



2026

STATE OF ALASKA

Equal Employment Opportunity and Affirmative Action in Alaska State Government

PROGRESS REPORT



Governor Mike Dunleavy

Preface

This report is filed with the Governor and Legislature in accordance with Alaska Statute 39.28.020(a)(12). It regards the status of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the Executive Branch of the State of Alaska, focusing on demographic utilization across its sixteen principal departments.¹ Workforce data includes full-time, part-time, and seasonal permanent positions as of **June 30, 2025**, consistent with the State's *Workforce Profile Annual Report* and the biennial Federal EEO-4 Report. Data excludes nonpermanent positions as well as the State Legislature, Court System, Alaska State Defense Force, Alaska National Guard, University of Alaska, Alaska Housing Finance Corporation, and Alaska Railroad Corporation. Data sources include the State of Alaska Department of Labor & Workforce Development, prior EEO and AA Progress Reports, and American Community Survey data compiled by the U.S. Census Bureau. Data labels smaller than 3.0% are omitted from exhibits for privacy.

Under the Alaska Constitution and Alaska Statute 39.25.010, the recruitment, selection, and advancement of Executive Branch employees is based on ability, knowledge, and skills without regard for race, sex, or other irrelevant factors. Terms such as underrepresentation and underutilization are used for policy guidance only and do not imply liability.

This report was prepared by the State of Alaska, Department of Administration, Division of Personnel, Equal Employment Opportunity Program in partnership with the Employee Planning and Information Center. Comments and feedback may be submitted to the Division of Personnel at the address below.



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Alternative formats may be requested by mail, by email at kelley.roberson@alaska.gov, by phone at 907-375-7705, or by Alaska Relay at 711 or 800-770-8255.

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1. For a complete list of the Executive Branch's departments and their acronyms, see Appendix A.

Table of Contents

Interpretive Guidance	04
Race/Ethnicity and Job Categories	04
Availability and Utilization	04
Demographic Context: State and National Populations	04
A. <i>Relative Population by Year</i>	04
B. <i>Total Population by Race/Ethnicity</i>	05
C. <i>Total Population by Sex</i>	05
D. <i>Total Population by Age Range</i>	05
Demographic Context: Executive Branch Workforce	07
E. <i>Total Employees by Year</i>	06
F. <i>Employee Age Ranges by Department</i>	06
Progress Report	07
Executive Branch Employees by Sex	07
G. <i>Labor Force by Sex</i>	07
H. <i>Percentage Women by Year</i>	07
I. <i>Average Years of Service by Sex and Year</i>	07
J. <i>Percentage Women by Department and Year</i>	08
K. <i>Percentage Women by Job Category and Year</i>	08
L. <i>Average Age by Sex and Year</i>	09
M. <i>Average Age by Sex and Department</i>	09
Executive Branch Employees by Race/Ethnicity	10
N. <i>Labor Force by Race/Ethnicity</i>	10
O. <i>Percentage Not White by Year</i>	10
P. <i>Average Years of Service by Race/Ethnicity</i>	10
Q. <i>Average Years of Service by Race/Ethnicity and Department</i>	11
R. <i>Percentage Not White by Department and Year</i>	12
S. <i>Percentage Not White by Department and Race/Ethnicity</i>	12
T. <i>Percentage Not White by Job Category and Year</i>	13
U. <i>Percentage Not White by Job Category and Race/Ethnicity</i>	13
V. <i>Not White Employees by Percentage Women and Department</i>	14
W. <i>Not White Employees by Percentage Women and Job Category</i>	14
Appendices	15
Appendix A: Executive Branch Departments	15
Appendix B: EEOC Race/Ethnicity Categories	17
Appendix C: EEOC Job Categories	17

Interpretive Guidance

Race/Ethnicity and Job Categories

This report utilizes the seven race/ethnicity categories and eight job categories recognized by the U.S. Equal Employment Opportunity Commission (EEOC). State and local governments are required by law to submit biennial reports to the EEOC regarding the representation of men and women in each of these categories, listed below.¹

EEOC Race/Ethnicity Categories

- Black or African American*
- Alaska Native or American Indian*
- Asian*
- Hispanic or Latino
- Pacific Islander or Native Hawaiian*
- White*
- Two or More Races*

*Not Hispanic or Latino

EEOC Job Categories

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

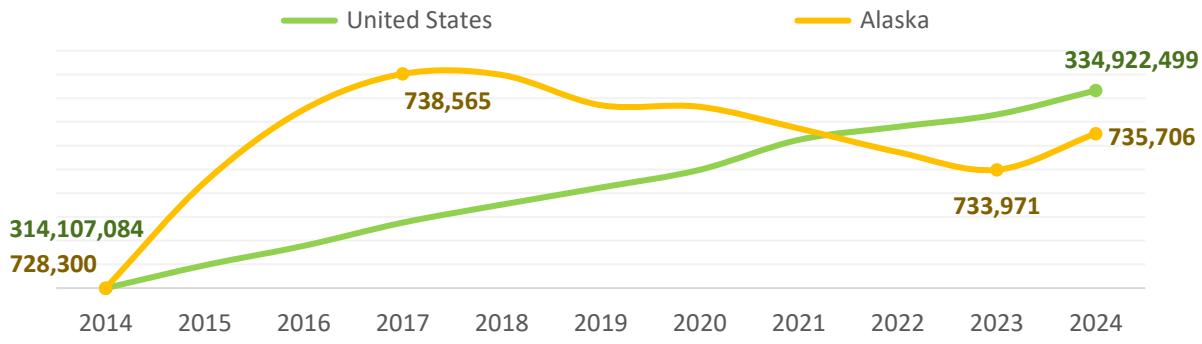
Availability and Utilization

Representation is assessed in the context of the Alaska Civilian Labor Force (CLF), defined as all non-institutionalized civilians over the age of 16. Significant demographic variance with the CLF suggests disproportionate utilization relative to a population's labor force availability.

Demographic Context: State and National Populations

Data reflects Alaska's unique demographics. **Exhibit A** shows relative population by year for the United States and Alaska. Alaska's population increased for the first year since 2017.

Exhibit A: Relative Population by Year



1. For complete definitions of the EEOC's race/ethnicity and job categories, see appendices B and C.

Exhibit B: Total Population by Race/Ethnicity

Exhibit B shows total population by race/ethnicity for the United States and Alaska. Alaska continues to report smaller proportions in the Black or African American and Hispanic or Latino categories, but notably larger proportions in the Alaska Native or American Indian and Two or More Races categories.

