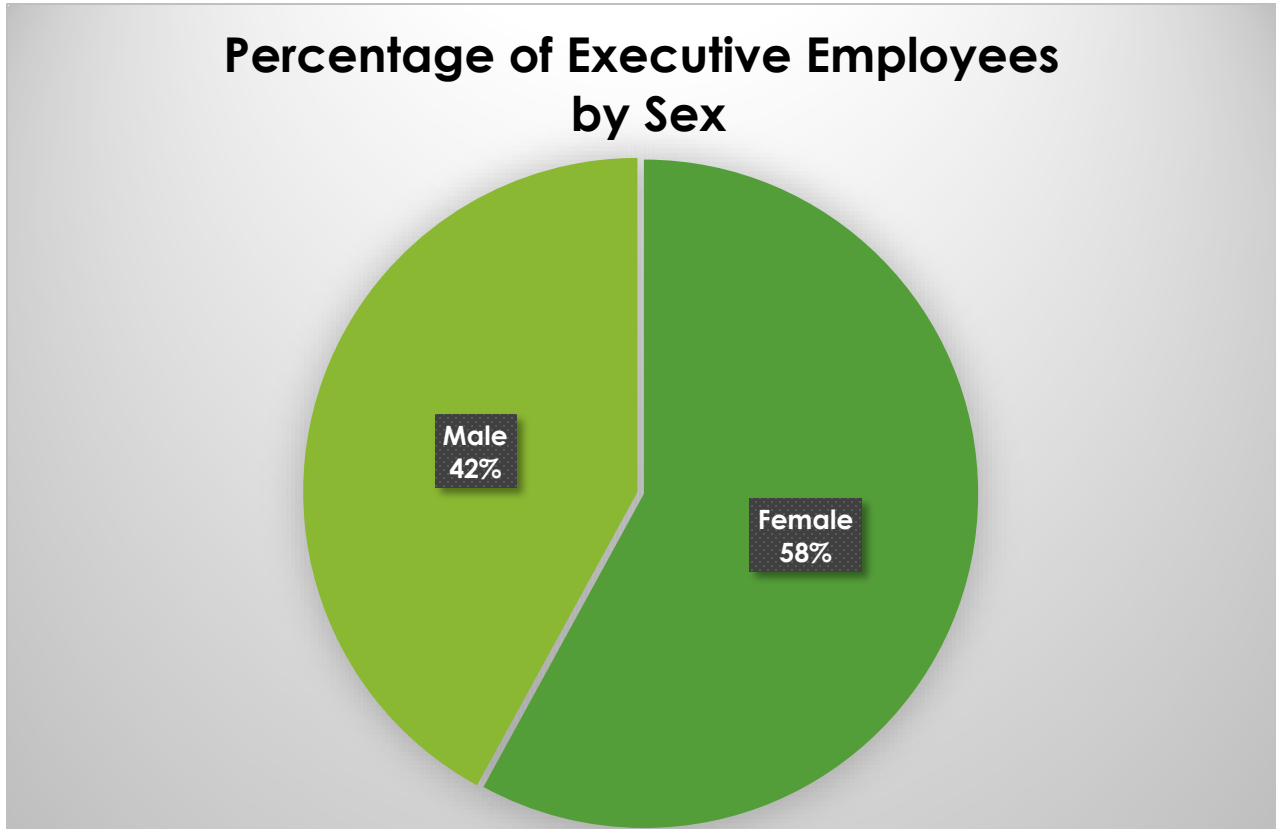
## Exhibit 20



As depicted in Exhibit 20, women hold a majority of higher paid positions in seven of the 15 departments. Led by the Department of Health and Social Services, (70.9 percent), women are also particularly well represented in such positions within the Department of Education & Early Development (66.7 percent) as well as the Office of the Governor (63.4 percent), the departments of Labor & Workforce Development (62.5 percent), and Corrections (60.0 percent). By contrast, women hold significantly fewer positions in pay ranges 18 and above within the departments of Public Safety (35.9 percent), Transportation & Public

Facilities (31.9 percent), Fish & Game (34.3 percent), and Military & Veterans Affairs (27.8 percent).

