

State of Alaska
2022
Progress Report
on
Equal Employment Opportunity
and Affirmative Action
in Alaska State Government



Michael J. Dunleavy
Governor

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Preface

This 2022 Progress Report is filed with the Governor and the Legislature in accordance with Alaska Statute 39.28.020(a)(12).¹ 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 2022 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. Particularly pertinent during this unprecedented time is that this report does not capture the number of short-term and long-term non-permanent employees who were hired to support the State’s response to the global COVID-19 pandemic.

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, 2021, which is consistent with the annual Workforce Profile and biennial federal EEO-4 report. Historical data between 1995 and 2021 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

¹ AS 39.28.020(a)(12) – The director of the division of personnel shall “prepare and submit an annual report to the governor and the legislature by February 15 on the progress and problem areas in the equal employment opportunity program and the implementation of the affirmative action plan.”

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 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 are welcome to submit feedback in writing to:

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February 2022

Introduction

This Report reflects workforce demographic data as of June 30, 2021 under Governor Michael J. Dunleavy's Administration. Executive Branch employees are diverse and range in age from 18 to 81 years old. Millennials (people born between 1981 and 1996) make up the largest generation in our workforce. The size of the Executive Branch workforce continued its downward trend and is now at 14,308 employees (down by 68 employees) in our 15 departments. Ten years ago, we had over a thousand more employees at 15,858.ⁱ

According to state economist Paul Martz, public sector jobs in the federal, state, and local governments are projected to decline.ⁱⁱ As our state government becomes smaller, attracting and retaining the best workforce is vital to Alaska's success. Effectively managing a smaller and increasingly more diverse workforce is essential to meeting State government's crucial responsibilities to all Alaskans.

Knowledge of Alaska's labor force and population gives Executive Branch leaders and managers awareness of how and where we need to continue to change to be an employer of choice. Alaska's overall population rose by 745 in the past year to 734,323, still a dip from the high of 742,874 seen in 2016. Millennials are now the largest generation in both the U.S. labor force and in the Executive Branch workforce. Added to that fact is that millennials are the most racially and ethnically diverse adult generation in our nation's history.ⁱⁱⁱ

The Pew Research Center projects the United States will not have a single ethnic or racial majority by 2055. 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.^{iv}

This Reports reflects continuing low numbers of women and BIPOC (Black, Indigenous, and People of Color) employees particularly in the science, technology, engineering, and math (STEM) fields. The Pew Research Center reports that nationally women make up a large majority of all workers in the health-related fields, but remain underrepresented in the physical sciences, computing, and engineering. Black and Hispanic adults are less likely to earn degrees in STEM than other degree fields, and they continue to make up a lower share of STEM graduates relative to their share of the adult population. And while women now earn a majority of all undergraduate and advanced degrees, they remain a small share of degree earners in fields like engineering and computer

science – areas where they are significantly underrepresented in the work force. The long-term outlook for diversity in the STEM workforce is closely tied to representation in the STEM educational system, particularly across the nation's colleges and universities. According to the Pew Research Center, the higher education pipeline suggests a long path ahead for increasing diversity in most STEM fields in the labor force.^v

BIPOC = Black, Indigenous, and People of Color

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.^{vi} 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 chart below compares Alaska's population with that of the nation in seven race/ethnicity groupings.^{vii}

Race/Ethnicity	Alaska	United States
White (Alone)	65.3 %	76.3 %
African American (Alone)	3.7 %	13.4%
Alaska Native or American Indian (Alone)	15.6 %	1.3 %
Asian (Alone)	6.5 %	5.9 %
Native Hawaiian or Other Pacific Islander (Alone)	1.4 %	0.2 %
Two or More Races	7.5 %	2.8%
Hispanic or Latino	7.3%	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.^{viii} The Anchorage School District (ASD), the largest in the State and one of the 100 largest districts in the United States, reports a total population of 47,624 students. Its “minority” student population exceeds its white student population. According to ASD's Ethnicity Report for the 2021-2022 school year, non-white students make up 59.69 percent of the student population versus

white students who make up 40.31 percent.^{ix} 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.^x Likewise, the Juneau School District reports its student population is now 48 percent white.^{xi} The Matanuska-Susitna Borough School District with just under 20,000 students reports 68 percent of its students are white.^{xii}

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 2021, Gubernatorial Proclamations and initiatives included^{xiii}:

- **Dr. Martin Luther King, Jr. Day** – January 18, 2021
- **Black History Month** – February 1, 2021
- **Elizabeth Peratrovich Day** – February 16, 2021
- **Cancer Awareness Day** – February 4, 2021
- **Rare Disease and Disorder Day** – February 28, 2021
- **Vietnam Veterans Day** – March 29, 2021
- **Denim Day** – April 28, 2021
- **Mental Health Awareness Month** – May 1, 2021
- **Older Americans Month** – May 1, 2021
- **Correctional Officers Week** – May 2, 2021
- **National Day of Prayer** – May 6, 2021
- **Nurses Week and School Nurses Day** – May 6, 2021
- **Peace Officers Memorial Day and Alaska Law Enforcement Week** – May 9, 2021
- **Juneteenth Day** – June 19, 2021
- **Korea-Alaska Friendship Day** – June 26, 2021
- **Muscular Dystrophy Awareness Month** – August 1, 2021
- **Alaska Employ People with Disabilities Week** – October 3, 2021
- **Recognition of Filipino History Month** – October 28, 2021
- **Alaska Native Heritage Month** – November 1, 2021
- **Women Veterans Day** – November 9, 2021
- **Veterans and Remembrance Day** – November 11, 2021
- **People First Initiative** – December 15, 2021
- **50th Anniversary of the Alaska Native Claims Settlement Act** – December 18, 2021

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

The 2022 Progress Report shows modest overall improvement in the number of BIPOC employees (up 96 employees) but 69 less women in the Executive Branch. The percentages of both women and BIPOC employees improved in higher paying positions (Range 18 and above). This Report's data draw date is June 31, 2021 during the COVID-19 pandemic but before the so-called "Great Resignation" in the fall of 2021. Next year's Report will give a broader time frame to determine effects associated with the pandemic. A number of studies have shown gender and racial disparities widened in the nation's labor force as a result of the pandemic.^{xiv}

This Report focuses on two areas: current incumbency levels of BIPOC employees 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.² 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 BIPOC workers 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 BIPOC employees in the Executive Branch, additional change is warranted, particularly in areas of occupational segregation and the underrepresentation of Alaska Native employees in our workforce.