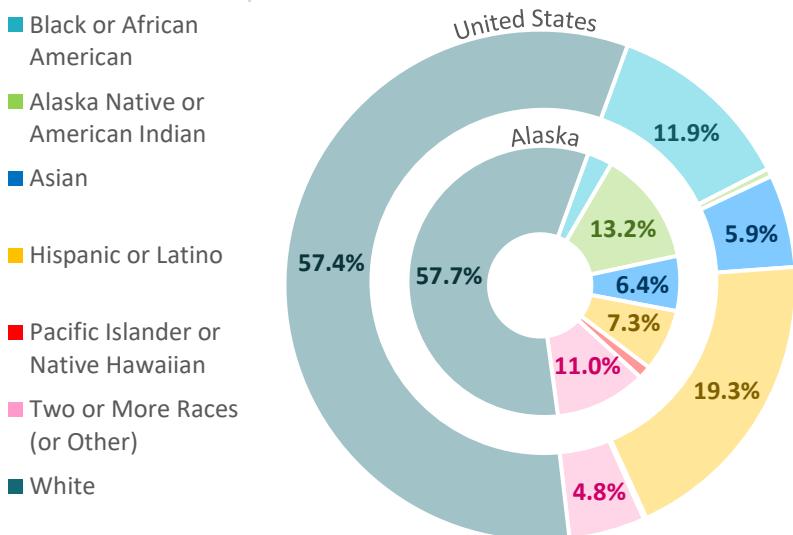


Exhibit C: Total Population by Sex

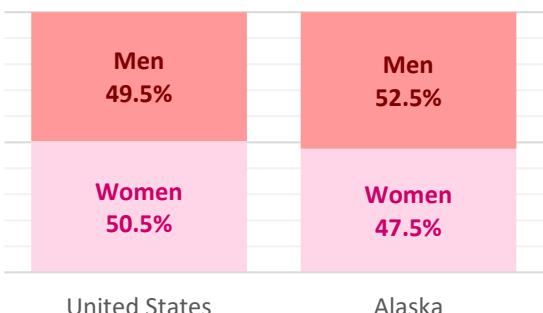
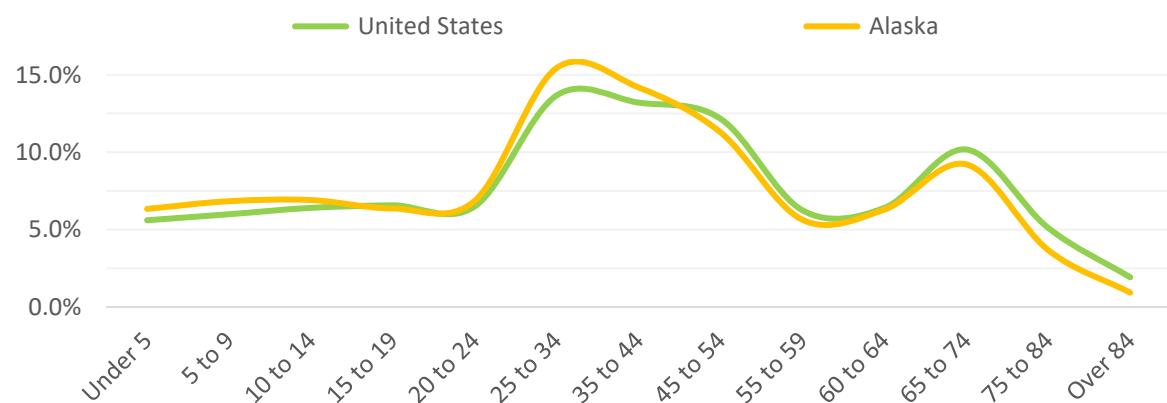


Exhibit C shows total population by sex within Alaska and the overall United States. 98.0 men are estimated to live in the United States for every 100 women. Alaska continues to report the largest proportion of men in any state with 110.6 men per 100 women. This exceeds the second-highest proportion by over 5 men per woman.

Exhibit D shows total population by age. Alaska reported the fourth youngest population of any state with a median age of 35.8 years compared to the national median of 38.9 years.

Exhibit D: Total Population by Age Range



Demographic Context: Executive Branch Workforce

Data should also be analyzed in the context of the overall Executive Branch. **Exhibit E** shows total employees by year for the entire Executive Branch, positions at or above pay range 18, and executive positions. Positions at or above pay range 18 are considered “highly paid.” Executive positions include directors, commissioners, and their deputies. Increased statistical variance is expected at higher levels of employment with fewer overall employees.

Exhibit E: Total Employees by Year

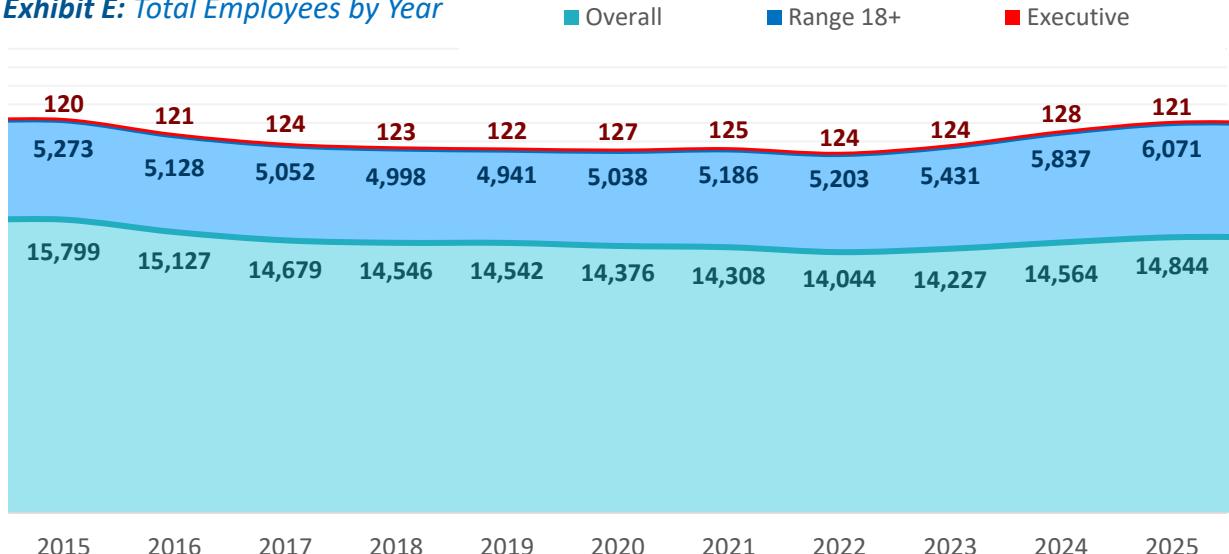
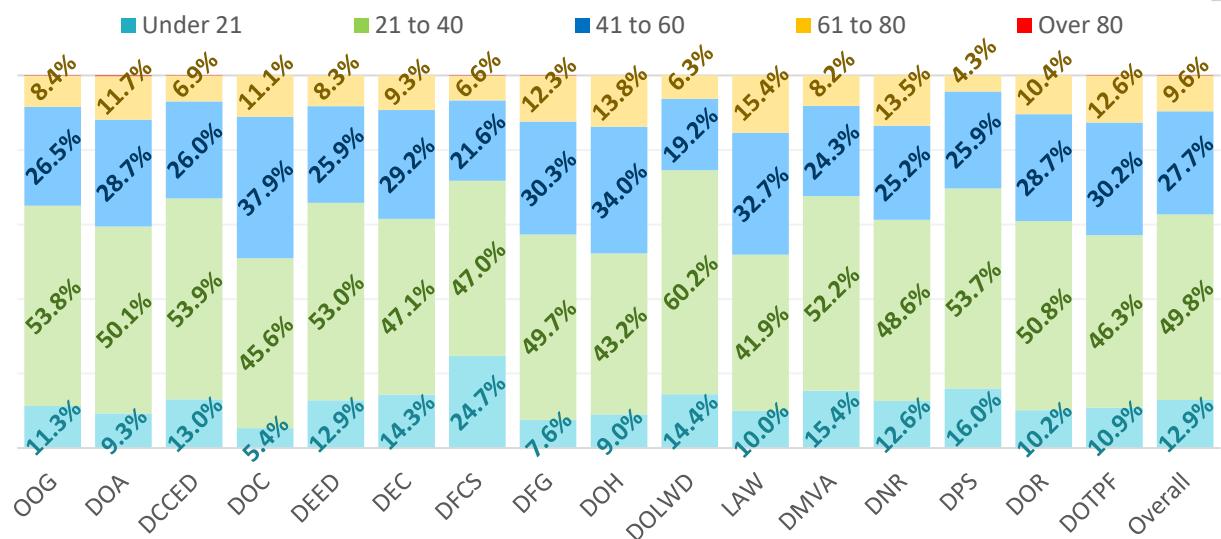


Exhibit F shows Executive Branch employee age ranges by department. Over half of each department’s employees are under 40 years old. The youngest is 18 while the oldest is 81.

Exhibit F: Employee Age Ranges by Department



Progress Report

Executive Branch Employees By Sex

Exhibit G shows the Alaska CLF and current employees of the Executive Branch by sex. **Exhibit H** shows the proportion of women in the overall Executive Branch, positions at or above range 18, and executive positions. Women continue to be utilized above their availability at all levels of Executive Branch employment.

