# Alaska State Commission for Human Rights

2002 Annual Report

# STATE OF ALASKA HUMAN RIGHTS COMMISSION

The Honorable Frank Murkowski, Governor of Alaska The Honorable, Gene Therriault, President, Alaska Senate The Honorable, Pete Kott, Speaker, Alaska House of Representatives

On behalf of the Commission I respectfully submit the 2002 Annual Report of the Alaska State Commission for Human Rights. This year the Commission will celebrate its 40<sup>th</sup> Anniversary as Alaska's civil rights enforcement agency.

In 2002, fifty-six percent more Alaskans filed complaints of discrimination with the Commission than in the prior year. The agency saw more complaints alleging discrimination in termination of employment. Also of note, complaints based on national origin increased for the second year in a row and complaints of retaliation continued to rise.

Both businesses against whom complaints of discrimination were filed and the Alaskans bringing claims to the Commission continued to praise the mediation program. As compared to the prior year, the Commission offered mediation in 44% more cases, conducted 84% more mediations and closed 47% more cases with a voluntary settlement. Participants continue to state that even where the mediation did not result in settlement, they were happy to have the opportunity to address their concerns in a positive fashion and pleased with the process.

Requests for education continued to rise. The Commission would like to conduct more training to help prevent discrimination. However, in order to focus on the complaints of discrimination filed by Alaskans, the Commission has to turn away many of those requesting training or educational presentations.

The Commissioners ask for your support to allow us to better serve all Alaskans and send the message that Alaska does not tolerate discrimination.

Ruth G. Benson Chairperson

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# COMMISSIONERS

RUTH G. BENSON, Fairbanks
LISA M. FITZPATRICK, Anchorage
MARTHA L. GORE, Anchorage
LESTER C. LUNCEFORD, Whittier
GRACE E. MERKES, Sterling
ROBERT B. SAWYER, JR., Fairbanks
KATHY K. WISTHOFF, Anchorage

# COMMISSION STAFF

Paula M. Haley, Executive Director Stephen Koteff, Chief of Enforcement Kelly Fisher, Human Rights Advocate Jill Dean, Hearing Advocate Sharon O. Avery, Administrative Officer Lucinda G. Bay, Clerk IV M. Anne Keene, Docket Officer Lisa P. Rode, Law Office Assistant Margaret A. Taylor, Commission Secretary Donald Miller, Investigations Director Evelyn A. Ramos, Investigations Director Camille Brill, Investigator Erin Collins, Investigator Nanette Gay, Investigator Fadhila Higuera, Investigator Brenda Page, Investigator Erin Shepherd-Ham, Investigator

Mary Southard, Mediator

# ALASKA STATE COMMISSION FOR HUMAN RIGHTS

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FOR ADDITIONAL COPIES OF THIS REPORT, INFORMATION REGARDING ALASKA'S HUMAN RIGHTS LAW, OR TO FILE A COMPLAINT, PLEASE CONTACT THE COMMISSION AT THE ADDRESS OR PHONE NUMBERS ABOVE.

# PUBLIC HEARING CASES

Note: In all of the following public hearing cases, unless otherwise noted, the Commission staff found that substantial evidence existed to support the complainants' allegations.



In Acuna v. North Slope Borough, complainant alleged that she was discriminated against on the basis of her race, Asian, and national origin, Filipino, when she applied for a position as a payroll specialist with the North Slope Borough. Complainant alleged that the Borough refused to hire her in accordance with its ordinance which requires employment preferences for Native Americans. Commission staff found substantial evidence that the Borough's employment preference violates the Human Rights Law. A public hearing scheduled to begin on June 13, 2000, was continued pending the Ninth Circuit's decision in Malabed v. North Slope Borough, which involves a challenge to the ordinance brought in federal court.

In Ayojiak v. Alaska Commercial Company, complainant alleged that he was retaliated against for filing a complaint of discrimination after being subjected to harassment and a hostile work environment because of his disability. After conciliation failure, Commission staff was unable to locate complainant. Staff determined that it was unfeasible to continue the case without Mr. Ayojiak's testimony, and stipulated with respondent to a dismissal. The case was dismissed by the Commission on September 11, 2002.

In Beegan v. State of Alaska, Department of Transportation & Public Facilities, Anchorage International Airport, complainant filed five separate complaints alleging that respondent failed to hire him because of his age and in retaliation for having filed complaints of age discrimination. Commission staff found substantial evidence that Mr. Beegan was retaliated against four separate times after filing his first complaint, but no substantial evidence to support Mr. Beegan's first complaint of age discrimination. Mr. Beegan appealed the no substantial evidence determination to the Superior Court, which remanded the case to the Commission with instructions to make a substantial evidence finding. After conciliation failure, public hearing was scheduled for May 12–16, 2003.

# SERVING UP HARASSMENT

Three servers at a hotel restaurant complained to the Commission that the restaurant's food and beverage manager made offensive sexual comments. derogatory remarks about women, and touched them inappropriately. They also alleged that when they complained, the employer retaliated against them. One server alleged that after he complained about the manager's conduct the employer fired him. A second employee alleged that her work was scrutinized and she was assigned additional job duties after she complained about the manager. A third employee alleged that after she complained, the employer scrutinized her work, assigned additional job duties, and changed her work hours. Staff investigated the complaints and found substantial evidence to support the allegations that the food and beverage manager subjected the servers to a hostile work environment and that the employer retaliated against them. The employer agreed to pay a total of \$14,448.85 in backpay to the servers, to develop a policy against discrimination and sexual harassment, and to provide training to its supervisors and managers. parties signed conciliation agreements and the Commission dismissed the cases.

In Black v. Nye Frontier Ford, Inc., complainant alleged that respondent discriminated against him on the basis of his physical disability. The Commission staff found substantial evidence that respondent terminated complainant's employment as a mechanic because it perceived him to be disabled. A public hearing was scheduled for October 8-10, 2001. Prior to the hearing, respondent filed a complaint in federal court and sought to enjoin complainant from proceeding before the Commission. Respondent claimed that complainant agreed to submit his discrimination claims to binding arbitration and that the Executive Director was barred from seeking back pay from the Commission. The parties agreed to stay the Commission case pending the outcome of the federal court action. Subsequently, the United States Supreme Court ruled that an individual's arbitration agreement does not bar an enforcement agency from seeking back pay for that individual. The federal suit was then dismissed and the case was reset for public hearing. The parties thereafter reached a settlement in which respondent agreed to provide back pay to Mr. Black in the amount of \$15,000. The Commission approved the settlement on September 20, 2002.

In Campos v. Johnson's Tire Service, Carela v. Johnson's Tire service, J. De La Cruz v. Johnson's Tire Service, U. De La Cruz v. Johnson's Tire Service and Nolberto v. Johnson's Tire Service, complainants alleged that respondent discriminated against them on the basis of their race, Hispanic, and national origin, Dominican, and in retaliation for opposing unlawful discrimination when it terminated their employment. After conciliation failure, the complainants filed a lawsuit in Superior Court alleging the same facts as alleged in their Commission complaints, and the parties stipulated to a dismissal pursuant to the Commission's regulations. These cases were dismissed by the Commission May 28, 2002.

In Clark v. Lake and Peninsula School District, complainant alleged that respondent discriminated against him on the basis of his physical disability when it failed to accommodate him in the performance of his duties as a teacher. A public hearing scheduled for March 4, 2002, was continued pending settlement discussions. The parties reached an agreement in which respondent agreed to pay complainant \$8,500. The agreement was approved by the Commission on April 11, 2002.