BIPOC = Black, Indigenous, and People of Color

This year's Report reflects a greater number of BIPOC employees in the Executive Branch than the previous year (3,447 increase to 3,543), and it reveals the overall total percentage of BIPOC employees slightly increased from 24.0 to 24.8 percent. Despite the Executive Branch's reduction in its overall workforce, the percentage of BIPOC employees marginally rose in every race/ethnicity category except Alaska Native or American Indian, which saw a decrease from 6.7 percent in 2020 to 6.5 percent in 2021. Asian employees represent the largest racial minority group in the Executive Branch workforce at 7.9 percent. BIPOC employees continue to

² 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).

be concentrated in "Service-Maintenance" positions. The percentage of white employees in the Executive Branch shrank from 76.0 percent to 75.2 percent.

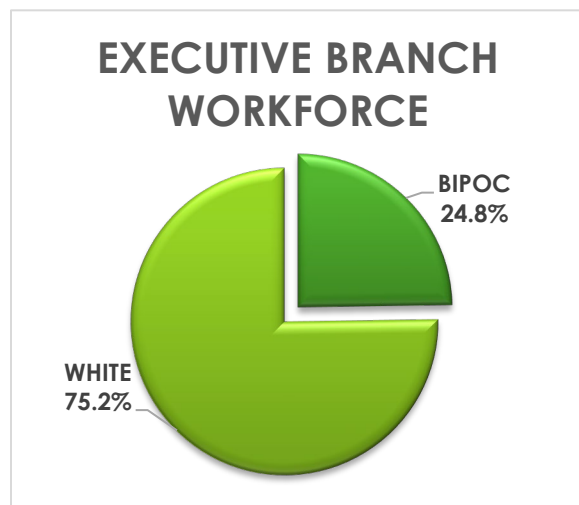
Women represent almost 48 percent of all Executive Branch employees. There are currently 6,854 women employees in the Executive Branch, a decrease from last year's report of 6,923 women. Women continue to have the highest concentration in "Administrative Support" positions at 77.7 percent and low representation in "Protective Service Workers" and "Skilled Craft Workers." However, women dominate in overall percentages in nine of our 15 departments.

BIPOC Employment in the Executive Branch

Current Outlook

Employees from BIPOC groups now comprise 24.8 percent of the State's Executive Branch workforce. This represents 3,543 people and is a modest improvement from last year's 24.0 percent. Most significantly, however, it is the highest percentage and number on record. While our workforce is made up of 24.8 percent BIPOC groups, the U.S. Census reports the Alaskan Civilian Labor Force (CLF) is comprised of 31.6 percent racial minorities.^{xv} (See Exhibits 1 and 2)

Exhibit 1

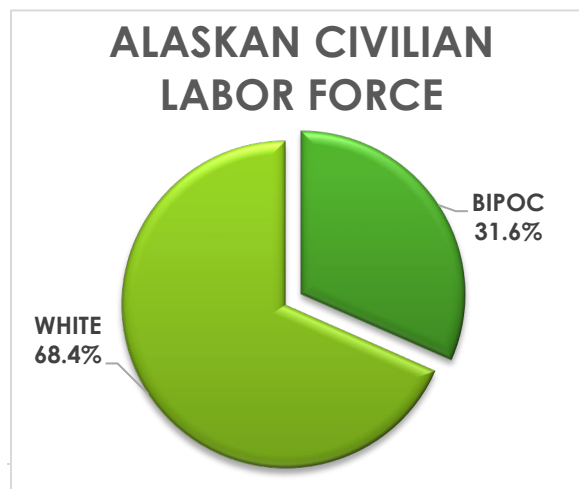


As the data for this report is drawn as of June 30, 2021, next year's report should reflect the full impact of the so called "Great Resignation." The Great Resignation was widely reported as beginning in early 2021 in response to the global COVID-19 pandemic when workers quit jobs en masse nationally. The overall Executive Branch BIPOC workforce numbers saw a small decrease in total number of employees (14,376 to 14,308) and a notable gain, albeit small, in

numbers of BIPOC employees (3,447 to 3,543).

BIPOC = Black, Indigenous, and People of Color

Exhibit 2



This Progress Report relies on data from the federal U.S. Census Bureau, which uses American Community Survey data. This allows us to compare the Executive Branch workforce numbers to the most recent labor force data available.

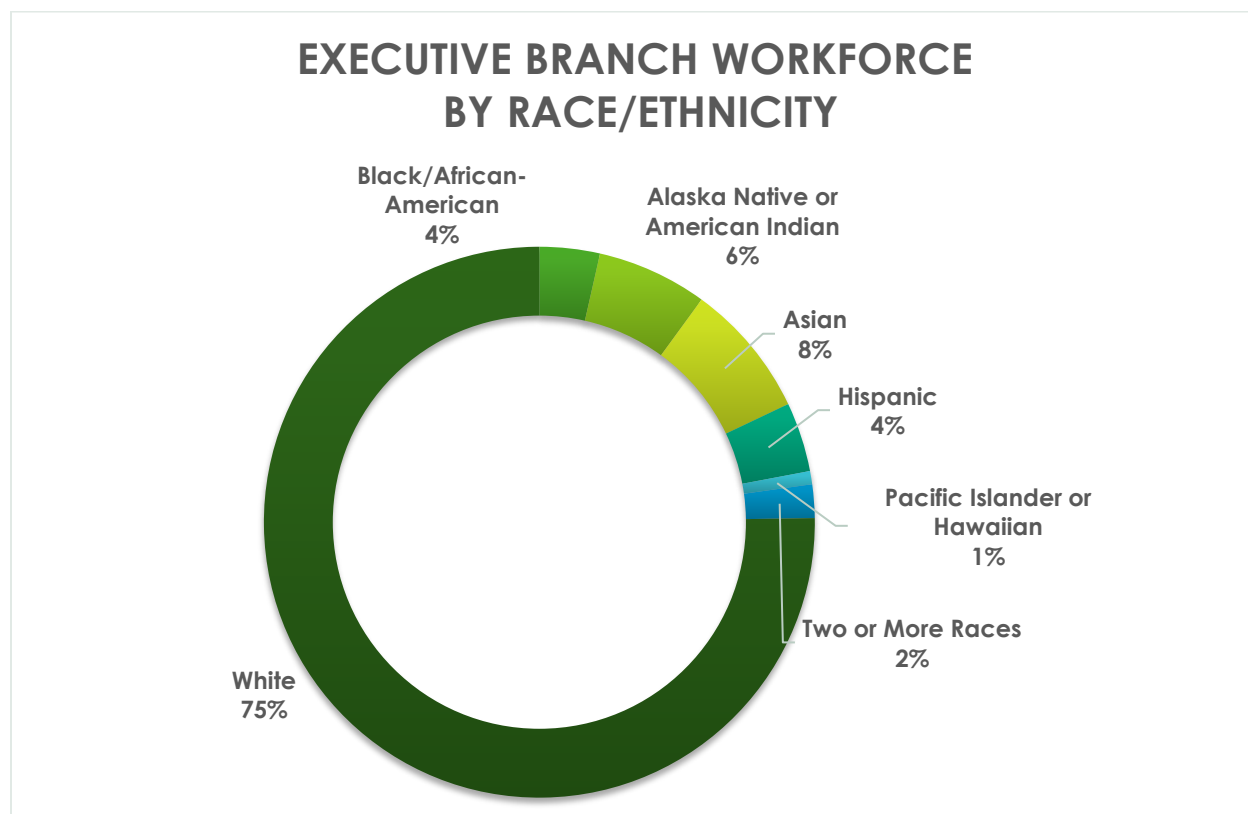
Because of the different categories of information collected and the different