Exhibit G: Labor Force by Sex

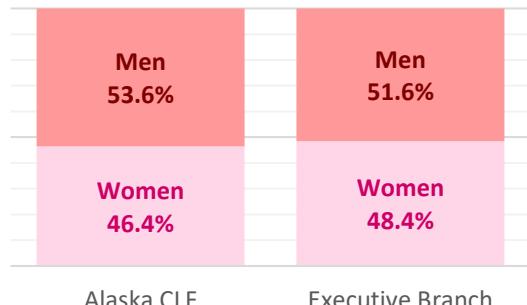


Exhibit H: Percentage Women by Year

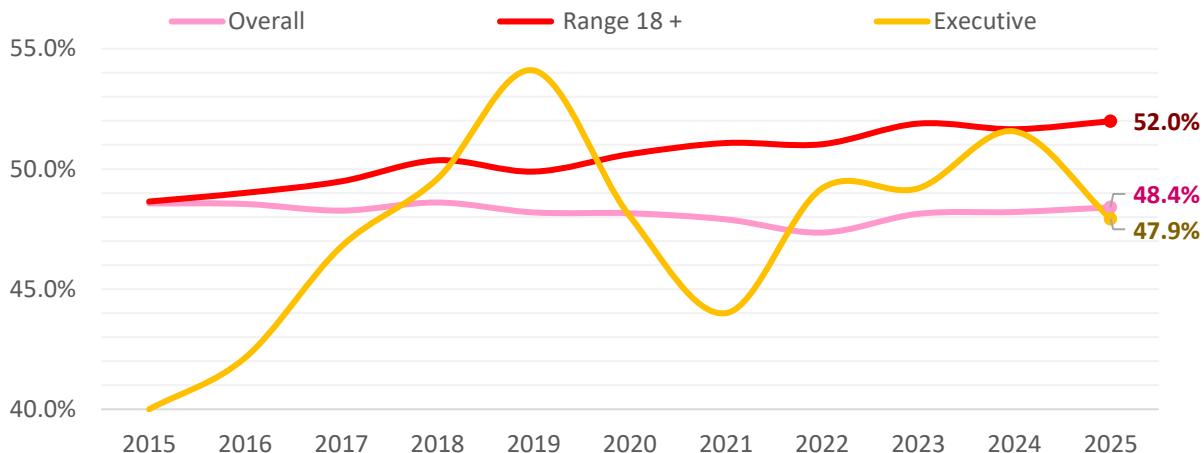


Exhibit I shows average years of service by sex and year. Women first surpassed men in this metric in 2024 and reported a higher average for a second consecutive year.

Exhibit I: Average Years of Service by Sex and Year

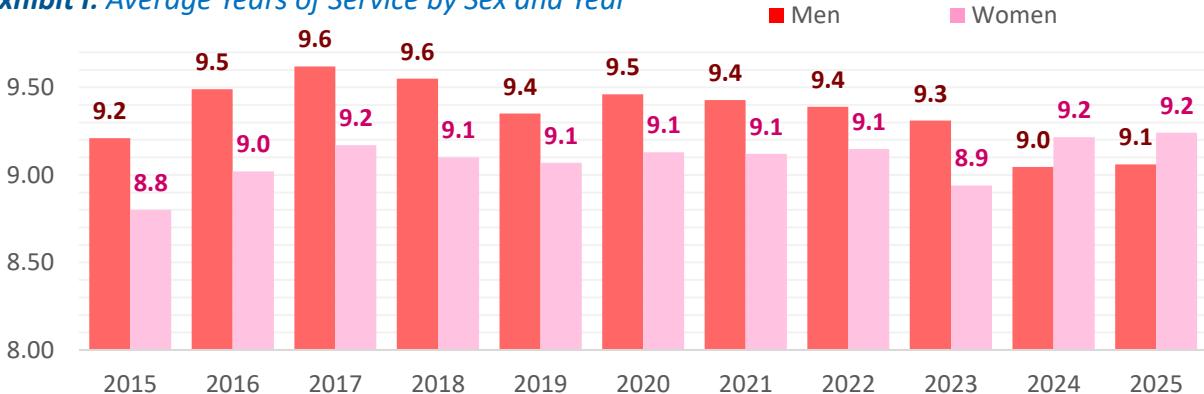


Exhibit J shows the proportion of women in the Executive Branch by department and year, and **Exhibit K** shows the proportion of women by job category and year.

Exhibit J: Percentage Women by Department and Year

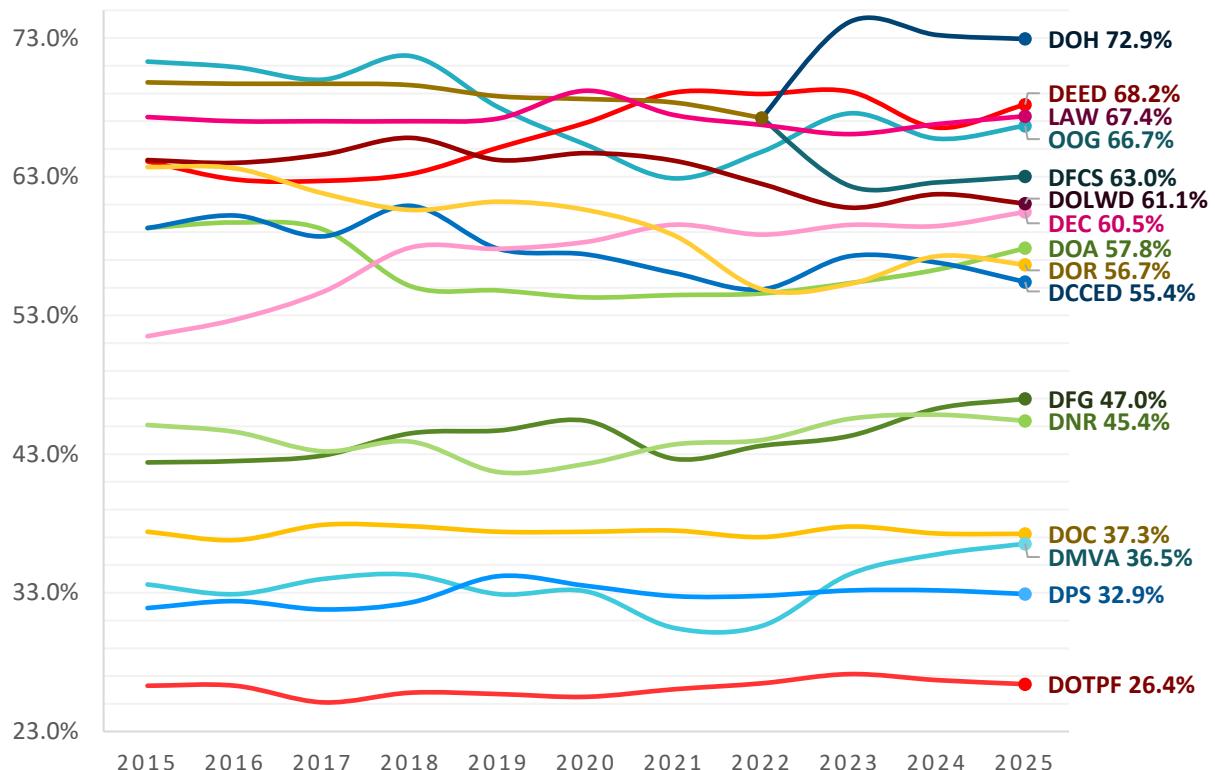
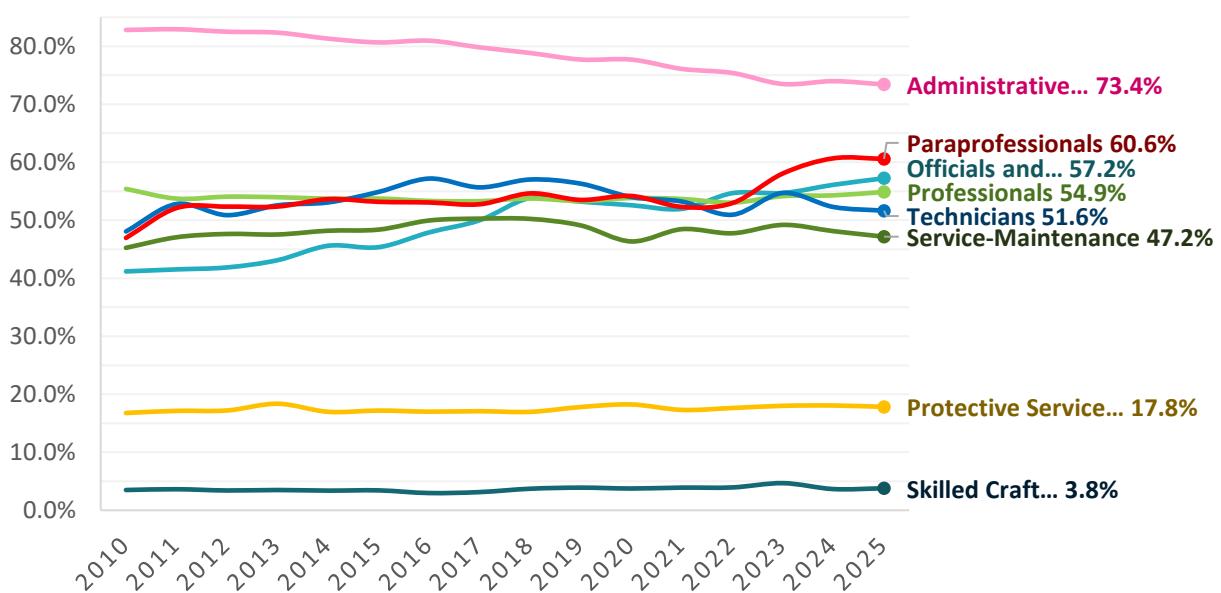