## Exhibit 21



Exhibits 21 and 22 represent only 138 positions in the Executive Branch as of June 30, 2019.<sup>8</sup> This group of executives is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. This year, 80 of the 138 executive positions were held by women, an increase of 19 women in executive positions. Expressed as a percentage, women this year held 58.9 percent of the executive positions, up from 49.5 percent noted in last year's report, and the highest on record.

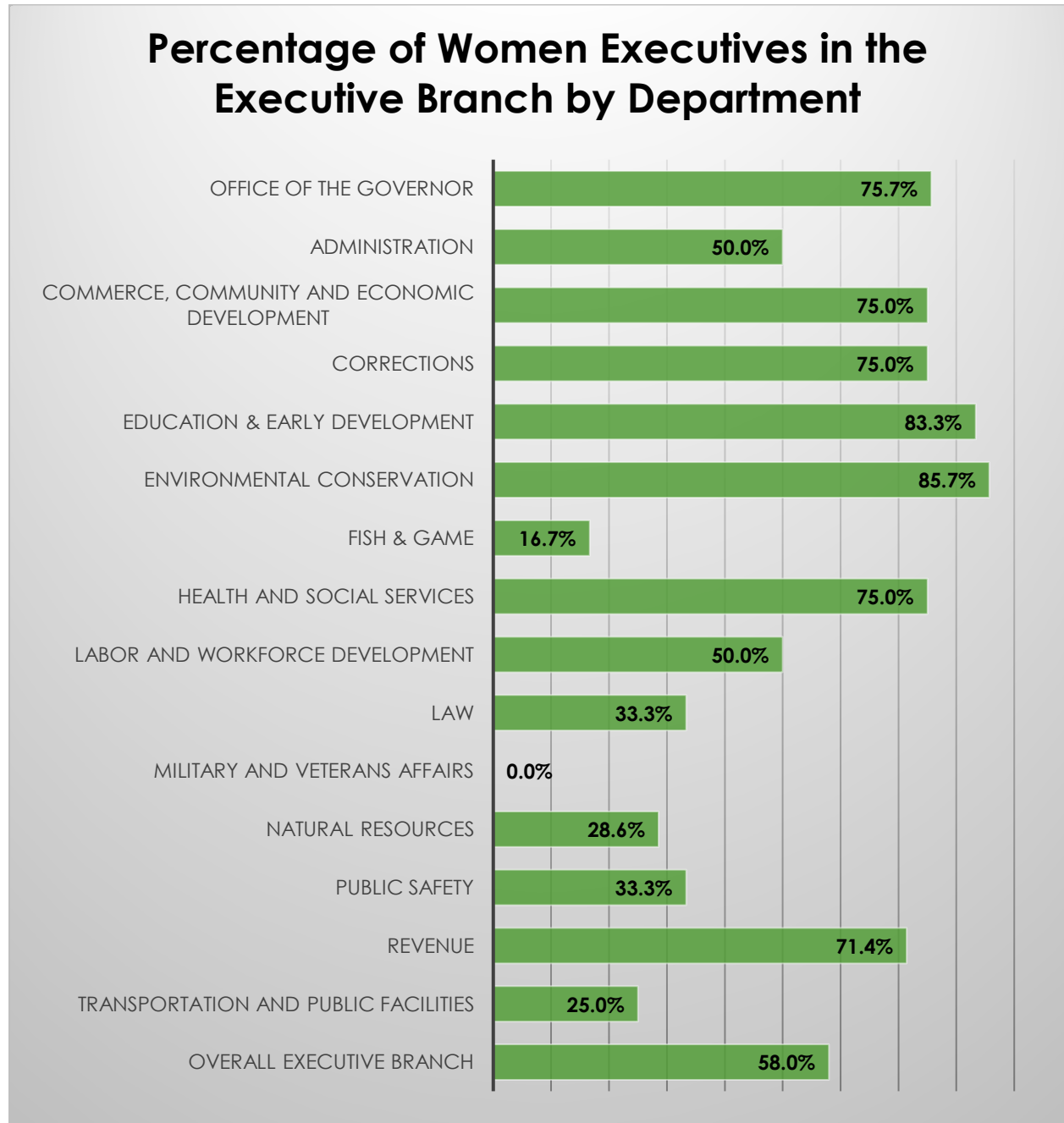
Currently an unprecedented number of women head the departments of the Executive Branch. Of the 14 department heads, half are women: commissioners Julie Anderson, Nancy Dahlstrom, Corri Feige, Tamika Ledbetter, Lucinda

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<sup>8</sup> The 2019 Progress report conveyed data from 123 executive positions.