# I AM AN AMERICAN

A transportation company's administrative assistant alleged that coworkers made derogatory comments referring to immigrants as insects and criminals and joking about janitors doing "a little Manuel labor." She alleged one coworker told her that because of her national origin. Mexican, she was not an American. She stated that she complained to a manager and no corrective action was taken. The parties agreed to mediation and settled the case. The employer agreed to provide training to all of its employees on workplace harassment and to allow the administrative assistant to help develop a cultural awareness exercise for the training. The employer also agreed to allow the administrative assistant to submit an article on discrimination for the company newsletter. The administrative assistant agreed to contact her supervisors if she has any future problems with coworkers regarding harassment or discrimination.

## HANDS ON

An oil industry craftsman began to develop a condition that affected the use of his hands which made it difficult to do his job. He alleged that his employer laid him off after he had surgery rather than placing him on temporary light duty while he was recovering. The parties agreed to mediation and reached a settlement in which the employer agreed to pay the craftsman \$3,000 and an annual bonus.

In Coleman v. Alaska Airlines, complainant alleged that respondent discriminated against her on the basis of her disability, Hepatitis C, when it removed her from one of its aircraft. Complainant alleged that respondent required her to obtain a medical certificate before she was allowed to re-board respondent's aircraft despite having previously been cleared to fly. A public hearing was scheduled but continued pending a settlement agreement. The parties agreed to the terms of a settlement in which respondent agreed to train its employees in discrimination law. The settlement was approved by the Commission December 31, 2002.

In Combs v. Executive One, complainant alleged that respondent discriminated against her on the basis of her sex when he sexually harassed her, and that she was constructively discharged because she was afraid of continuing sexual harassment. The parties reached a settlement agreement in which the respondent agreed to provide back pay to Ms. Combs in the amount of \$3,000. The Commission approved the agreement on August 21, 2002.

In *Dorsey v. Office Products Services*, complainant alleged that respondent discriminated against her on the basis of her sex, and retaliated against her for complaining of sex discrimination when it terminated her employment as a salesperson. The Commission held a public hearing in April and May 2002. The hearing examiner issued a recommended order finding that respondent retaliated against complainant and directing respondent to pay complainant \$143,297 in back pay and front pay damages. The Commission approved the hearing examiner's recommendation and issued a final order on October 2, 2002.

In Eaton v. Northwest Airlines, complainant alleged that respondent discriminated against her on the basis of her physical disability, quadriplegia, when respondent refused to assign her to a bulkhead seat, and she suffered severe pain due to the restrictions of her assigned seat. A public hearing scheduled for November 18–19, 2002, was continued pending a settlement agreement.

In Flynn v. Women's Nautilus Club, complainant alleged that respondent discriminated against her on the basis of her pregnancy when it terminated her employment. Respondent admitted that it terminated complainant because she was pregnant, and agreed to pay complainant \$10,967 and reinstate her to her former position. The settlement agreement was approved by the Commission on September 20, 2002.

# COLD RECEPTION

A female laborer filed a sex and age discrimination complaint alleging that her employer's foreman left her to work outside for several hours in wind chill temperatures reaching minus 81 degrees below zero and then fired her. The employer asserted that the laborer suffered frostbite because she failed to work with her back to the wind and failed to properly perform her assigned job duties, and that she placed herself in danger by repeatedly walking under heavy suspended objects. The laborer and her employer agreed to a predetermination settlement that resolved the matter and included a \$12,000 payment to the laborer.

# **OUT OF THE POOL**

A mother alleged that the operators of a swimming pool discriminated against her family because of their race, Black, and national origin, Gambian. She stated that although she scheduled and paid for a birthday party for her daughter, during the party the manager ordered everyone present out of the pool for nonpayment. The parties agreed to mediation and reached a settlement. The pool facility provided the complainant with a written apology and gave her a free family membership for almost three years.

In Hodson v. Nye Frontier Ford, complainant alleged that respondent discriminated against her on the basis of her sex and pregnancy when it terminated her employment as a salesperson. Commission staff found substantial evidence to support complainant's allegations, and that respondent maintained a sexually charged work environment. A public hearing scheduled to begin on March 11, 2002, was continued pending a settlement agreement. The parties reached a settlement agreement in which respondent agreed to pay \$32,000 to complainant. The Commission approved the agreement on February 22, 2002.

In Klein v. Regal Cinemas Kambe Theatre, complainant alleged that respondent discriminated against him on the basis of his sex and retaliated against him for reporting sexual harassment when it terminated his employment. A public hearing was held June 3-6, 2002. The hearing examiner issued a recommended decision finding that respondent retaliated against complainant and directing respondent to pay damages to complainant in the amount of \$13,956. The hearing examiner also recommended that respondent train its employees in the laws prohibiting sexual harassment. The Commission approved the hearing examiner's recommendation December 3, 2002.

In Le v. Vassar Circle Apartments, complainant alleged that respondent discriminated against her on the basis of her sex when respondent's maintenance employee sexually harassed her and respondent failed to take corrective action after she reported the harassment. Complainant further alleged that she was forced to move out of her apartment due to respondent's failure to take action. A settlement approved by the Commission on September 4, 2002, provided that the respondent adopt and disseminate to its employees a nondiscriminatory policy statement and provide training on the provisions of the Human Rights Law to its managers and supervisors.

In Neck v. Executive One, complainant alleged that respondent discriminated against her on the basis of her sex when respondent's Chief Executive Officer made unwelcome sexual advances toward her. Complainant further alleged that the work environment became so intolerable that she was forced to quit her job. After complainant filed a lawsuit against respondent in Superior Court the parties agreed to dismiss the case pursuant to the Commission's regulations. The Commission issued an order dismissing the case on December 20, 2002.

# I JUST WANT A CHANCE

A woman alleged that she applied for a bartender position at a restaurant. After attending the company's bartender training program, the woman alleged sex discrimination because she and the other female trainee were offered the position of server, not bartender. The mediation program facilitated a predetermination settlement between the parties in which the employer agreed to provide the woman with a written apology and to consider her for future employment in a different location.

# MORE THAN MONEY

An administrator in a tribal organization alleged that she was sexually harassed by an honorary board member who made sexual comments and touched her in a sexual manner. The administrator alleged that she complained to her employer but was forced to quit when no corrective action was taken and the harassment continued. The parties agreed to mediation and reached a settlement. The employer agreed to adopt a sexual harassment policy and provide a copy of the policy to current staff and future employees. The employer also agreed to provide a copy of its sexual harassment policy to other Alaska Native organizations in the community.

In Owens v. The Estelle Group, complainant alleged that respondent discriminated against him on the basis of his disability, paraplegia, because a retail store owned by respondent is not accessible to persons who use wheelchairs for mobility. Respondent has complied with the terms of a proposed settlement agreement and installed a ramp for access to its facility. A settlement is pending in this case.

In Polk v. Wal-Mart Stores, Inc., complainant alleged that respondent discriminated against him on the basis of his race, Black, when after he reported that he was subjected to derogatory racial comments by his coworkers respondent failed to take appropriate corrective action. Complainant alleged that he was subjected to derogatory racial comments by his coworkers, that he reported this racial harassment to respondent, and that respondent failed to take appropriate corrective action. Complainant also alleged that respondent retaliated against him by criticizing his work performance and terminating him on January 25, 1998. A public hearing was held on August 20-23, 2001. The Hearing Examiner issued a recommended decision in which he found that respondent had subjected Mr. Polk to a hostile work environment based on his race, but that Mr. Polk's discharge was not retaliatory. The Commission issued a final order adopting the hearing examiner's decision on September 12, 2002.