Exhibit K: Percentage Women by Job Category and Year



Average age is shown by sex and year in **Exhibit L** and by sex and department in **Exhibit M**. Women average older than men in the Executive Branch for the first time.

Exhibit L: Average Age by Sex and Year

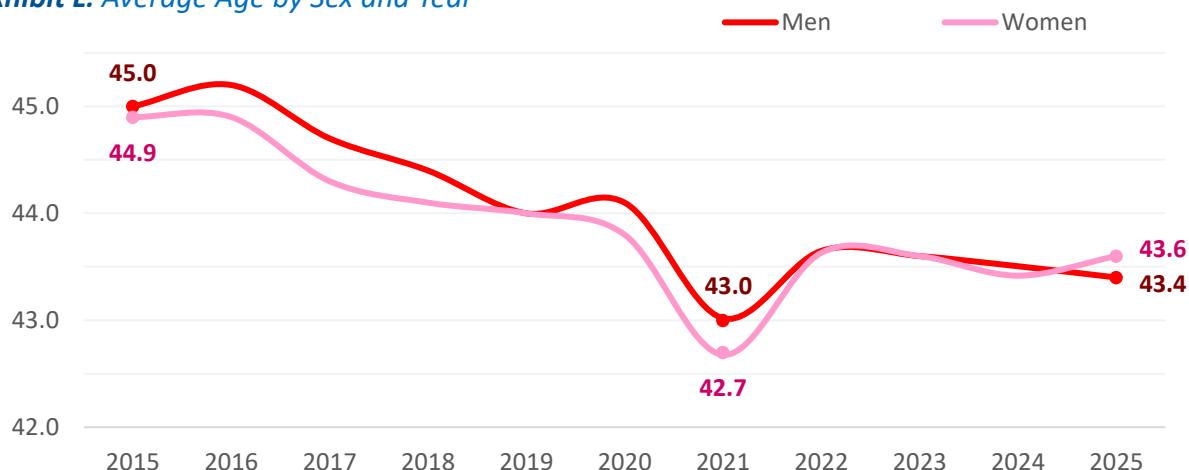
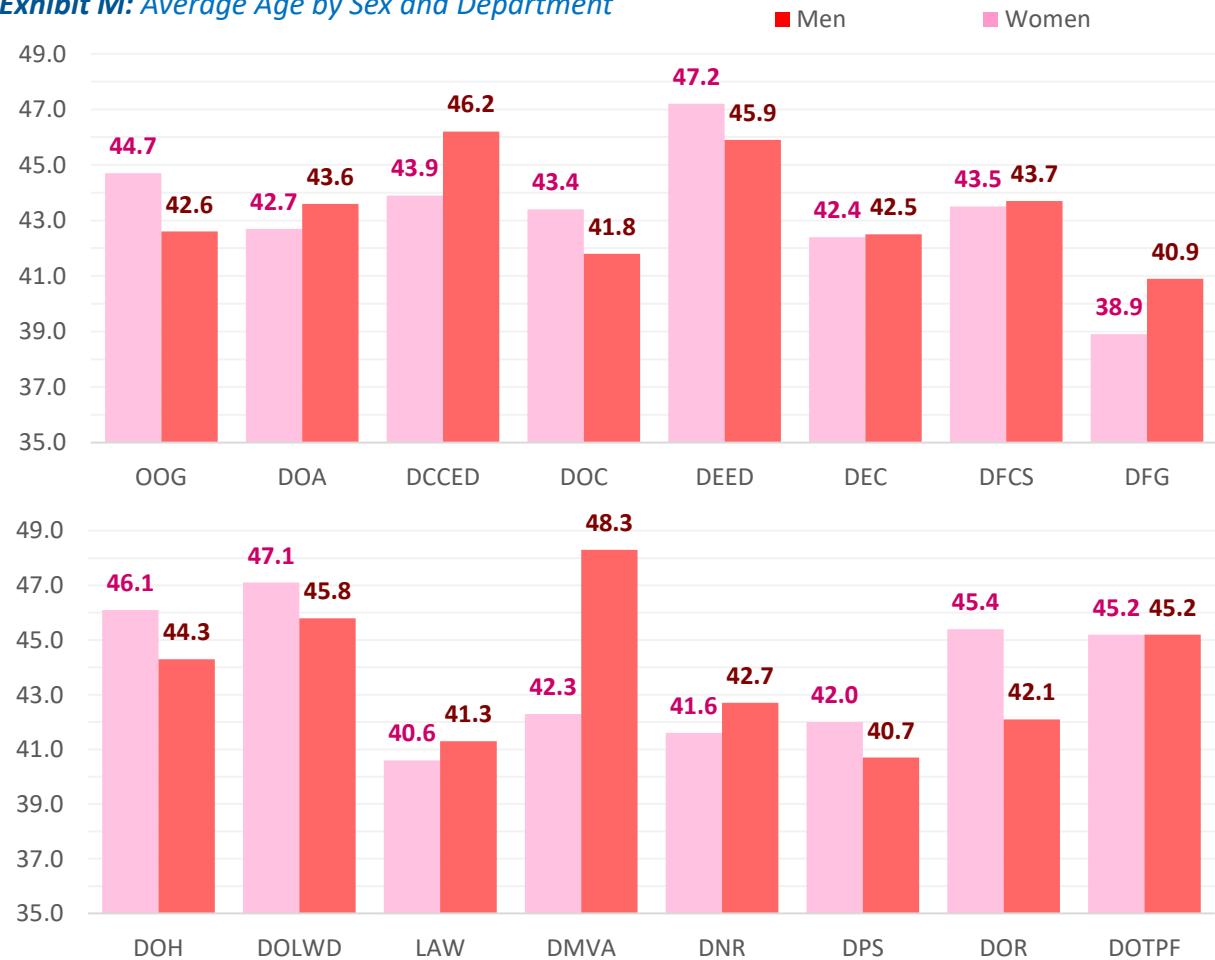


Exhibit M: Average Age by Sex and Department



Executive Branch Employees by Race/Ethnicity

Exhibit N compares the Alaska CLF and Executive Branch by race/ethnicity.¹ “Other” is not a category in Executive Branch data, impacting comparability.