Mahoney, Amanda Price, and Kelly Tshibaka.<sup>9</sup> Moreover, Dr. Ledbetter is the first African American woman in a cabinet position in the State of Alaska.

## Exhibit 22

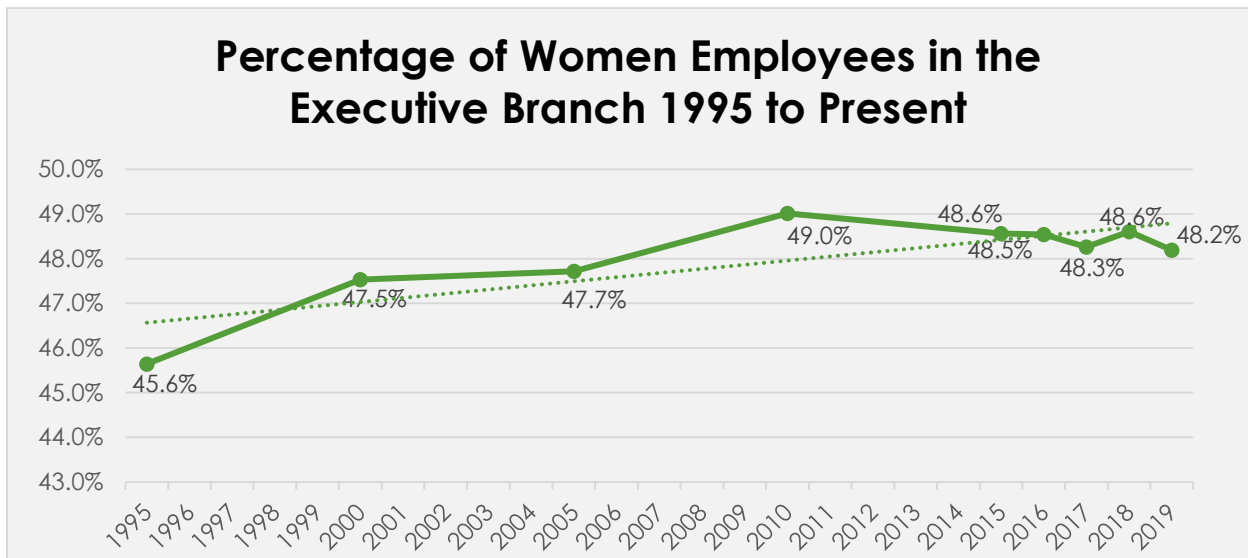


<sup>9</sup> Please note that the data for this report was pulled on June 30, 2019 and therefore the statistical charts do not reflect the recent appointment of Commissioner Mahoney of the Department of Revenue on February 4, 2020.

## Historical Trends: 1995 to Present

The exhibits in this section show the trends of women employed in the Executive Branch from 1995 to 2019 with data points collected at five-year intervals. The State of Alaska has had six governors during this time period: Tony Knowles (1994 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and the current Governor for the State of Alaska, Michael J. Dunleavy (December 2018 to present). While there was a small decrease in the number of women working in the Executive Branch, the historical trend has been a steady incremental rise in the share of female employees within the Executive Branch.