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 shows the Executive Branch workforce broken down by seven race/ethnicity groups as of June 30, 2021. In 2017, the federal U.S. Equal Employment Opportunity Commission expanded its five race/ethnicity categories to the current seven:³

- 1) Alaska Native or American Indian (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.

Exhibit 3



When broadly comparing our current workforce demographics to that the Alaska Civilian Labor Force (see Exhibit 4), the gap in Alaska Native or American Indian

³ For definitions of the current race and ethnic categories, please see Page 36 in the Appendix.

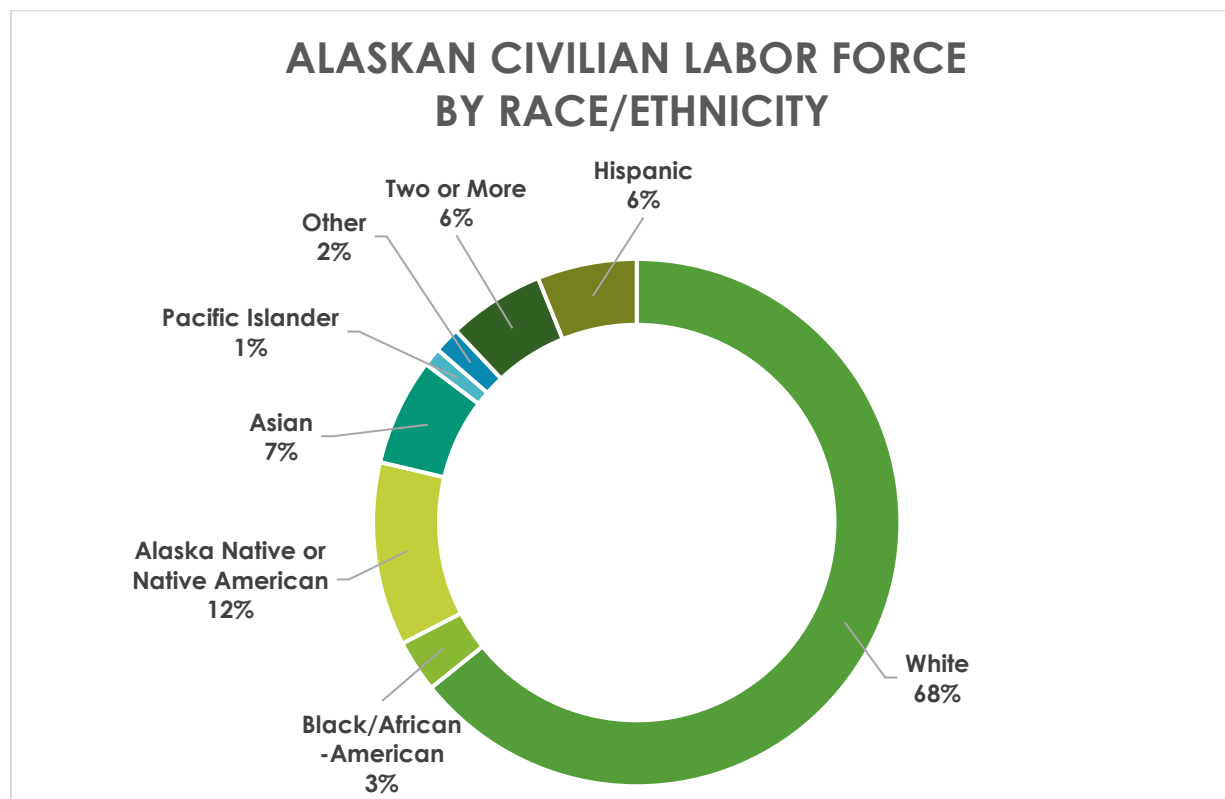
employees continues to be apparent. The gap slightly widened from last year's report of 5.3 to this year's 5.5 percentage points. The underlying data shows the Executive Branch lost 30 employees who identify as Alaska Native or American Indian since last year's report. Alaska Native peoples are made up of many distinct cultures. Indigenous peoples of Alaska include Iñupiat, Yup'ik, Aleut, Eyak, Tlingit, Haida, Tsimshian, and Athabaskan cultures. Most Alaska Native peoples

BIPOC = Black, Indigenous, and People of Color

live in rural Alaska although the urban Native population has grown.^{xvi} 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.

Broad comparisons of the data sets show that the Executive Branch workforce is underrepresented in two BIPOC groups – Alaska Native or American Indian employees and Hispanic employees – as well as those who identify as “two or more races.” The data shows that the Executive Branch is not underrepresented in employees who identify as African-American/Black, Asian, or Pacific Islander.

Exhibit 4



To get a true picture of BIPOC employees in State government, it is important to look at the distribution within the workforce. Examining job categories and salary levels can show occupational segregation or pay ceilings. While the most current data reveals improvement in the percentages of BIPOC employees in higher level and higher paying Executive Branch positions, it also shows significant occupational segregation in Service-Maintenance positions. (See Exhibits 5 and 8)

The U.S. Equal Employment Opportunity Commission (EEOC) uses eight occupational job categories to study employment equity.⁴ Those categories are:

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

DID YOU KNOW?

The demographic group with the longest average years of public service in the Executive Branch are our Asian employees.