Exhibit O shows the proportion of employees in any category except White by year for the Executive Branch overall, positions at or above range 18, and executive positions.

Exhibit N: Labor Force by Race/Ethnicity

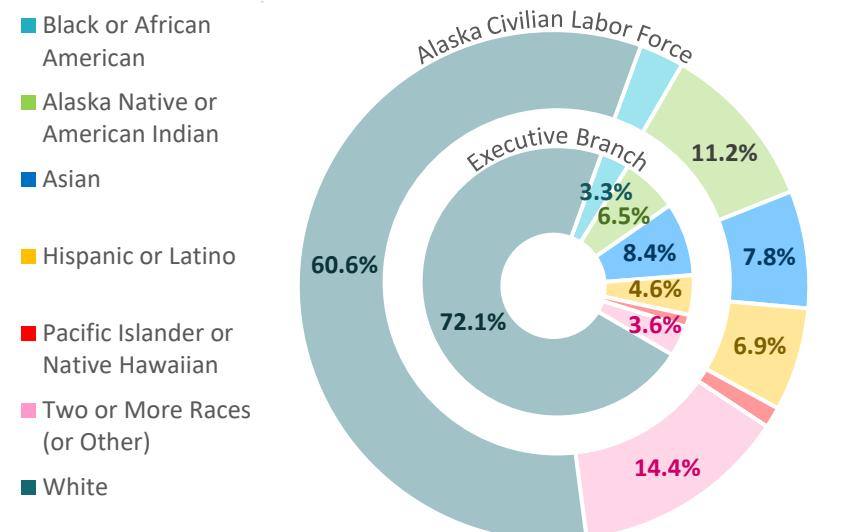


Exhibit O: Percentage Not White by Year

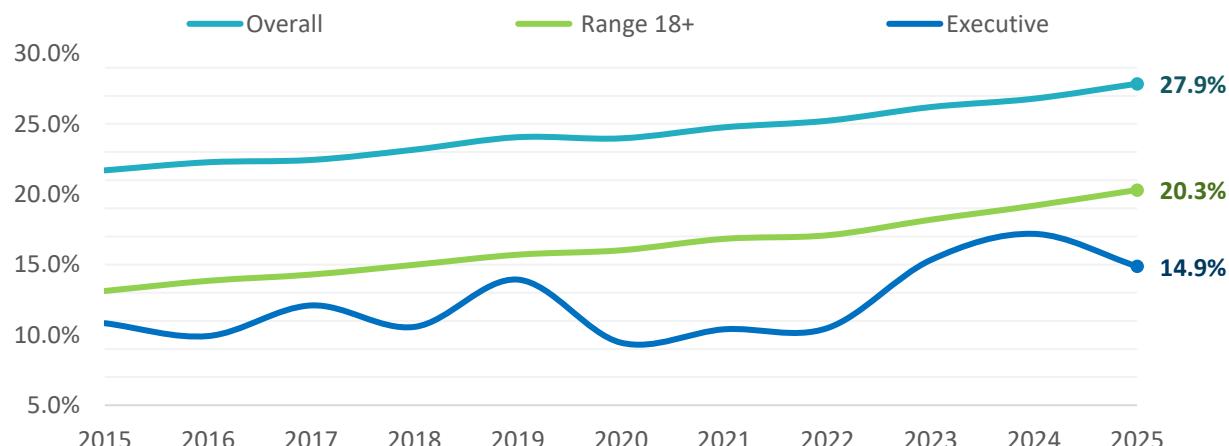
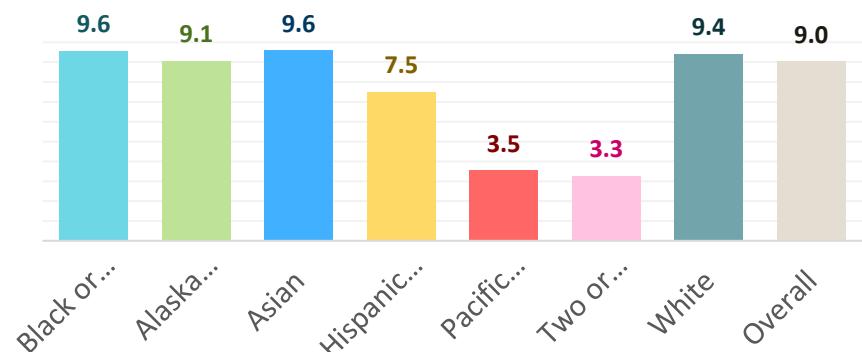


Exhibit P shows average years of service in the Executive Branch by race/ethnicity. **Exhibit Q** shows these averages by department. Categories with smaller populations continue to report fewer years of service