In Reider v. Alaska Job Corps Center, complainant alleged that respondent discriminated against him on the basis of his physical disability, back problems, and mental disability, post-traumatic stress disorder (PTSD). Complainant alleged he was terminated from his position as an alcohol and drug abuse counselor after he asked to take family medical leave for depression and pain treatment. At the end of 2002, a public hearing was scheduled for February 24–28, 2003.

In *Thiel v. Kachemak Port Services, Inc.*, complainant alleged that respondent discriminated against her on the basis of her sex when she was subjected to sexual harassment by respondent's vice-president and terminated in retaliation for reporting the harassment to her supervisor. As of December 31, 2002, a public hearing had not been scheduled.

## CAUGHT IN THE WEB

An office worker complained to the Commission that his employer discriminated against him based upon his race, Black, when he was disciplined for his personal internet use at work and dishonesty during an investigation. The employer asserted that the worker sent unwanted personal e-mail messages to a female coworker. The employer investigated the worker's computer usage, but was unable to establish that he sent the email. Nevertheless, the employer concluded that the employee had been dishonest during the investigation and suspended him from work. Investigation by Commission staff showed that the employer did not follow its normal practice when it investigated and disciplined this worker. Staff found substantial evidence to support the allegations in the complaint and proposed a conciliation agreement where the employer agreed to remove a reference to the discipline from complainant's personnel files. The employer signed the Conciliation Agreement and the Commission dismissed the case.

# DON'T OPEN THE MAIL

A bookkeeper in a marine facility alleged that her general manager made sexually offensive comments to her and showed her sexual email. She also alleged that she complained to one of the owners but nothing was done and that because the sexual harassment continued, she resigned. The mediation program facilitated a predetermination settlement between the parties. The employer agreed to pay the bookkeeper \$5,000 and provide her with a letter of reference.

In *Tiernan v. Pyramid Printing*, complainant alleged that respondent discriminated against her on the basis of her sex when she was subjected to sexual harassment by her supervisor and that her working conditions became so intolerable that she was forced to quit. The Commission held a public hearing on August 19-23, 2002. The hearing examiner issued a recommended decision finding that complainant was subjected to sexual harassment and directing respondent to pay complainant back pay damages in the amount of \$50,972. At the end of 2002, a final order from the Commission was pending.

In Togiak v. Alaska Commercial Company, complainant alleged that respondent discriminated against her in retaliation for opposing discriminatory treatment of a coworker with a disability. Complainant alleged she was subjected to a hostile work environment and was discharged for opposing discriminatory practices. A public hearing scheduled for December 2–6, 2002, was continued pending a settlement agreement. The parties agreed to a settlement that provided for respondent to train its supervisors and managers in the provisions of the Human Rights Law prohibiting harassment and for respondent to pay \$7,500 to complainant in back pay. The Commission approved the settlement agreement December 19, 2002.

In Williams v. Players Choice Bingo and Pulltabs, complainant alleged that respondent discriminated against her on the basis of her sex when she was subjected to sexual harassment by respondent's manager. A public hearing scheduled for November 13–15, 2002, was continued to May 5–8, 2002.

In Wynne v. State of Alaska, Department of Administration, Division of Alaska Longevity Programs, Fairbanks Pioneers' Home, complainant alleged that respondent discriminated against her on the basis of her physical and mental health disabilities when she was terminated from her position as a Certified Nurse Aid (CNA). As of December 31, 2002, a public hearing had not yet been scheduled.

# EMPLOYEE OF THE YEAR?

An Alaska Native/Athabaskan motel housekeeper, who had been the motel's "Employee of the Year," alleged that her employer treated her differently than non-Alaska Natives employees. She alleged the managers made derogatory comments regarding Alaska Natives, referring to them as "a bunch of drunks," and asserted that she was terminated based on false accusations that she was intoxicated at work. The parties reached a predetermination settlement in which the employer agreed to pay the housekeeper \$3,000, expunge her personnel file, and provide her with a written apology.

# TIMING IS EVERTHING

A health care worker alleged that a employer discriminated prospective against her when it refused to hire her because she would not answer questions about her health and medical history. Federal and state laws prohibit inquiries that are likely to elicit information about a disability before a job offer is made in the hiring process. Investigation found, however, that the employer had in fact offered employment to the health care worker when it gave her the health questionnaire as part of it's post-hiring paperwork and that it did not violate Alaska's Human Rights Law.

# LITIGATION



In Beegan v. State of Alaska, Department of Transportation and the Alaska State Commission for Human Rights, complainant alleged that respondent subjected him to different terms and conditions of employment and failed to hire him on the basis of his age. On November 30, 1999, staff found that complainant's allegations were not supported by substantial evidence. Complainant's reconsideration request was denied and on May 18, 2000, complainant appealed to the superior court. On May 29, 2002, the superior court remanded the case back to the Commission for further proceedings.

In Jenkins-Welch v. Alaska State Commission for Human Rights, staff closed complainant's case pursuant to its governing statutes when it was discovered that complainant had filed a similar action in court. Complainant appealed the closing order to superior court. On February 28, 2002, the superior court affirmed the Commission's decision to close complainant's case. Complainant has appealed the superior court's decision to the Alaska Supreme Court.

In Raad v. Fairbanks North Star Borough School District, complainant alleged that she was discriminated against by respondent when it failed to hire her on the basis of her race, national origin, and religion. Complainant further alleged that she was retaliated against by respondent for filing the discrimination complaint. After a public hearing, the Commission issued an order dismissing the complaint. Complainant appealed the Commission's order to superior court. On June 24, 2002, the superior court affirmed the Commission's decision. Complainant has appealed the superior court's decision to the Alaska Supreme Court.

In Rescober v. State of Alaska, Department of Natural Resources and the Alaska State Commission for Human Rights, complainant alleged that respondent failed to promote him based on his sex, race, and national origin. Staff investigated and issued a finding that complainant's allegations were not supported by substantial evidence. The Commission denied complainant's reconsideration request and on December 17, 2001, complainant appealed the decision to the superior court.

# DON'T SHOOT THE MESSENGER

A Black female clerk at a medical facility alleged that a male coworker harassed her by directing profanities with racial and sexual content at her. The clerk stated that the harassment continued even after she reported it and that she was then terminated, but her male coworker was retained. The parties agreed to mediation and reached a settlement in which the employer agreed to pay the clerk \$10,000.

# SHOW SOME RESPECT

A secretary at a supply company alleged that her supervisor subjected her to differential treatment on the basis of her sex by yelling at her in front of customers, talking to her in a sarcastic and condescending manner, and objecting to her leave requests. She alleged that the company's male employees were not treated in this manner. The mediation program facilitated a predetermination settlement in which the employer agreed to provide the supervisor with training by a professional in licensed people management and anger management skills, to counsel the supervisor that sexual discrimination is prohibited by law, and to treat the secretary in a fair and professional manner.

In Thomas v. Anchorage Equal Rights Commission, plaintiffs have sued the Municipality of Anchorage, Anchorage Equal Rights Commission, and Paula M. Haley, in her official capacity as the Commission's Executive Director, in state court. Plaintiffs are seeking a declaratory judgment reversing the Alaska Supreme Court's decision in Swanner v. Anchorage Equal Rights Commission, 874 P.2d 274 (1994), which held that a landlord is not entitled to a religious exemption to the provisions of the Human Rights Law which prohibit housing discrimination based on marital status. On October 31, 2002, the superior court entered Final Judgment upholding the law. Plaintiffs have appealed the superior court's decision to the Alaska Supreme Court.