ASIAN ≡ 10.1 YEARS

BLACK ≡ 9.5 YEARS

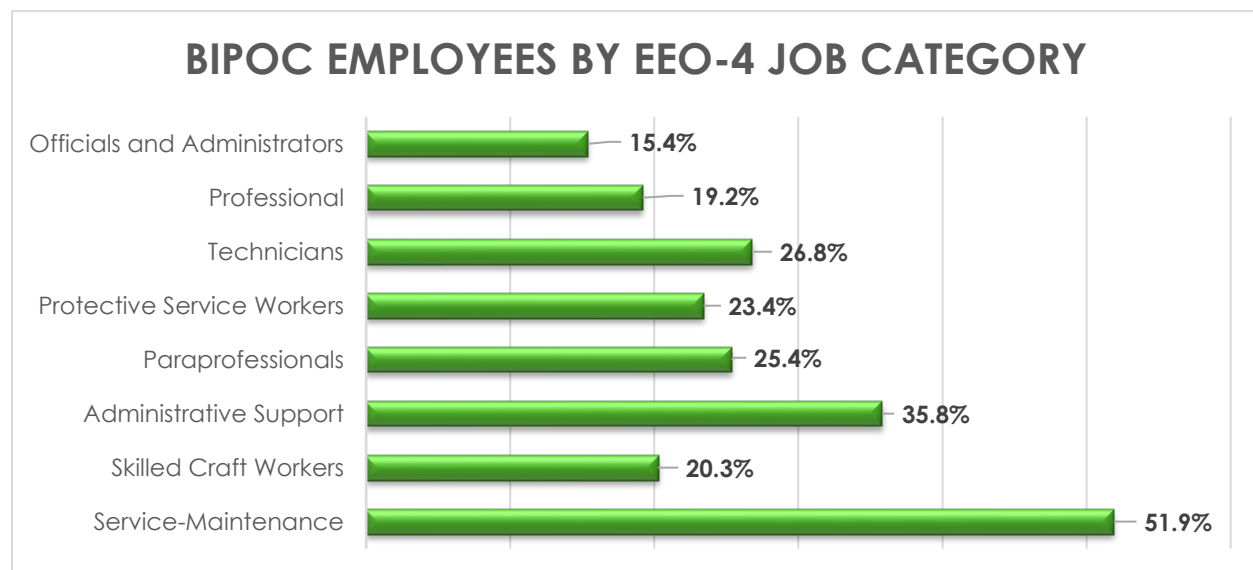
WHITE ≡ 9.5 YEARS

ALASKA NATIVE ≡ 9.2

HISPANIC ≡ 7.6

PACIFIC ISLANDER ≡ 2.7

Exhibit 5



⁴ For definitions of each job category, see Appendix on Pages 39 and 40.

Exhibits 5 shows the percentages of BIPOC employees in those eight categories. The EEOC requires state and local governments to submit biennial reports (EEO-4 Survey) showing the representation of men and women in seven racial/ethnic groups in these eight job categories.

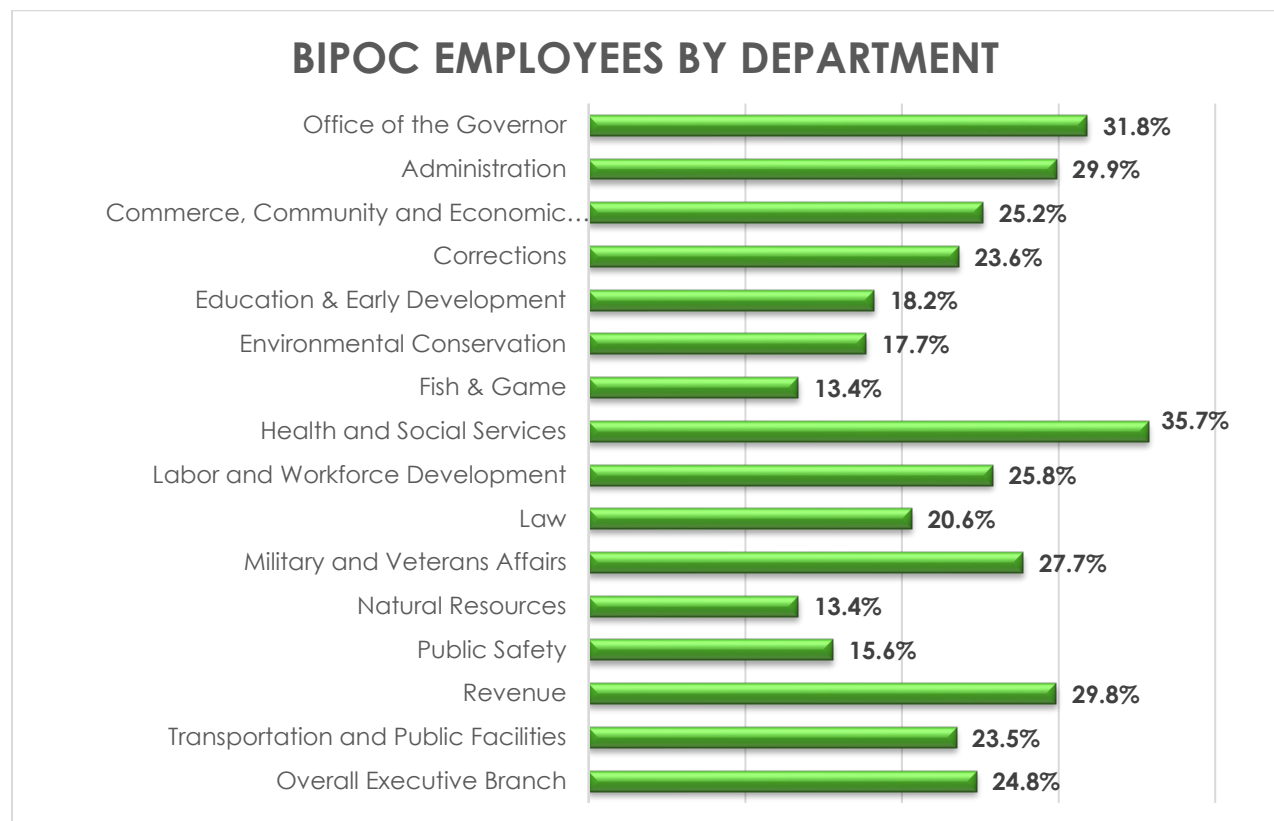
Over half of our Service-Maintenance positions are held by BIPOC employees. Underlying data reveals that 51.7 percent of our BIPOC employees in Service-Maintenance positions are women. While BIPOC employees make up 24.8 percent of our total workforce, they hold 15.4 percent of the jobs held by “Officials and Administrators” and 19.2 percent of jobs classified as “Professionals.”