Exhibit P: Average Years of Service by Race/Ethnicity



1. CLF data includes Hispanic and Latino in all categories except White, resulting in a sum greater than 100%.

Exhibit Q: Average Years of Service by Race/Ethnicity and Department

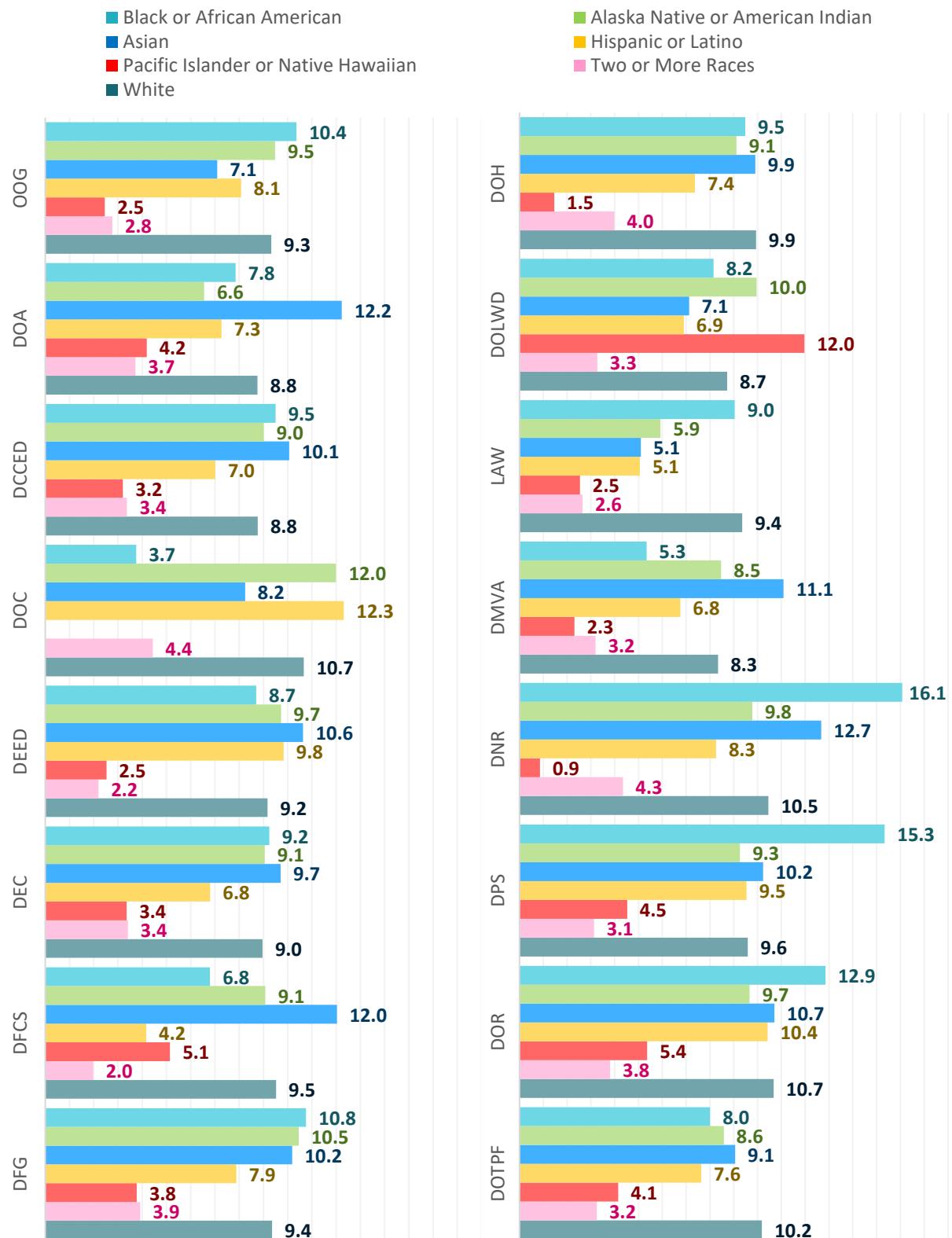


Exhibit R shows the proportion of employees in any category except White by department and year. **Exhibit S** shows these proportions by department and race/ethnicity.

Exhibit R: Percentage Not White by Department and Year

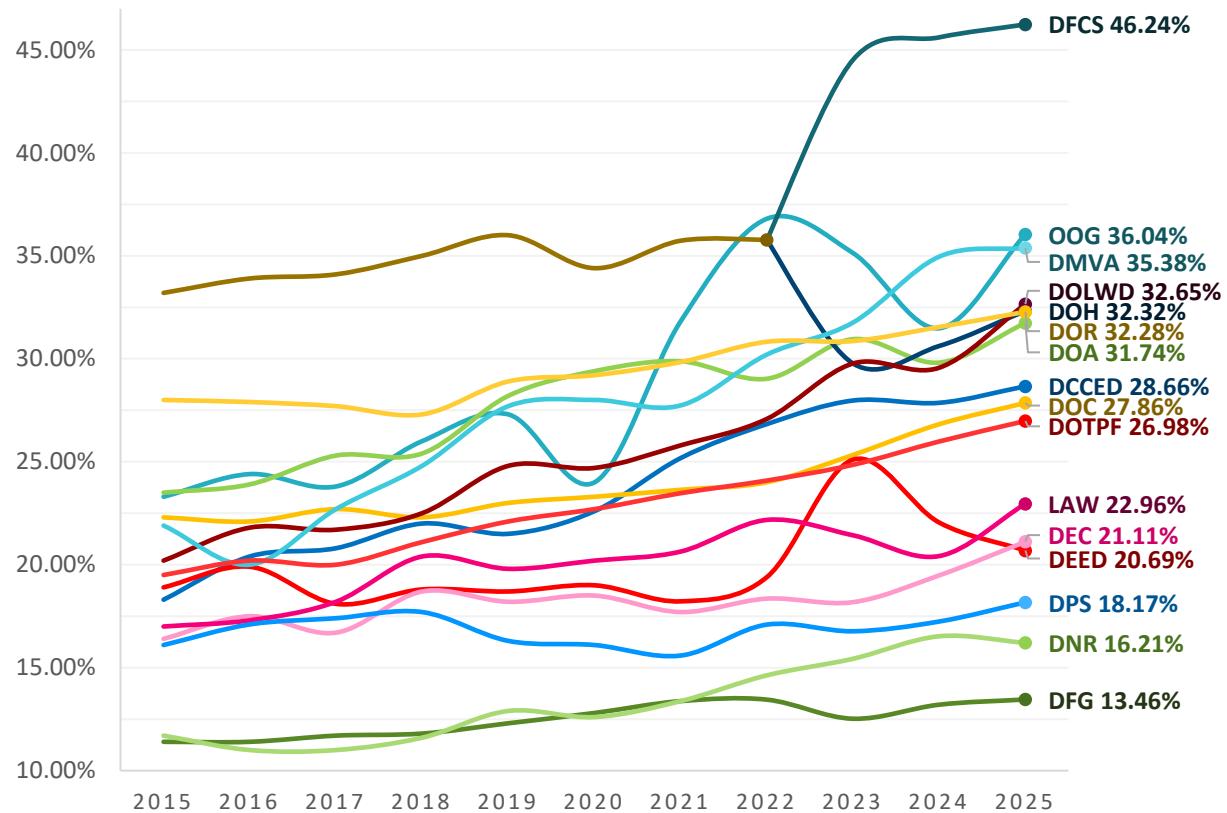


Exhibit S: Percentage Not White by Department and Race/Ethnicity

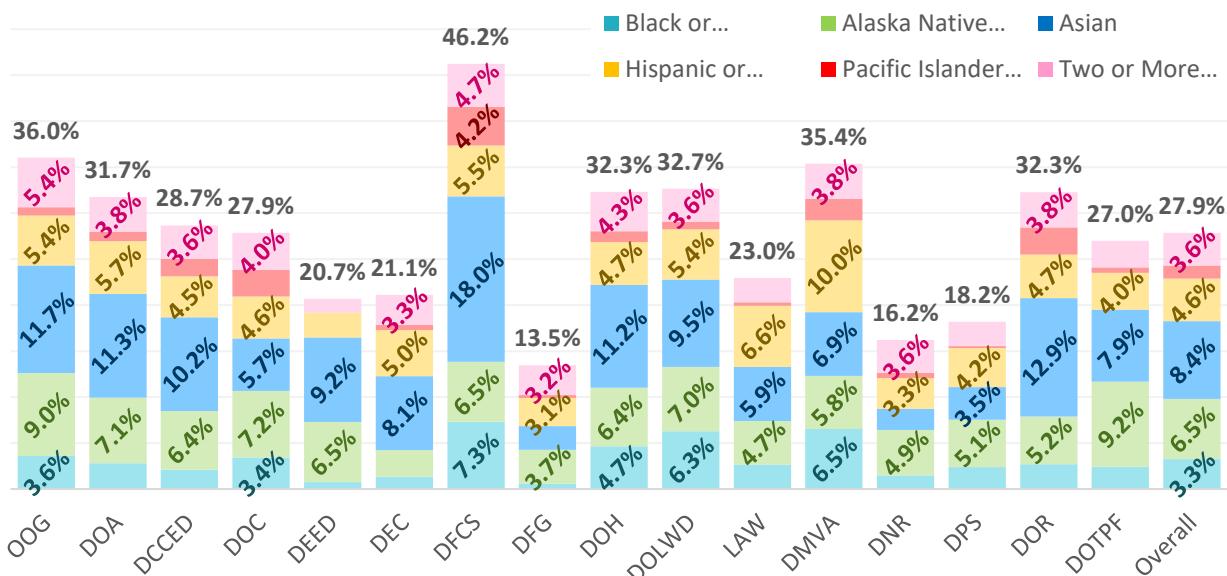


Exhibit T shows the proportion of employees in any category except White by job category and year. **Exhibit U** shows these proportions by job category and race/ethnicity.