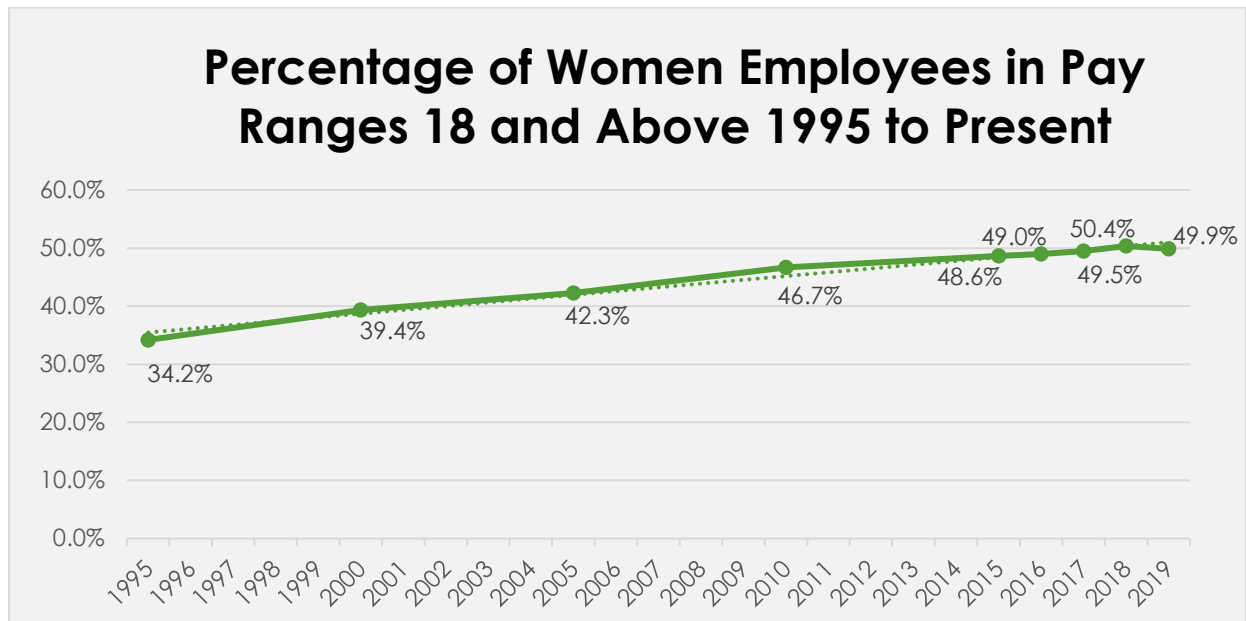
### Exhibit 23



The number of women in the State's overall workforce started to increase in approximately 1995 and peaked in 2013 at 7,897 women employees (49.1 percent). This year's report shows women employees at 48.2 percent, representing 7,008 women. This represents a slight decrease from 48.6 last year.

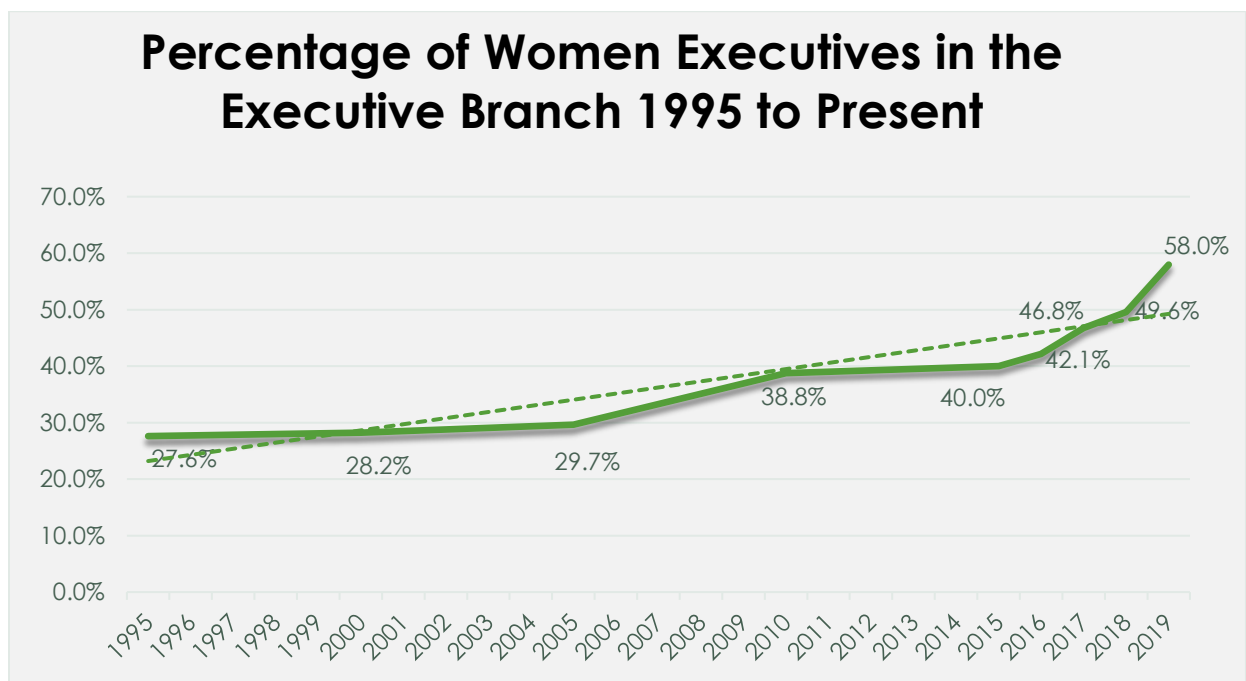
While women in higher paying positions, range 18 and above, also saw a dip in percentage points in 2019, the number of women occupying the most senior levels in state government grew significantly. Exhibit 25 shows the percentage of women in the highest echelon of public service – executives – from 1995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