Exhibit 6 shows the percentages of BIPOC employees in each of the 15

BIPOC = Black, Indigenous, and People of Color

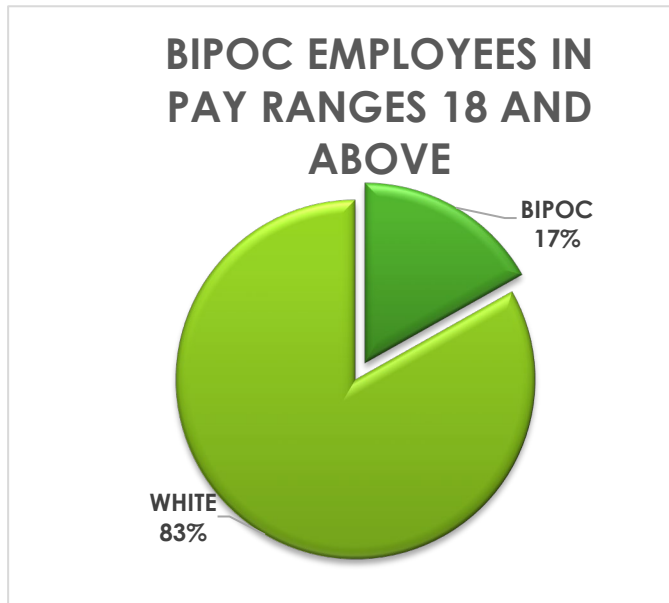
departments in the Executive Branch as of this report’s data draw date of June 30, 2021. Overall, the Executive Branch realized an overall 0.8 percentage point gain in BIPOC employees. The largest gain was seen by the Office of Governor from last year’s 24.0 percent to this year’s 31.8 percent.

Exhibit 6



The Department of Health & Social Services (DHSS) continues to have the highest percentage and highest number at 1,042 of BIPOC employees while the departments of Fish & Game and Natural Resources have the lowest percentages.

Exhibit 7



It is interesting to note that of DHSS's 1,042 BIPOC employees, 703 or 67 percent of them are women. In fact, of the Executive Branch's 3,543 BIPOC employees, 53 percent are women.

Exhibits 7 and 8 show the percentage of BIPOC employees in pay ranges 18 and above. These positions include non-appointed senior professional and managerial levels. As of June 30, 2021, there are a total of 5,186 positions in the Executive Branch jobs that fall in this

grouping and BIPOC employees filled 873 or 16.8 percent of them.

Ten departments increased their number of BIPOC employees, most notably the Office of Governor and the departments of Health & Social Services and Natural Resources.

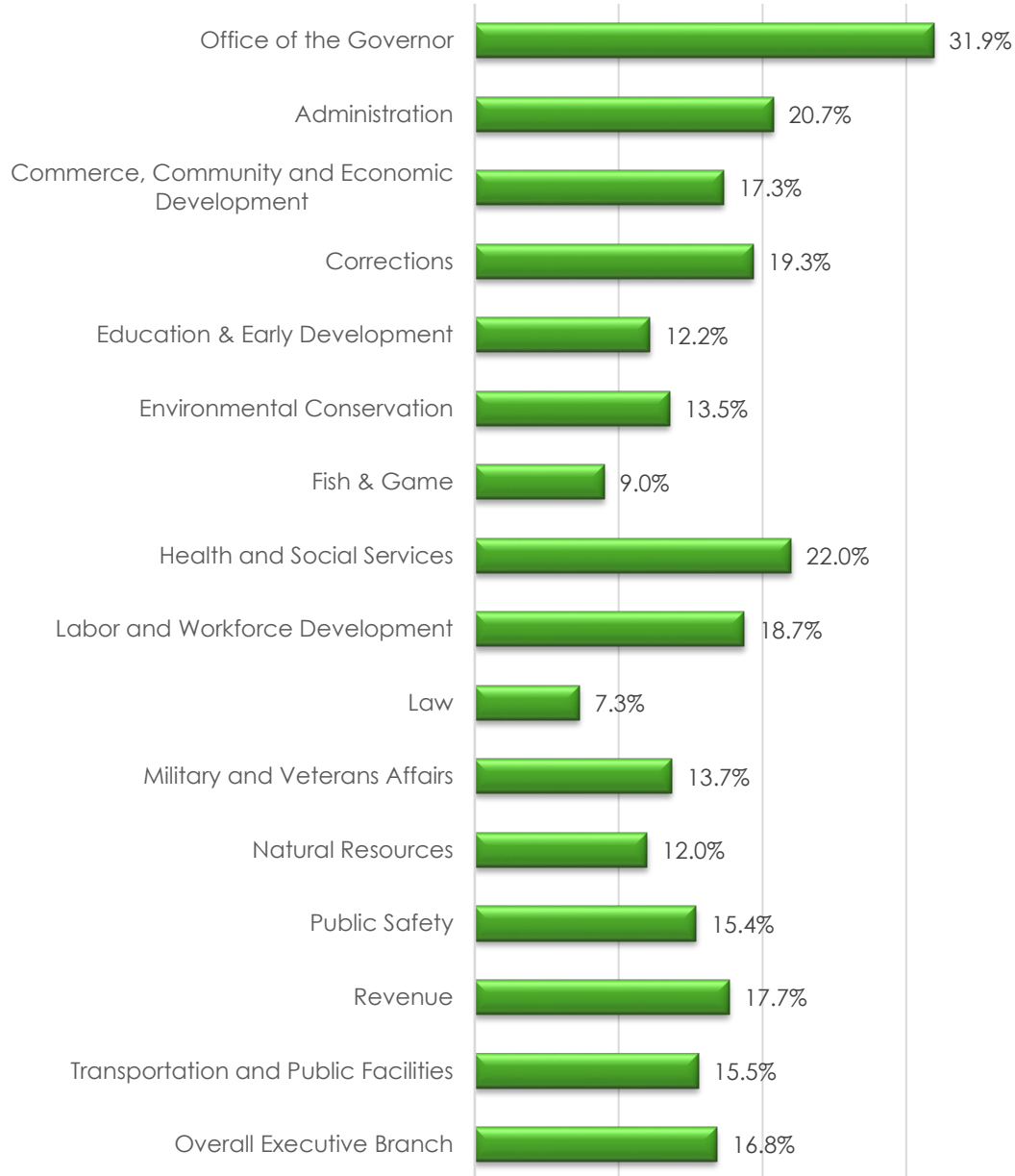
The Executive Branch improved to 16.8 percent (from 16.0 percent) in BIPOC employees in these higher paid positions. The Department of Law continues to have the least percentage of BIPOC employees in higher level positions.

DID YOU KNOW?

The Alaska Department of Fish & Game is seeking formal proposals on how to increase recruitment and retention. This is part of a strategic effort lead by the Department's Respectful Workplace Committee to improve recruitment and retention of a diverse and dedicated workforce.