In Rosa v. Rainproof Roofing, complainant alleged that respondent discriminated against him by refusing to rehire him because of his race. On November 27, 2001, staff found complainant's allegations were not supported by substantial evidence. On May 19, 2002, complainant appealed the Commission's decision to the superior court.

In Dorsey v. Office Products Services, complainant alleged that respondent retaliated against her by unlawfully terminating her employment because she had complained of sex discrimination. Commission staff found that complainant's claim was supported by substantial evidence. A public hearing was held in Anchorage on April 16-18 and May 21-22, 2002. On October 2, 2002, the Commission issued a decision in favor of complainant and ordered respondent to pay complainant the sum of \$143,297, to refrain from any discriminatory or retaliatory practices, and to provide training to its employees regarding the requirements of AS 18.80. On October 29, 2002, respondent appealed the Commission's Final Order to the superior court.

# THIS MOVIE WOULDN'T END

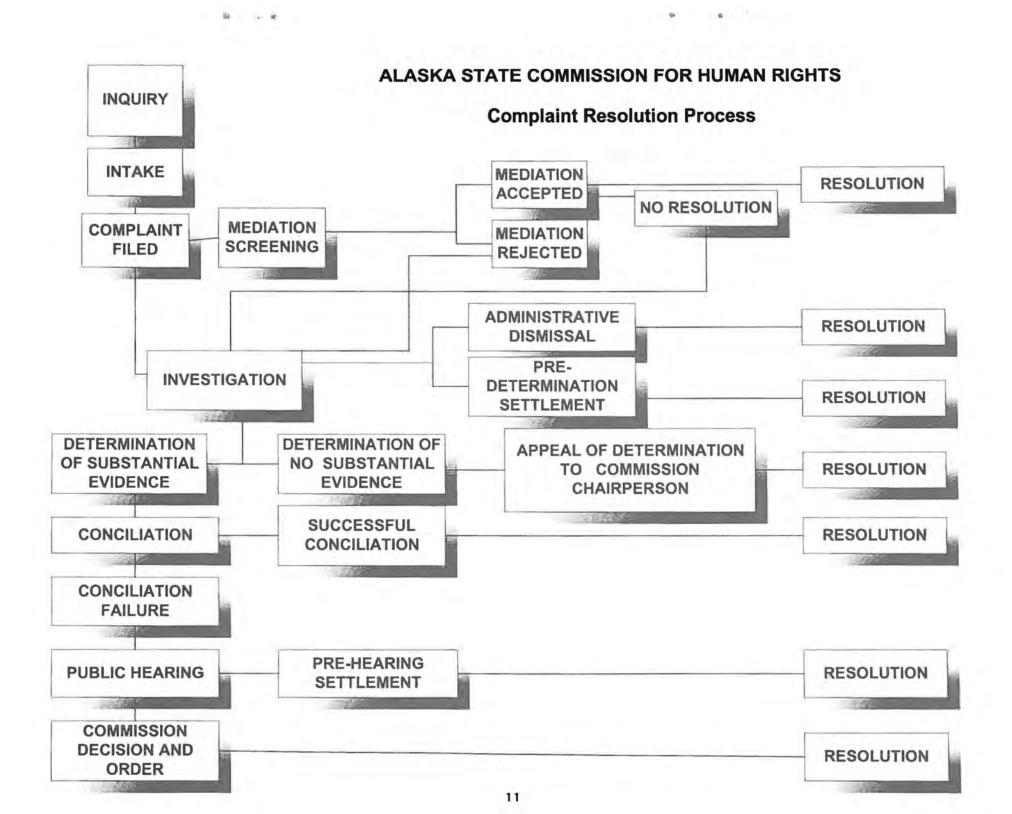
A female movie theater worker alleged she was sexually harassed when a male coworker started a sexual rumor about her. She stated that she reported the sexual harassment to the manager, but that she was forced to quit because the harassment continued and her male coworker was being trained to be her manager. In mediation the employer agreed to give the worker a written apology, provide the theater manager with training regarding discrimination and sexual harassment, and to hold a staff meeting with all theater employees regarding sexual harassment, discrimination, and the employer's policies and procedures for handling harassment complaints.

# SPEAK NO EVIL

A Hispanic deckhand on a tour vessel alleged that a supervisor made offensive comments to him, and told him that he smelled bad. The deckhand alleged that no corrective action was taken after he reported these comments to the captain and the tour manager. He alleged that he resigned his position when he was told not to discuss the matter further. In a predetermination settlement, the employer agreed to pay the deckhand \$1,000 and provide him with a positive reference, and the deckhand agreed not to disparage the employer and to keep his complaint confidential.

# MY TIME IS MINE

An oil industry technician who injured his shoulder and back on the job alleged that his employer perceived him to have a physical disability and terminated him after learning that he was receiving physical therapy on his days off. The parties agreed to mediation and reached a settlement in which the employer agreed to pay the technician \$4,500, provide a neutral reference letter, and consider him for future employment. The employer also agreed to not retaliate against the technician or his coworker, who had agreed to be a witness on the technician's behalf.



# 2002 CASE PROCESSING STATISTICS

# ANALYSIS OF FILINGS BY COMPLAINANT'S SEX

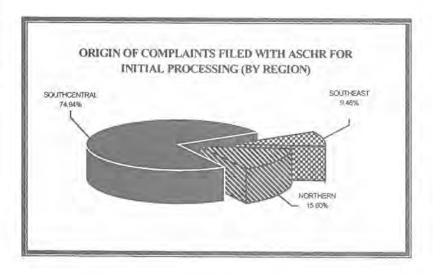
Female	254
Male	206
Total Filings	460

# ANALYSIS OF FILINGS BY COMPLAINANT'S RACE

215
84
51
27
26
26
20
11
460

# ANALYSIS OF FILINGS BY TYPE

Employment	411
Government Practices	19
Public Accommodation	16
Housing	9
Multiple	5
Total Filings	460



# ASCHR Investigative Unit 82.38% HEARING UNIT 2.49% EEOC

AERC

LOCATION OF OPEN CASES AT YEAR END INCLUDING

# ANALYSIS OF FILINGS BY BASIS

Basis	Single Basis Complaint	Multiple Basis Complaint
Race/Color	79	71
Sex	68	67
Physical Disability	58	34
Age	39	32
Retaliation for Filing	16	16
National Origin	14	19
Retaliation	8	68
Religion	8	13
Pregnancy	8	4
Mental Disability	7	13
Parenthood	1	5
Marital Status	1	3
Multiple Bases	153	
Total Filings	460	345

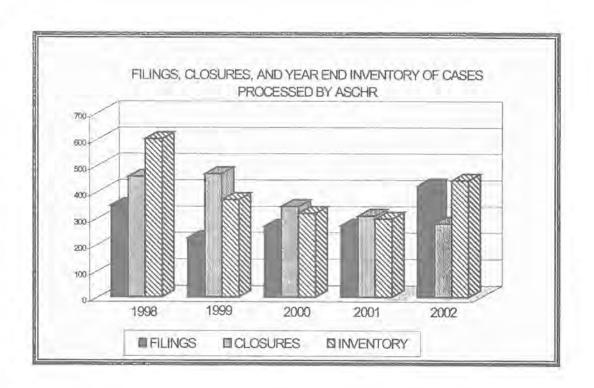
# ANALYSIS OF FILINGS BY ISSUE

Issue	Single Issue Complaint	Multiple Issue Complaint
Discharge	96	160
Terms & Conditions	61	138
Failure to Hire	34	13
Sexual Harassment	21	48
Denied Service	12	1
Failure to Promote	7	11
Harassment	4	50
Pay Equity	3	4
Failure to Rent	3	0
Other	2	5
Eviction	2	5
Failure to Dispatch	2	4
Demotion	1	12
Failure to Sell	0	1
Multiple Issue	212	
Total Filings	460	452