## Exhibit 24



The percentage of women in executive positions has doubled since 1995. In 2019 women occupied 49.9 percent of positions in higher level pay ranges, 18 and above. Notably, last year, the majority of all executive level positions were held by women. Executive positions were occupied by a record number of women.

## Exhibit 25



## 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 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 contain EEO principles include:

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

From January 1, 2019 to December 31, 2019:

- 617 employees completed Valuing Diversity;
- 353 employees completed A Respectful Workplace;
- 324 employees completed the Academy for Supervisors;
- 110 employees completed Team Building; and
- 183 employees completed Workplace Alaska for Hiring Managers.

EEO Program staff, in collaboration with the Division of Personnel & Labor Relations Training & Development Manager and the State ADA Coordinator also provided training and presentations to the public, specific groups (the Alaska Center for the Blind, Alaska Department of Fish & Game, Board of Fisheries, the Alaska Mental Health Trust Authority, Division of Public Health as well as informal workshops to State human resource professionals. Topics included:

- *Preventing and Confronting Workplace Sexual Harassment*
- *Employee Medical Information*
- *E.E.O. & YOU*
- *Line One, Alaska Public Radio – October 31, 2019 program featuring a discussing on living and working with a disability in Alaska*



During the past year, online Rapid Learning Institute Courses were offered to all Executive Branch employees and included the following EEO focused trainings:

- *Disability Association Discrimination:  
What is it? And How to Avoid It.*
- *Performance and the ADA:  
Evaluating Employees with Disabilities*

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

**Complaint Investigation:** The EEO Program 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 agencies in front of state and federal enforcement agencies when formal (external) complaints of employment discrimination are filed.

**Outreach:** EEO Program 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. In 2019, the EEO Program helped staff an informational table at the Alaska Federation of Natives' annual convention in Fairbanks and served on an informational panel at the 2019 Empowerment Through Employment Conference, which focused on people with disabilities.

**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 of Alaska EEO Program History

1974 – **Administrative Order 24** issued by Governor William A. Egan moves the EEO Office from the Division of Personnel Department of Administration to the Office of the Governor.

1976 – **Administrative Order 35** issued by Governor Jay S. Hammond moves the EEO Office from the Office of the Governor to the Department of Administration.

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

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 **Alaska Statute 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, **AS 39.28.010 – 39.28.200**. The program's mandate remains the same: Assist state officials to carry out their EEO responsibilities.