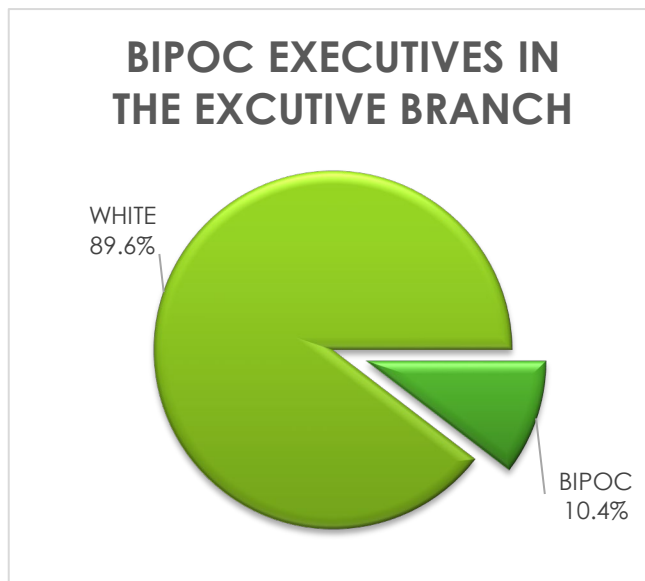
Exhibit 8

BIPOC EMPLOYEES IN PAY RANGES 18 AND ABOVE BY DEPARTMENT



BIPOC = Black, Indigenous, and People of Color

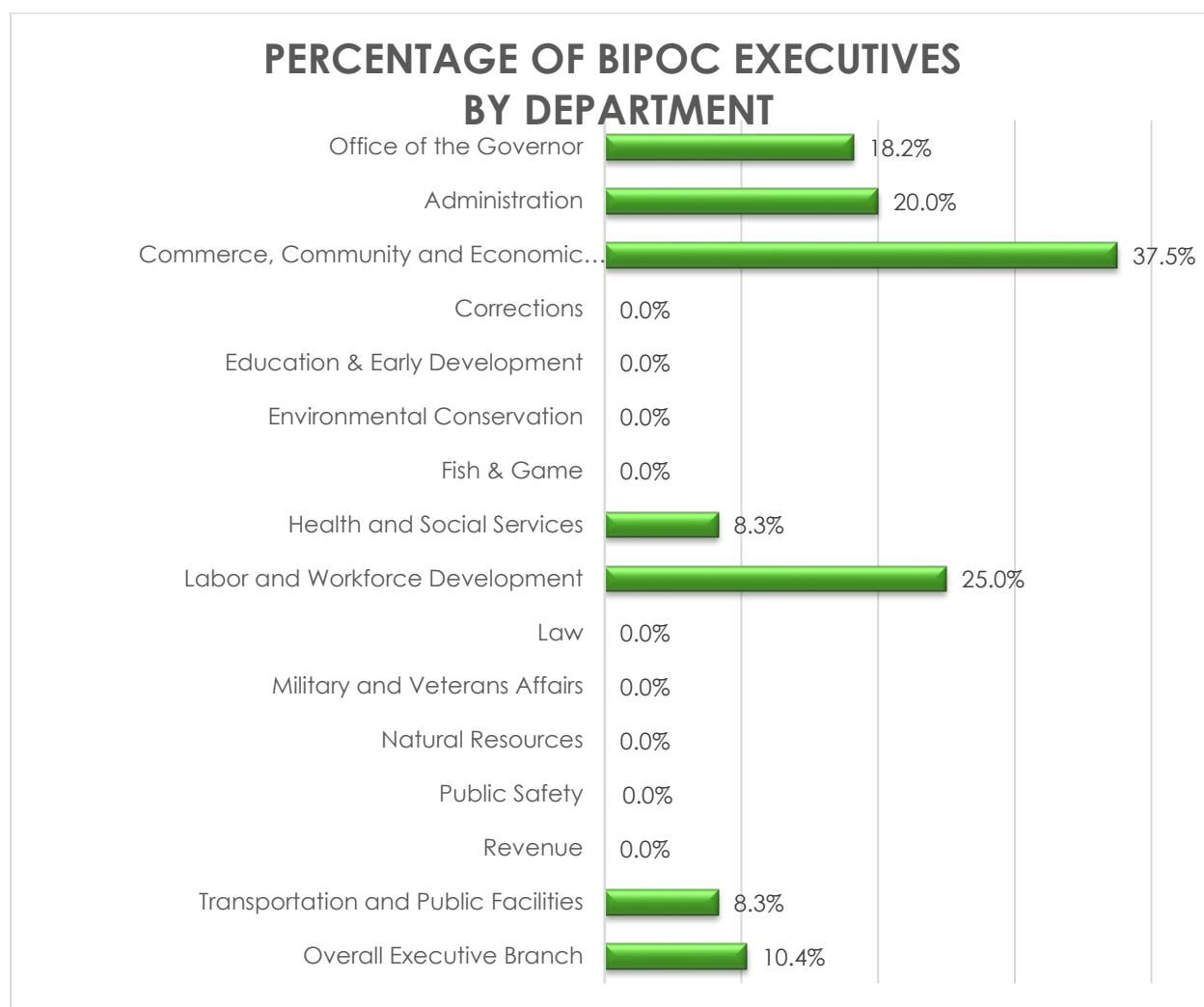
Exhibit 9



Exhibits 9 and 10 reflect data regarding only 125 positions – executives – in the Executive Branch as of June 30, 2021. This small data set consists of positions such as Commissioners, Chiefs of Staff, Deputy Commissioners, Deputy Chiefs of Staff, and Directors.

While nine of the departments did not have any high-level BIPOC executives, the overall percentage increased to 10.4 percent from last year's 8.4 percent.