ANALYSIS OF 2002 CLOSURES

REASON FOR CLOSURE	Number of Closures	PERCENTAGE OF TOTAL
MEDIATION:	50 <sup>1</sup>	14.32%
Mediation - Successful Settlement	26	7.45%
Mediation - Complaint Withdrawn with Successful Settlement	14	4.01%
Mediation - Complaint Withdrawn	2	.57%
Mediation – Predetermination Settlement (PDS)	8	2.29%
ADMINISTRATIVE:	46	13.18%
Complaint Withdrawn	11	3.15%
Lack of Jurisdiction	9	2.58%
Complainant Not Available	2	.57%
Failure of Complainant to Proceed	5	1.43%
Complainant to Court	8	2.29%
Administrative Dismissal	10	2.87%
Tribal Sovereign Immunity	1	.29%
NOT SUBSTANTIAL EVIDENCE	206	59.03%
CONCILIATION/SETTLEMENT:	29	8.31%
Complaint Withdrawn with Successful Settlement	6	1.72%
Predetermination Settlement (PDS)	8	2.29%
Substantial Evidence/ Conciliation Agreement	15	4.30%
HEARING:	18	5.16%
Decision for Complainant	3	.86%
Pre-Hearing Settlement	8	2.29%
Hearing Unit - Other	7	2.01%
TOTAL 2002 CLOSURES	349	100%

<sup>&</sup>lt;sup>1</sup>This number does not include 3 settlements negotiated in 2002 which closed in early 2003.



# SUMMARY OF CLOSURES

	20	00	20	01		Detai	l of 200	2 Closu	ires	
					AS	CHR	EEC	C	AEI	RC
CATEGORY OF CLOSURE	No.	%	No.	%	No.	%	No.	%	No.	%
Mediation	31	6.8	34	10.0	50	14.3	0	0	-	
Administrative	80	17.6	31	9.1	33	9.4	8	2.3	5	1.4
Not Substantial Evidence	242	53.2	220	64.5	163	46.7	25	7.2	18	5.2
Conciliation/Settlement	87	19.1	46	13.5	15	4.3	4	1.1	10	2.9
Hearing	15	3.3	10	2.9	18	5.2	0	0	0	0
					27	792	3	7	3.	3
TOTAL CLOSURES	45	55	34	11			34	19		

<sup>&</sup>lt;sup>2</sup>This number does not include completed investigations of 15 cases which are still in conciliation or were transferred to the Hearing Unit in 2002.

# EEO PROGRESS IN STATE GOVERNMENT

Alaska Statute 18.80.060(6) requires the Commission to "make an overall assessment, at least every three years, of the progress made toward equal employment opportunity by every department of State government; results of the assessment shall be included in the annual report." The Commission's staff requested and received relevant statistics from the Department of Administration, Division of Personnel, the agency designated by recently elected Governor Frank Murkowski to oversee the state's equal employment opportunity program. After review and analysis of these statistics, one of the Commission's Investigations Directors interviewed selected Commissioners, Deputy Commissioners, Human Resource Managers, and Administrative Service Directors about the progress, or lack thereof, made within their departments toward equal employment opportunity.

Overall, the statistics show that from 1999-2002, the State of Alaska made no significant progress in its efforts to increase the number of minorities and women in state government. As in the past, some departments fared better than others. Among those that showed gains, only two departments posted significant percentage increases in their minority and female profiles. The State did show continued progress during the past three years in the increased number of minorities in higher monthly salary brackets (\$5,000 per month and above). The number of minorities and women in these salary levels has been rising steadily over the past twelve years.

Officials in some departments that showed gains in its minority and female participation were unable to attribute their progress to any conscious efforts or specific initiatives designed to improve their equal employment opportunity profiles. Instead, they cited the benefits of Workplace Alaska, general societal changes in career choices, closer scrutiny of hiring processes, and other non-EEO related programs. Officials of departments that made no headway cited science degree requirements for many of their permanent, full-time positions, retirement of many career employees, and programs intended to produce results in the long term as factors that contributed to their lack of progress. Most department officials interviewed were unable to articulate their equal employment opportunity goals for the next three years because of changes in directors heading various divisions and the current focus on transition-related activities.

In this report, the Commission provides statistics for three calendar years ending in 2002, a change from previous reports which captured fiscal year statistics. While showing slight changes in the total number of employees and in percentage gains and losses for each department, the use of calendar year statistics has not affected the overall picture of the State's efforts toward equal employment opportunity during the last three years. The charts shown in this report are similar to those used in the Commission's previous equal employment opportunity assessments. The charts reveal that the total number of permanent, full-time state employees increased from 12,109 at the close of 1999 to 13,121 at the end of 2002, a gain of 8.3 percent. Although the State added more employees to its permanent, full-time workforce, it increased its minority employment by only 0.9 percent and female participation by 1.0 percent. In 2002, minorities comprised 18.3 percent of the State's permanent full-time work force and females 48.5 percent as compared to 17.4 minorities and 47.5 females in 1999.

As in the previous two reporting periods ending in 1996 and 1999, the State neither lost ground nor made any significant progress in its equal employment profile in 2002. The State's revised Affirmative Action Plan, signed by former Governor Tony Knowles in February 1998, gave the responsibility for developing and implementing the plan to the former Office of EEO. The plan required commissioners or department heads within the Executive Branch to develop affirmative action programs in their respective departments. Department officials interviewed for this report indicated that the former Office of EEO had not contacted them about developing such programs and that no programs were developed. They also indicated that any gains in minority or female employment they had accomplished were achieved without assistance from the former Office of EEO.

# WORKPLACE ALASKA AND USE OF EXPANDED ASSESSMENT UNDER-UTILIZATION REPORTS

Department officials continue to extol the benefits of recruiting through Workplace Alaska. They indicated that this system for posting vacant positions via the Internet makes available positions in state government more accessible to job applicants. It gives applicants ample information about the required and desired qualifications for posted positions, gives them an opportunity to fully describe their qualifications in a section called "Applicant Profile," and allows them to apply for available jobs instantly, anytime, and anywhere. Human Resources Managers, who supervise the hiring procedures within their departments, stated that Workplace Alaska forces hiring managers to focus on the qualification requirements when selecting applicants for interview and instantly informs them whether an applicant belongs to a minority or is of a sex that is under-utilized. Department officials remain optimistic that Workplace Alaska will boost their efforts to improve their minority and female profiles in the coming years.

The State has incorporated into Workplace Alaska its program called "Expanded Certification," a tool adopted in 1981 to increase minority and female employment in the Executive Branch. The program requires hiring officials to consider minority and female applicants for positions where minorities and females are not adequately represented. The Division of Personnel (and formerly the Office of EEO) generates quarterly reports called the "Expanded Assessment Workforce Under-utilization Report" and the "Expanded Assessment Under-utilization Report for Women" on positions where minorities and women are under-represented. From these reports, the Division, which administers Workplace Alaska, enters the information into the system and identifies applicants that are under-represented when the applicants have voluntarily provided EEO data on their application. When hiring officials pull up the list of applicants on their computers, an icon that looks like a pair of eyeglasses automatically appears beside the names of the under-utilized applicants to indicate that they must be considered. Because the information is readily available to them, hiring managers are able to immediately consider under-utilized applicants without having to contact their Human Resources staff, who are otherwise charged with the responsibility for confidentially maintaining records of the applicants' race, sex, age, or veteran's status.