Exhibit T: Percentage Not White by Job Category and Year

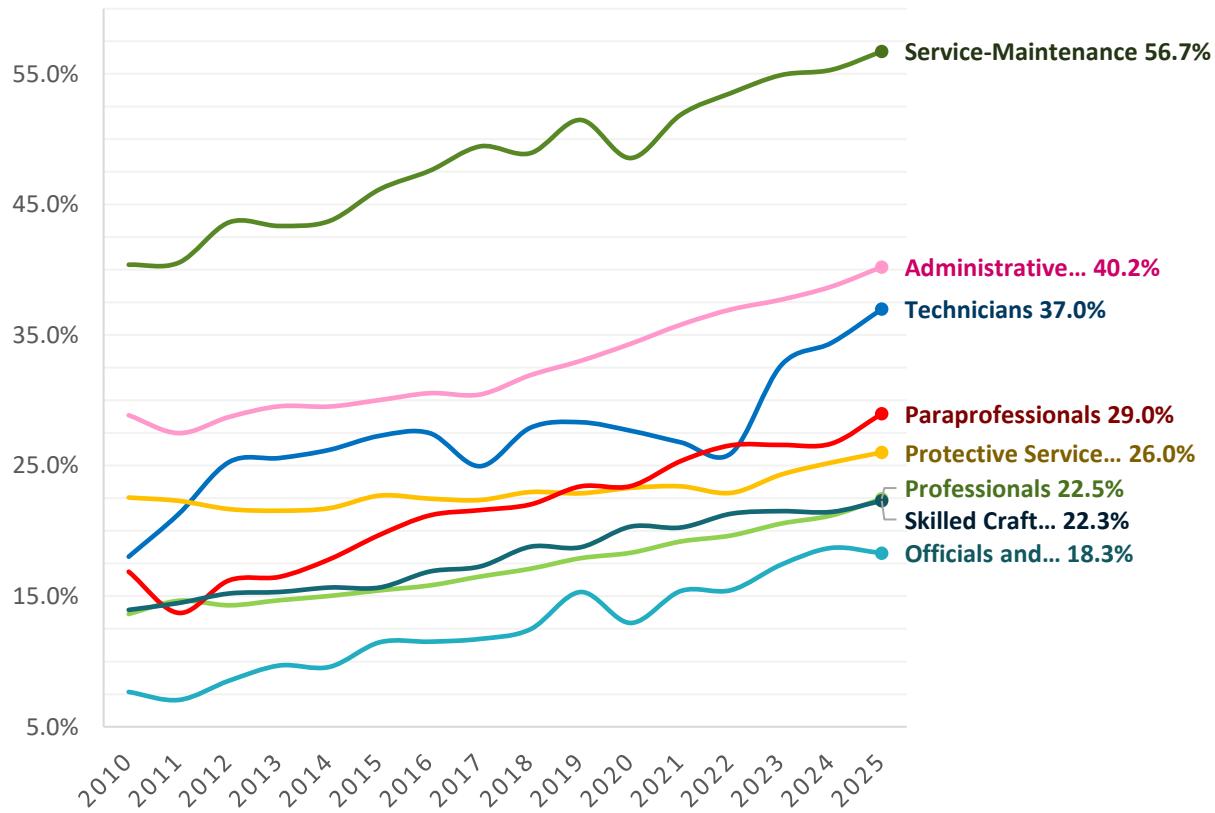


Exhibit U: Percentage Not White by Job Category and Race/Ethnicity

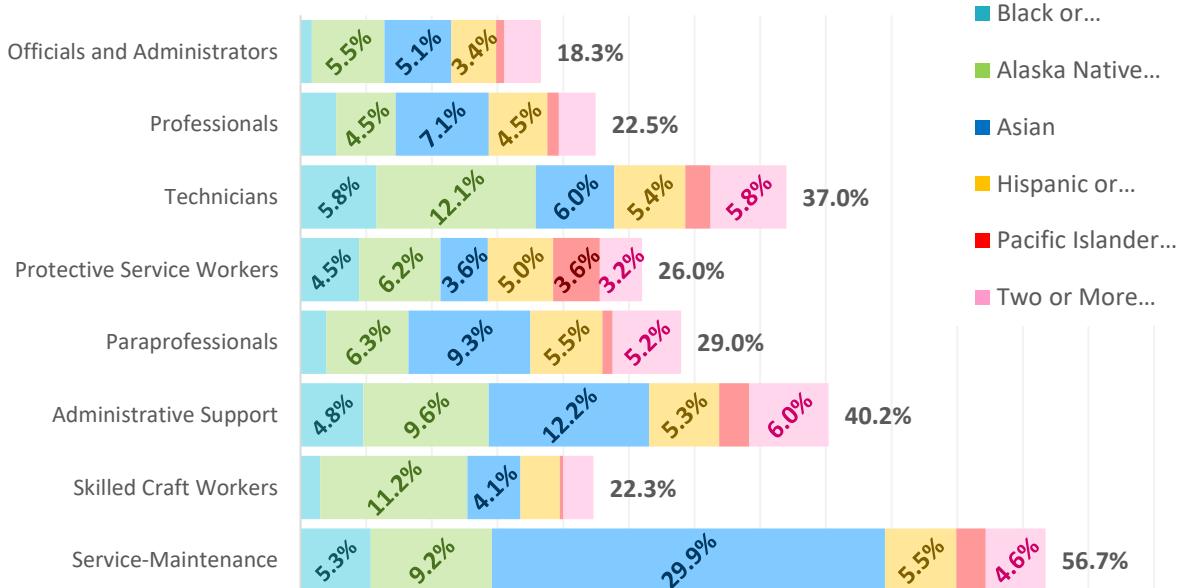


Exhibit V and **Exhibit W** exclude all employees in the White category to show the proportion of women in other demographics by department and job category, respectively.