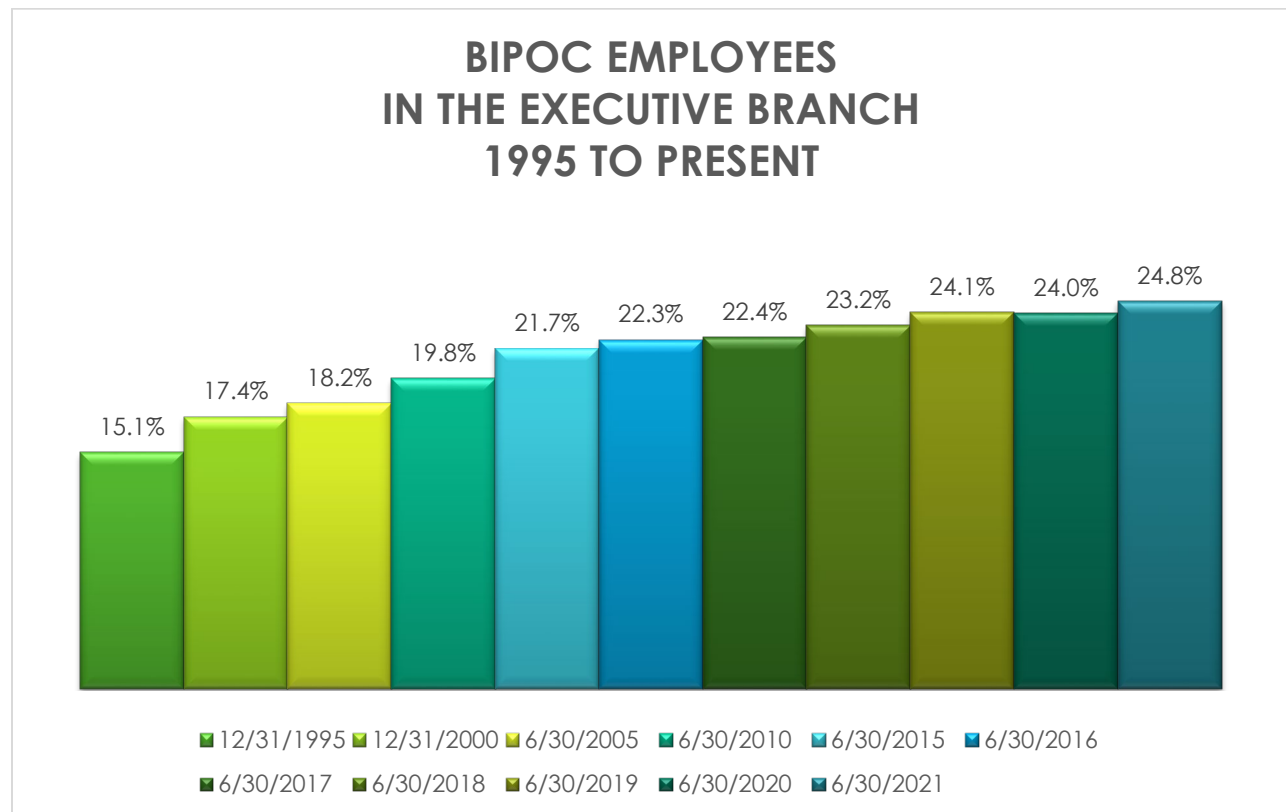
Exhibit 10



Historical Trends: 1995 to Present

The state continued to extend its decades-long overall trend of increasing minority employment within its Executive Branch. As Exhibit 11 illustrates, the State set a record high in the percentage of minority employees within the Executive Branch workforce overall in 2021.

Exhibit 11



The record high of 24.8 percent represents 3,543 BIPOC employees. Historically, more people who identify as BIPOC 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).

BIPOC = Black, Indigenous, and People of Color

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.^{xvii} 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.^{xviii}

DID YOU KNOW?

All five generations are represented in the Executive Branch workforce with Millennials being the highest at 47%, followed by Generation X at 30%; Baby Boomers at 19%; the up-and-coming Generation Z at 4%, and Silent generation, many of whom have retired but still represented at less than 1%.