# SUCCESSFUL EFFORTS

The Investigations Director met with department officials to find out what worked for those departments that achieved gains in minority and female participation in their work forces. The **Department of Administration** posted the highest gain in minority employment among all departments and ranks first in the total number of minority and second in the total number of female employees of all 15 departments in the Executive Branch. In 2002, minorities comprised 27.7 percent of the department's permanent, full-time employees as compared to 22.7 percent in 1999, a 5.0 percent increase. The department's Assistant Commissioner and the Acting Director of the Division of Personnel attribute the increase to several factors. They stated that the rise in the number of minority workers was due in part to a change from Licensed Nurses to Certified Nurse's Aides at the Pioneer Home facilities throughout the state. They also indicated that there is heightened awareness among hiring managers of their EEO responsibilities. The human resources staff provides one-on-one guidance to hiring officials during the recruitment and selection processes and requires them to complete a checklist when considering applicants identified as under-utilized. The department has made it a standard practice to use racially diverse selection teams to fill positions. Department officials also stated that the gain in minority participation is a result of better training for hiring managers on valuing diversity in their workplaces. They indicated that the department had made this training a priority even before Governor Knowles signed Administrative Order 195 which, in part, requires state employees, managers, and supervisors to receive training in diversity issues.

The Department of Revenue showed the highest percentage gain in female participation. In 2002, women comprised 65.6 percent of the department's permanent, full-time employees, up from 59.1 percent in 1999, a 6.5 percent increase. The department also showed an increase in minority participation with 22.7 percent minorities of its permanent, full-time workers in 2002 as compared to 21.0 percent in 1999, a gain of 1.7 percent. The department's Human Resources Manager stated that the increases occurred mostly in the divisions of Child Support Enforcement and Permanent Fund Dividend, agencies that serve a racially diverse clientele and where the directors made conscious efforts to promote diversity in their workforces. As to the jump in the number of female employees, the Human Resources Manager stated that many of the positions in these two divisions are in the Range 16 level and below and that these job classifications tend to attract a large number of female applicants. The manager also indicated that the increase in female employment could be attributed to societal changes as reflected in the higher number of women choosing careers in accounting and auditing as compared to a generation or two ago. She noted that more women are working in professional accounting and auditing positions (Range 19, 20, and higher) and that women occupy some of the top-level tax and investment positions in the department. The Human Resources Manager also credits Workplace Alaska for the rise in minority employment in her department. She indicated that the on-line recruitment system readily identifies under-utilized applicants and provides an opportunity for applicants to expound on their work-related backgrounds, skills, and abilities in the "Applicant Profile" portion of the application. The manager added that these features of Workplace Alaska make it easier for hiring managers to comply with the department's requirement to interview under-utilized applicants who meet the minimum and desired qualifications for positions. She stated that the department's human resources staff is engaged in an on-going effort to educate managers on their equal employment opportunity obligations and has emphasized the importance of diversity training in their divisions.

The Department of Labor and Workforce Development also showed gains in both minority and female employees. In 2002, minorities comprised 19.3 percent and women 61.0 percent of the department's permanent, full-time employees as compared to 17.3 percent and 59.0 percent respectively in 1999, a 2.0 percent increase in each category. The department's Director of Administrative Services and Human Resources Manager each attributed the increase to Workplace Alaska, diversity training for managers, supervisors, and employees, and the department's partnerships with other agencies under the Workforce Investment Initiative. Under this initiative, the department shares facilities throughout the state with mandatory partners to provide "one-stop service" to members of the public for jobs, unemployment insurance benefits, public assistance, job training, vocational rehabilitation, and other employment services. Officials indicated that Workplace Alaska has made employment in state government more available and accessible to Alaskans throughout the state. They say that Alaskans who come to the one-stop service centers are able to apply for available jobs through Workplace Alaska while at the facility and that this has resulted in more minorities and women applying and being hired for positions in the department. Department officials also stated that the department's human resources staff provides guidance to hiring managers when they fill positions. If an applicant does not appear to meet the minimum qualifications for the position applied for, or if the hiring manager is unsure whether an applicant meets the minimum qualifications for a particular position, the human resources staff assists the hiring manager by reviewing the requirements for the position with the manager. Officials stated that they remain optimistic that Workplace Alaska will continue to be a useful tool for the department in improving its minority employment profile. Officials also indicated that the department has been proactive and responsive to the need for training for their staff. They stated that supervisors and managers are required to receive diversity training within their first year on the job and that the department is committed to sending all of its staff to this training.

# BACKSLIDING/BARRIERS

In previous EEO assessments, the Department of Military and Veterans Affairs showed a pattern of increases in both minority and female participation. In 2002, however, the department posted a loss in minority employment while holding its ground on female workers; minorities comprised 14.0 percent and women 28.1 percent of the department's employees as compared to 15.1 percent minorities and 27.3 percent females in 1999, a loss of 1.1 percent in minority and a gain of 0.8 percent in female employment. The department's Human Resources Manager was unable to articulate a basis on which to attribute the decrease in minority participation. She described the loss as a minute fluctuation and that she would be more concerned if the percentage loss were bigger and more statistically significant. She indicated that the department has been consistent in its hiring practices and in its efforts to attract minority and female applicants. The Human Resources Manager cited, as examples, the wide dissemination of its re-advertisement for a vacant administrative assistant position and the department's efforts to make job interviews accessible to applicants by using other state agencies' facilities downtown. She added that the re-advertisement resulted in 52 applications from a good mix of minority and female applicants. She also explained that the department saw the need to conduct job interviews in facilities outside its offices at Fort Richardson, where entrance has been more restrictive since the implementation of post-9/11 heightened security measures. The department continues to require its

hiring managers to interview applicants identified on Workplace Alaska as underrepresented in various job classes in the department. The Human Resources Manager stated that when considering applicants from the under-utilized list, hiring officials are required to complete a checklist before and after a recruitment closes, which they forward to the headquarters office for approval. This checklist includes questions about whether an applicant meets the minimum requirements and, if not, requires the hiring official to explain why or how the applicant fails to meet them. She added that the human resources staff works closely and maintains an on going dialogue with hiring managers throughout the hiring process to ensure that they receive guidance and reminders on their equal employment opportunity obligations.