Exhibit V: Not White Employees by Percentage Women and Department

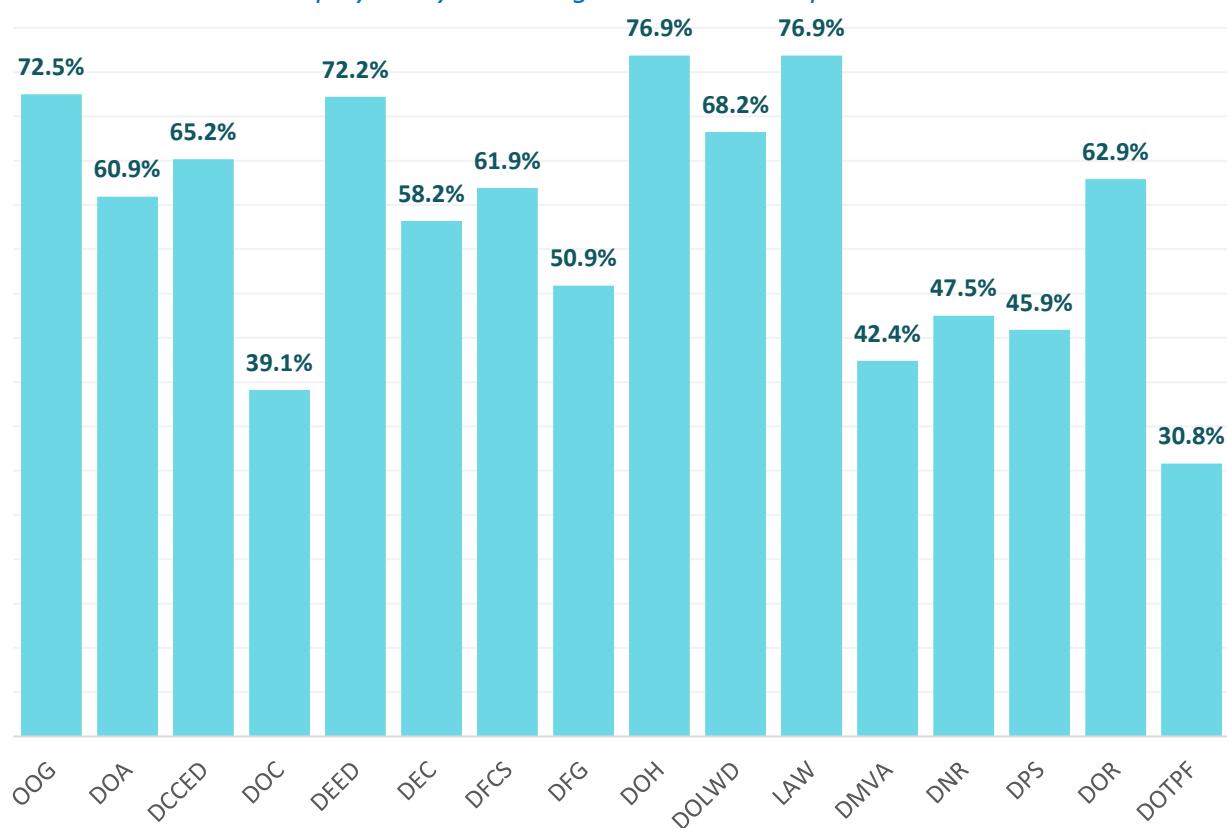
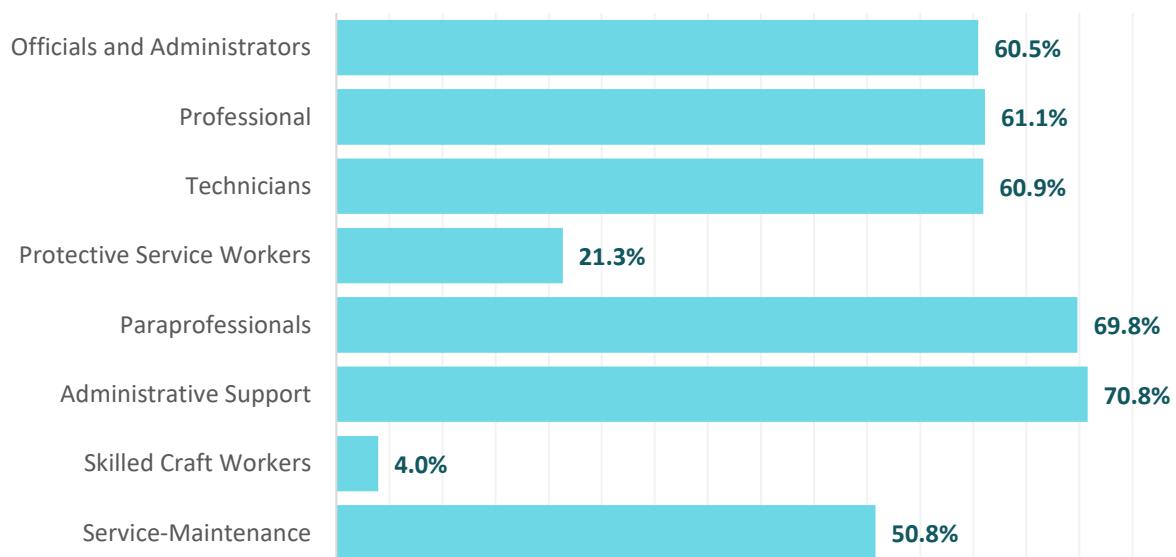


Exhibit W: Not White Employees by Percentage Women and Job Category



Appendices

Appendix A: Executive Branch Departments

OOG: Office of the Governor

Supervises each principal department; appoints members for regulatory, quasi-judicial, and advisory boards as well as District, Superior, and Supreme Court judges and non-attorney members of the Judicial Council; and enforces laws through court actions, pardons, commutations, and the suspending or remitting of fines and forfeitures.

DOA: Department of Administration

Centralizes state administrative services in matters of administration, including finance, personnel, and property and risk management; provides indigent defense and children's advocacy programs; and registers and licenses vehicles and drivers in Alaska.

DCCED: Department of Commerce, Community & Economic Development

Promotes economic development, sustainable energy, strong communities, and consumer protection; regulates capital markets, state grants and loans, banks, securities, corporations, insurance, occupations, and public utilities; markets Alaskan products and tourism; and provides financial and technical assistance to communities.

DOC: Department of Corrections

Provides secure confinement, reformative programs, and supervised community reintegration for Alaskan inmates in 13 state correctional facilities as well as community jails.

DEED: Department of Education & Early Development

Regulates fifty-three public city and borough school districts, regional educational attendance areas, and a residential high school; provides research and consulting services to schools and government agencies; and certifies public school teachers.

DEC: Department of Environmental Conservation

Executes the state's policy to conserve, improve, and protect Alaska's natural resources and environment while controlling pollution.

DFCS: Department of Family & Community Services

Formed in 2022 to serve Alaska's familial and community welfare; includes the Divisions of Juvenile Justice, Psychiatric Institute, Pioneer Homes, and Children's Services.

DFG: Department of Fish & Game

Oversees the research, management, maintenance, protection, and improvement of the state's fish and wildlife resources; regulates recreational fishing and hunting; and monitors subsistence fishing and hunting.

DOH: Department of Health

Formed in 2022 to serve the health of all Alaskans; includes the divisions of Public Health, Assistance, Behavioral Health, Health Care, and Senior Services.

DOLWD: Department of Labor & Workforce Development

Fosters the welfare of all wage earners in the state through improved working conditions and employment opportunities; provides employment services and unemployment insurance programs; enforces jurisdictional laws and regulations; and collects, analyzes, and distributes labor and population statistics.

LAW: Department of Law

Through the Attorney General, serves as the legal advisor for the Governor and other state officers, prosecutes all violations of state criminal law, and enforces consumer protection and unfair trade practices laws.

DMVA: Department of Military & Veterans Affairs

Through the Adjutant General, conducts state military affairs, including all units and installations assigned or attached to the Alaska National Guard, Alaska Naval Militia, or the Alaska State Defense Force; provides training and instruction for emergency situations; responds to national emergencies; and administers the Alaska Military Youth Academy.

DNR: Department of Natural Resources

Manages all of the state's natural resources except fish and game, including some of the largest oil fields in North America and the most extensive state park system in the nation; encourages the settlement of state land and the development of its resources consistent with the public interest; contributes to the state treasury through the sale of natural resource permits and leases; maintains resources inventory data; and records all real and personal property transactions in Alaska.

DPS: Department of Public Safety

Provides functions relative to the protection of life, property, and wildlife resources; enforces laws and regulations relating to crime, traffic, wildlife, and fire; and administers search and rescue efforts, court services, and criminal justice records.

DOR: Department of Revenue

Enforces state tax laws, manages and provides accounting services for nearly all state funds, administers the Permanent Fund Dividend, obtains and enforces child support orders, regulates charitable gaming, and investigates jurisdictional criminal cases.

DOTPF: Department of Transportation & Public Facilities

Plans, designs, constructs, maintains, and operates state transportation systems and public facilities; implements long-term statewide project planning; ensures compliance with state and federal measurement and safety standards; designs and contracts for other departments; and operates and maintains the state equipment fleet.

Appendix B: EEOC Race/Ethnicity Categories

Black or African American: Having origins in any of the Black racial groups of Africa.

Alaska Native or American Indian: Having origins in any of the original peoples of the Americas and maintaining cultural identification through tribal affiliation or attachment.

Asian: Having origins in any of the original peoples of the Far East, Southeast Asia, or India.

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

Pacific Islander or Native Hawaiian: Having origins in any of the peoples of Hawaii, Guam, Samoa, Mariana Islands, or other Pacific Islands.

White: Having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races: Identifying with more than one of the above races.

Appendix C: EEOC Job Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultations.

Professionals: Occupations that require specialized and theoretical knowledge, usually acquired through college training or work experience that provides comparable knowledge.

Technicians: Occupations that require a combination of technical knowledge and manual skill obtained through specialized post-secondary education or through training.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.

Paraprofessionals: Occupations in which workers perform some professional or technician duties a supportive role, which usually requires less formal training and/or experience.

Administrative Support: Occupations in which workers are responsible for bookkeeping, internal and external communications, or recording and retrieving data and/or information.

Skilled Craft Workers: Occupations that require manual skills and comprehensive knowledge of the processes involved, usually acquired through training and experience.

Service-Maintenance Workers: Occupations in which workers contribute to the comfort and safety of the public or the upkeep and care of facilities or public property.