### **2020 EEO Program Staff**

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

- ◆ Camille Brill, Human Resource Consultant V, EEO Program Manager
- ◆ Mauria B. Gerdeman, Human Resource Consultant II, EEO Specialist
- ◆ Kelley N. Roberson, Human Resource Consultant II, EEO Specialist
- ◆ Geoff C. Woodward, Human Resource Consultant I, EEO Specialist

## Appendix

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### **Race and Ethnicity Category Definitions**

*Note: The seven race and ethnicity categories in this Report stem from federal government standards and are used by federal agencies including the U.S. Equal Employment Opportunity Commission. They are designed for collecting data on the race and ethnicity of broad population groups in this country. They are based on social and political considerations – not anthropological or scientific ones. Further, the race categories include both racial and national origin groups.*

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

**Alaska Native or American Indian (Not Hispanic or Latino):** All persons having origins in any of the original peoples of the Americas and who maintain cultural identification through tribal affiliation or community attachment. The terms “Alaska Native” and “American Indian” represent many separate groups of people with distinct ethnic and cultures throughout Alaska and the lower forty-eight. Alaska Native peoples include Iñupiaq, Yup’ik/Cup’ik, Alutiiq, Aleut, Eyak, Athabaskan (comprised by eleven cultural and linguistic groups), Tlingit, Haida, and Tsimshian.

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

**Native Hawaiian or Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands. “Pacific Islander” refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, Mariana Islands, or other Pacific Islands.

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

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

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

## **Job Category Definitions**

*Note: These eight categories are defined by the U.S. Equal Employment Opportunity Commission.*

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

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

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

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

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

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

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

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

*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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- <sup>i</sup> See State of Alaska Workforce Profile Fiscal Year 2019 available at <http://doa.alaska.gov/dop/reports/workforceProfile/>.
- <sup>ii</sup> State of Alaska Workforce Profile Fiscal Year 2018 available at <http://doa.alaska.gov/dop/reports/workforceProfile/>.
- <sup>iii</sup> Alaska Department of Labor and Workforce Development, Research & Analysis Section available at <http://live.laborstats.alaska.gov/pop/index.cfm>
- <sup>iv</sup> Alaska Economic Trends January 2020 available at <http://labor.alaska.gov/trends/jan20.pdf#cover>
- <sup>v</sup> Pew Research Center. Link: <https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/>
- <sup>vi</sup> United States Census, Quick Facts available at <https://www.census.gov/quickfacts/fact/table/ak,US/PST045217#qf-headnote-a>.
- <sup>vii</sup> *Id.*
- <sup>viii</sup> *Id.*
- <sup>ix</sup> 2019 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: 48.6 percent in the greater Anchorage/Mat-Su and 26.1 percent in Southeast for a total of 74.7 percent.
- <sup>x</sup> Anchorage School District Ethnicity Report (October 31, 2019) available at <https://www.asdk12.org/cms/lib/AK02207157/Centricity/Domain/1204/Ethnicity%202019-2020.pdf>
- <sup>xi</sup> Anchorage School District website at: <https://www.asdk12.org/domain/1254>
- <sup>xii</sup> Anchorage School District Ethnicity Report (October 31, 2019) <https://www.asdk12.org/cms/lib/AK02207157/Centricity/Domain/1204/Ethnicity%202019-2020.pdf>
- <sup>xiii</sup> Juneau School District, City and Borough of Juneau, 2017 Facts & Figures Report. <https://www.juneauschools.org/about-our-district-4606f9a4/facts-and-figures-61c938df>
- <sup>xiv</sup> Office of Governor, proclamations at <https://gov.alaska.gov/newsroom/category/proclamations/>
- <sup>xv</sup> Source: U.S. Office of Personnel Management, Federal Equal Opportunity Program Report (2017), <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/executive-branch-employment-by-gender-and-racenational-origin/>
- <sup>xvi</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."
- <sup>xvii</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.

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<sup>xviii</sup> 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)

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

<sup>xx</sup> Source: The Washington Post, Analysis US Department of Labor data, as reported September 9, 2019 in the article "For the first time, most new working-age hires in the U.S. are people of color"

<sup>xxi</sup> Id.

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

<sup>xxiii</sup> Source: U.S. Census Bureau, (female civil workforce aged 16 and above in U.S.) for 2014-2018. <https://www.census.gov/quickfacts/fact/table/ak,US/LFE046217>

<sup>xxiv</sup> Source: Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau. *Alaska population by age and sex 2010-2018.*. Table link at <http://live.laborstats.alaska.gov/pop/index.cfm>