As it did it 1996 and 1999, the Department of Fish and Game again posted gains in its female workforce in 2002 but made no headway in improving its minority profile in the past three years. In 2002, minorities comprised 6.0 percent and females 41.3 percent of the department's 814 permanent, full-time employees as compared to 6.7 percent minorities and 37.5 percent females of its 726 permanent, full-time workers in 1999. In a meeting with the Commission's Investigations Director, the department's Director of Administrative Services, Human Resources Manager, and Personnel Officer all expressed disappointment over the department's lack of success at improving its minority profile in spite of its continued and vigorous efforts to attract minority applicants. Officials stated that the department has designated its personnel officer to supervise career fairs at different locations throughout the state, maintains on-going educational programs such as biologiststo-schools, hunter education, and "Becoming an Outdoors Woman," and has made available teacher-ready materials on its web site for schoolteachers to use for fish and game related classes. The officials explained that these projects are part of the department's long-term programmatic outreach efforts to generate interest among members of the public and school children in the biological sciences with the goal of increasing its applicant pool for permanent, full-time professional positions and seasonal technical support positions. Officials stated that while they saw a turnover in the last three years of several professional workers who accepted equivalent but higher paying positions with the federal government, the absence of qualified minorities in the applicant pool precluded the department from seizing the opportunity provided by the turnover to hire minority replacements. The science degree requirements for professional positions resulted in a considerable number of

Permanent I	full-time En	ployee	s
Race	Female	Male	Total
African American	259	231	490
Alaska Native	366	307	673
American Indian	105	96	201
Asian	430	305	735
Caucasian	5016	5656	10672
Hispanic	164	141	305
Unknown	21	24	45
Total	6361	6760	13121

2002 State of Permanent F			
Race	Female	Male	Total
African American	3	1	4
Alaska Native	15	1	16
American Indian	1	1	1
Asian	12	3	15
Caucasian	111	21	132
Hispanic	2		2
Unknown	2		2
Total	146	26	172

applicants being dropped from the final applicant pool during the recruitment process due to a lack of qualifying education or experience. Department officials pointed out that while the number of minorities among the department's permanent, full-time employees remains low, its seasonal workforce shows a higher percentage of minority employees. The department provided statistics showing that for the fiscal year ending in June 2002 minorities held 36.0 percent of its 769 non-permanent, part-time, and seasonal jobs and that these positions made up 51.0 percent of the department's total workforce. Officials stated that the department's non-permanent, part-time, and seasonal employees are vital to the department's mission of preserving and managing the state's fish and game resources and to the economy of rural Alaska. They also indicated that the department's seasonal positions are more attractive to minority workers in rural Alaska and that the traditional seasonal occupations in rural Alaska could be a barrier to the department's efforts to increase minority participation in its permanent, full-time workforce.

During the last three years, the Department of Natural Resources posted losses in both its minority and female profiles. In 2002, despite an increase of 10.0 percent in the total number of permanent, full-time employees, minorities comprised 8.7 percent of the department's 538 workers and women 46.5 percent, as compared to 9.7 minorities and 47.2 females in 1999, a loss of 1.0 percent in minority and 0.7% in female participation. The department's new Commissioner attributes the losses to the retirement of many career employees at all levels within the agency and, in particular, the retirement of a number of senior female managers from state service during the last three years. He also cited the recent change in administration and subsequent resignations of politically appointed staff as factors that contributed to the decreases. The Commissioner stated that he, along with his Division Directors and Human Resources Manager, is committed to improving the percentages of minority and female participation in the department's workforce, and that this expectation is communicated regularly and is a standard on which directors and managers are evaluated in their overall performance ratings. Although the statistics do not reflect positive results, the Commissioner indicated that the department's Division Directors and human resources staff had made efforts to increase the number of minority and female workers in the department. When filling vacancies, the department's human resources staff works closely with hiring managers throughout all steps in the hiring process. Hiring officials are required to interview at least one applicant from each group identified on

2002 State of Permanent S			
Race	Female	Male	Total
African American	5	6	11
Alaska Native	36	69	105
American Indian	7	11	18
Asian	11	11	22
Caucasian	385	727	1112
Hispanic	12	14	26
Unknown	1	2	1
Total	457	840	1297

	Branch	Females Empl of Alaska Stat me, Permanen 1993 - 20	e Governme t Part-time a	ent
Year	Minorities	Percentage	Females	Percentage
1993	2044	15.1	6149.0	45.4
1994	2026	15.0	6121.0	45.4
1995	2058	15.1	6224.0	45.6
1996	2086	15.3	6242.0	45.7
1997	2191	16.4	6152.0	45.9
1998	2274	16.8	6301.0	46.4
1999	2320	17.1	6367.0	46.8
2000	2405	17.4	6584.0	47.5
2001	2551	17.8	6784.0	47.4
2002	2624	18.0	6964.0	47.7

Workplace Alaska as being under-utilized and the human resources staff reviews the underutilization reports provided by the Office of EEO when filling seasonal positions that are not posted on Workplace Alaska. The human resources staff reviews and approves all hiring decisions before making any employment offers. The Commissioner indicated that his department plans to continue to work on fulfilling its commitment to increase minority and female participation in the department by ensuring that hiring managers are trained and cognizant of legal hiring processes and the department's EEO goals.

# THE ROLE OF THE OFFICE OF EEO

In December 2002, Governor Frank Murkowski transferred the responsibilities and functions of the former Office of EEO from the Office of the Governor to the Department of Administration, Division of Personnel. Officials of selected departments interviewed for this report indicated that they welcome this change and that it is more practical for the Division of Personnel to be responsible for overseeing the State's equal employment opportunity programs. They expressed confidence that the Division of Personnel would provide more accurate and more reliable workforce statistics and better training for their staff on equal employment opportunity issues. They also indicated that they expect the Division of Personnel to be better able to work with them on adopting affirmative action goals for their departments.

In 1999, the former director of the Office of EEO stated that by updating the Office's computer system and verifying statistical data extracted by its new computer software, the Office of EEO was poised to provide departments with more accurate workforce statistics. The former director also indicated that until this verification was complete, the Office of EEO could not implement the State's Affirmative Action Plan, which former Governor Tony Knowles signed on February 27, 1998. The former Office of EEO director explained that departments could not adopt affirmative action programs and set goals for their departments until the statistics had been verified and they had received accurate statistical data. The former director also stated that the Office of EEO planned to continue to provide departments with quarterly under-utilization reports and be more responsive to the training needs of the departments in the executive branch by providing training on various EEO topics and making frequent inquiries of Commissioners and Human Resources Managers about their department's training needs.

### Alaska Native/Native Americans Employed by the State of Alaska Permanent Full-time, Permanent Part-time and Permanent Seasonal 1993-2002 Percentage of Number Workforce Year Employed 1993 907 6.7 1994 848 6.3 853 1995 6.3 5.7 1996 782 1997 866 6.5 1998 910 6.7 1999 924 6.8 920 6.6 2000 2001 971 6.8 6.9 2002 1014

Permane	an Americans Emp State of Alas ent Full-time, Perm and Permanent So 1993 - 2002	ka nanent Part-time sasonal
Year	Number Employed	Percentage of Workforce
1993	428	3.2
1994	430	3.2
1995	430	3.2
1996	439	3.2
1997	445	3.3
1998	457	3.4
1999	455	3.3
2000	482	3.5
2001	510	3.6
2002	505	3.5

Officials of departments interviewed for this report stated that with the exception of the quarterly under-utilization reports, which they received regularly, the accuracy of the statistics they received from the former Office of EEO continued to be lacking. They further indicated that they had not been contacted by the former Office of EEO on developing affirmative action programs for their departments or on providing technical assistance to increase minority and female participation in their workforces. Department officials stated that they relied upon the Division of Personnel in the Department of Administration to fill their training needs. They indicated that they had received notice from the former Office of EEO about training courses the Office was offering and the courses' objectives. When department officials asked to review the content of the training courses, they stated that they did not receive a response and that since then they had not heard from the former Office of EEO on training issues. Some officials added that the feedback they received from their staff on previous Office of EEO training sessions was unfavorable and that many staff members questioned the usefulness of these sessions. With regard to internal EEO complaints filed by employees against their departments, some of the Human Resources Managers stated that their dissatisfaction over how the former Office of EEO handled these internal complaints was the lack of notification about whether the complaints were still pending or dismissed.

Officials of the selected departments interviewed for this report called for the Division of Personnel, in its role of overseeing the State's equal employment opportunity program, to provide them with accurate and timely statistical data and to continue to provide training to their managers, supervisors, and staff. Some requested that the Division of Personnel educate state agencies on processing procedures for the different forums that their employees may utilize to file ADA and FMLA/AFLA requests, discrimination complaints, and union grievances.

### Hispanics Employed by the State of Alaska Permanent Full-time, Permanent Part-time and Permanent Seasonal 1993-2002 Number Percentage of Workforce Year **Employed** 1993 237 1.8 1994 250 1.9 1995 248 1.8 1996 285 2.1 1997 279 2.1 1998 281 2.1 1999 296 2.2 307 2.2 2000 2001 333 2.3 2002 333 2.3

	actfic islanders Er State of Alas ent Full-time, Perm and Permanent Se 1993-2002	ka nanent Part-time nasonal
Year	Number Employed	Percentage of Workforce
1993	472	3.5
1994	498	3.7
1995	527	3.9
1996	580	4.3
1997	601	4.5
1998	626	4.6
1999	645	4.7
2000	696	5.0
2001	737	5.1
2002	772	5.3

The Acting Director of the Division of Personnel stated that the two priorities for the Division are 1) to review and make the information and statistics contained in the quarterly under-utilization reports more accurate and reliable for the departments to rely upon, and 2) to review and update regulations that have been drafted to carry out the State's EEO statute. Once these twin priorities are accomplished, the Division plans to update the State's Affirmative Action Plan based on the 2000 census data and to work with the departments to implement the plan. The Acting Director also stated that along with its responsibility for providing diversity training for all state agencies under an administrative order issued in 2002, the Division plans to continue to provide EEO training to the various departments to enable them to achieve their equal employment opportunity goals. The Acting Director reported that between September and the end of December 2002, the Division conducted ten classes for supervisors on "Managing Diversity," and seven classes for employees on "Valuing Diversity." The Acting Director stated that she expects Division of Personnel staff to conduct between 60 to 100 of these classes by the end of May 2003.

Pen	of Alaska State Gov manent Full-time, Perm and Season 1993 - 2002	anent Part-time
Year	Number of Alaska Natives Employed	Percentage of Total Workforce
1993	650	4.8
1994	602	4.5
1995	613	4.5
1996	642	4.7
1997	644	4.8
1998	684	5.0
1999	703	5.2
2000	702	5.1
2001	758	5.3
2002	794	5.4

		Permanent Full- 2002 Monthly Ave		
Salary Group	All Employees in Salary Range	Percentage of All Employees in Salary Range	Total Minority Employees in Salary Range	Percentage of Minorities in Salary Range
>6999	526	4.0	40	7.6
6000-6999	827	6.3	83	10.0
5000-5999	1681	12.8	165	9.8
4000-4999	3009	22.9	412	13.7
3000-3999	3177	24.2	649	20.4
2000-2999	2584	19.7	743	28.8
<2000	1316	10.0	311	23.6
Total	13120	100.0	2403	18.3

		Permanent Full-1 2002 Monthly Ave	00.7 m	
Salary Group	All Employees in Salary Range	Percentage of All Employees in Salary Range	Total Female Employees in Salary Range	Percentage of Females in Salary Range
>6999	526	4.0	96	18.3
6000-6999	827	6.3	181	21.9
5000-5999	1681	12.8	507	30.2
4000-4999	3009	22.9	1110	36.9
3000-3999	3177	24.2	1728	54.4
2000-2999	2584	19.7	1933	74.8
<2000	1316	10.0	806	61.2
Total	13120	100.0	6361	48.5

# MINORITIES EMPLOYED IN THE EXECUTIVE BRANCH OF ALASKA STATE GOVERNMENT PERMANENT FULL-TIME 1999 AND 2002

	1999			2002			Minority
Department	Total Employees	Minorities	Percentage	Total Employees	Minorities	Percentage	Percentage Increase/ Decrease
Administration	1236	281	22.7	1292	358	27.7	+5.0
Community and Economic Development	410	79	19.3	435	86	19.8	+0.5
Corrections	1256	255	20.3	1354	273	20.2	-0.1
Education and Early Development	382	55	14.4	448	67	15.0	+0.6
Environmental Conservation	407	45	11.1	442	52	11.8	+0.7
Fish and Game	726	49	6.7	814	49	6.0	-0.7
Governor's Office	168	21	12.5	127	14	11.0	-1.5
Health and Social Services	1961	434	22.1	2233	499	22.3	+0.2
Labor and Workforce Development	683	118	17.3	792	153	19.3	+2.0
Law	402	43	10.7	420	51	12.1	+1.4
Military and Veterans Affairs	205	31	15.1	242	34	14.0	-1.1
Natural Resource	487	47	9.7	538	47	8.7	-1.0
Public Safety	693	126	18.2	702	133	18.9	+0.7
Revenue	433	91	21.0	453	103	22.7	+1.7
Transportation and Public Facilities	2660	431	16.2	2829	484	17.1	+0.9
Totals	12109	2106	17.4	13121	2403	18.3	+0.9

# RANKING DEPARTMENTS BY PERCENTAGE OF MINORITIES

Department	2002 Totals		
Administration	27.7		
Revenue	22.7		
Health and Social Services	22.3		
Corrections	20.2		
Community and Economic Development	19.8		
Labor and Workforce Development	19.3		
Public Safety	18.9		
Transportation and Public Facilities	17.1		
Education and Early Development	15.0		
Military and Veterans Affairs	14.0		
Law	12.1		
Environmental Conservation	11.8		
Governor's Office	11.0		
Natural Resources	8.7		
Fish and Game	6.0		

# FEMALES EMPLOYED IN THE EXECUTIVE BRANCH OF ALASKA STATE GOVERNMENT PERMANENT FULL-TIME 1999 AND 2002

		1999			2002		Female
Department	Total Employees	Females	Percentage	Total Employees	Fernales	Percentage	Percentage Increase/ Decrease
Administration	1236	842	68.1	1292	887	68.7	+0.6
Community and Economic Development	410	250	61.0	435	256	58.9	-2.1
Corrections	1256	420	33.4	1354	460	34.0	+0.6
Education and Early Development	382	243	63.6	448	292	65.2	+1.6
Environmental Conservation	407	198	48.6	442	221	50.0	+1.4
Fish & Game	726	272	37.5	814	336	41.3	+3.8
Governor's Office	168	118	70.2	127	96	75.6	+5.4
Health and Social Services	1961	1281	65.3	2233	1467	65.7	+0.4
Labor and Workforce Development	683	403	59.0	792	483	61.0	+2.0
Law	402	264	65.7	420	273	65.0	-0.7
Military and Veterans Affairs	205	56	27.3	242	68	28.1	+0.8
Natural Resource	487	230	47.2	538	250	46.5	-0.7
Public Safety	693	246	35.5	702	251	35.8	+0.3
Revenue	433	256	59.1	453	297	65.6	+6.5
Transportation and Public Facilities	2660	674	25.3	2829	724	25.6	+0.3
Totals	12109	5753	47.5	13121	6361	48.5	+1.0

# RANKING DEPARTMENTS BY PERCENTAGE OF FEMALES

Department	2002 Totals		
Office of the Governor	75.6		
Administration	68.7		
Health & Social Services	65.7		
Revenue	65.6		
Education and Early Development	65.2		
Law	65.0		
Labor and Workforce Development	61.0		
Community and Economic Development	58.9		
Environmental Conservation	50.0		
Natural Resources	46.5		
Fish & Game	41.3		
Public Safety	35.8		
Corrections	34.0		
Military and Veterans Affairs	28.1		
Transportation and Public Facilities	25.6		

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