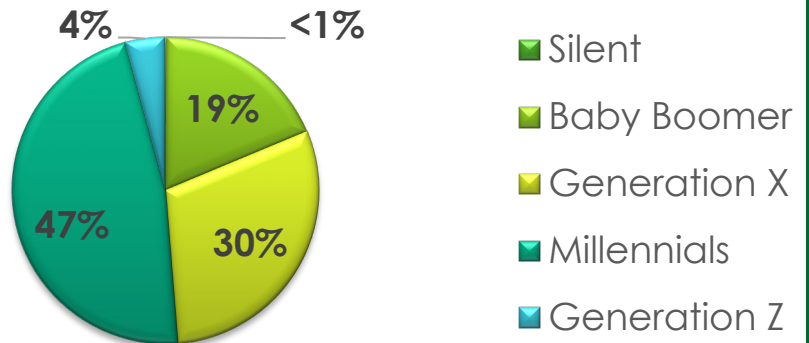


Exhibit 12

BIPOC EMPLOYEES IN PAY RANGE 18 AND ABOVE POSITIONS 1995 TO PRESENT

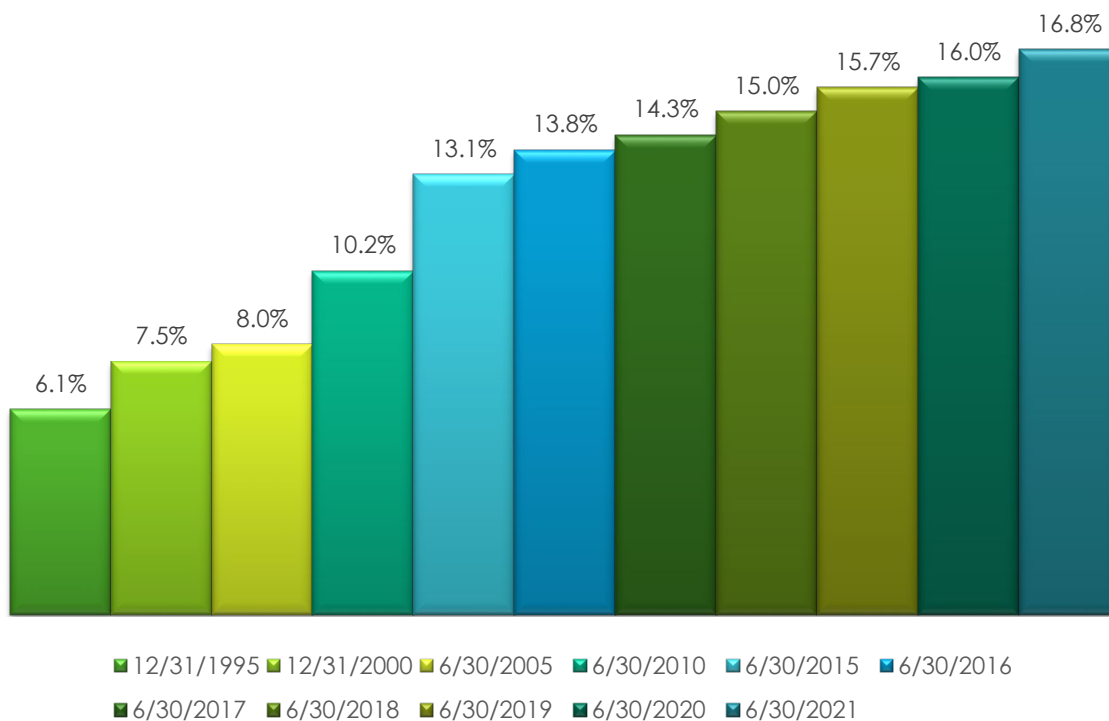


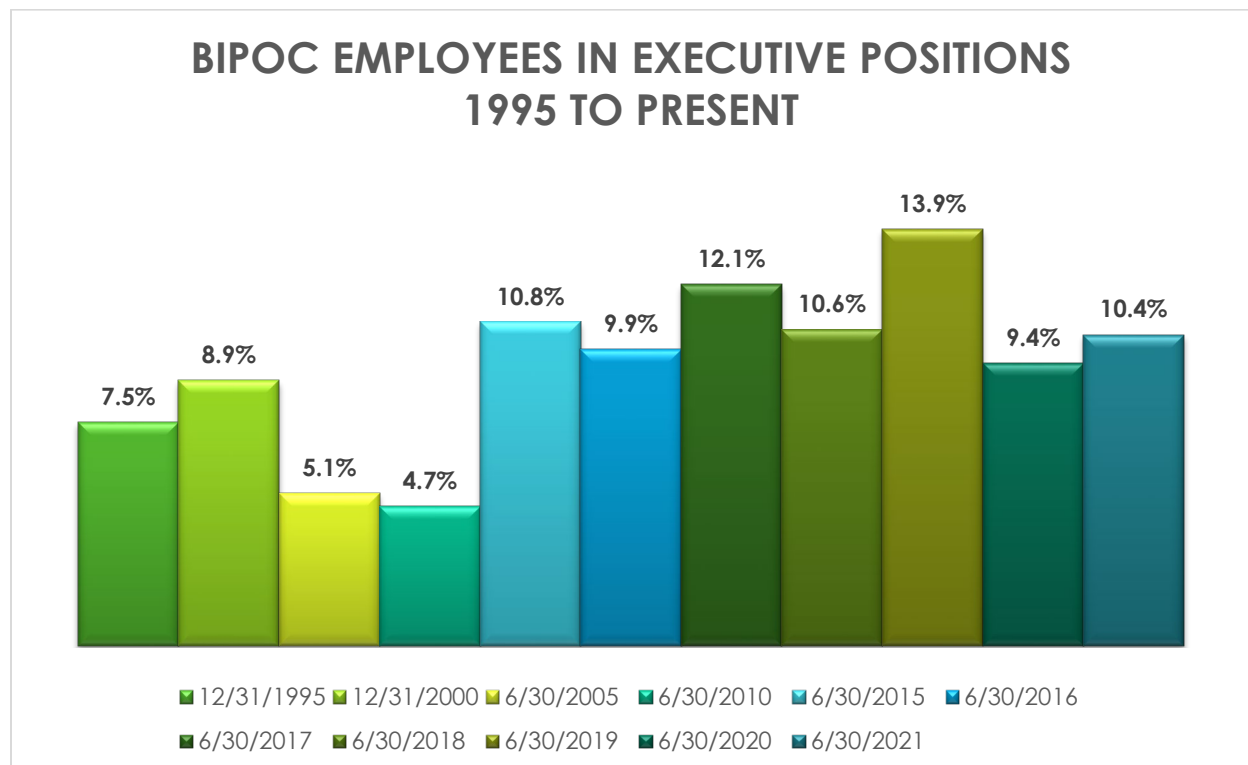
Exhibit 13 shows BIPOC employees holding positions in the highest echelon of State service – executives – from 1995 to 2021 with data points collected at five-year increments. This small group is comprised of State employees with the highest seniority levels, including Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. In 2021, executive level positions were held by 13 BIPOC employees or 10.4 percent.

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).

DID YOU KNOW?

The Department of Environmental Conservation (DEC) has contracted with the Alaska Native Heritage Center (ANHC) to provide cultural awareness training to its staff in 2022. ANHC, a living cultural center, will provide lectures and hands-on workshops exploring Alaska Native peoples' history and cultures. The training includes cross-cultural communication and knowledge and skills to empower DEC employees to be better and more effective communicators.

Exhibit 13

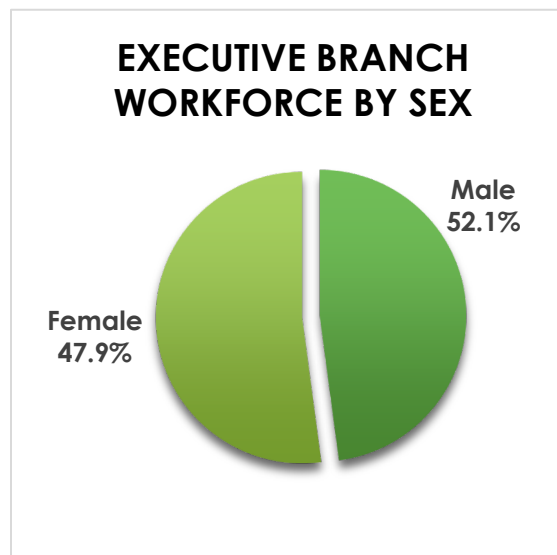


Women in the Executive Branch Workforce

Current Outlook

Women comprise 47.9 percent of the State's Executive Branch workforce. This is a slight decrease from the previous year's 48.2 percent. This reduction tracks with global trends that have seen women leave the workforce in higher numbers than men due to the ongoing COVID-19 pandemic.^{xix}

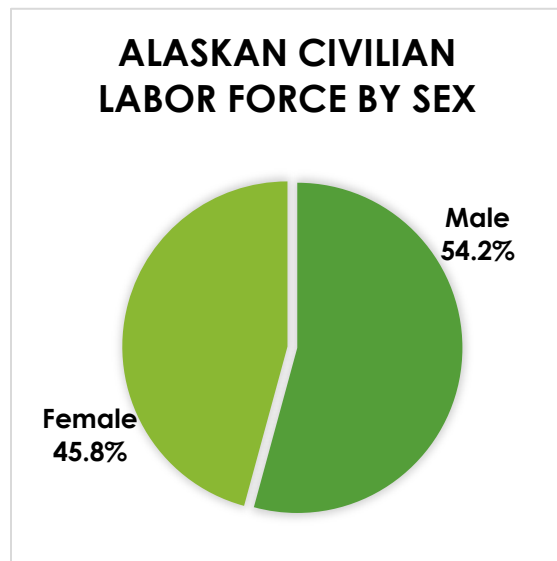
Exhibit 14



There are currently 6,854 female employees in the Executive Branch. This is a decrease from last year's 7,008 and continues the downward trend from 2020. This represents a 0.97 percent reduction of women employees.

According to the U.S. Census Bureau and U.S. Department of Labor, men outnumber women in both the Alaskan Civilian Labor Force and the U.S. Labor Force, where women account for 47 percent of the Civilian Labor Force.^{xx}

Exhibit 15



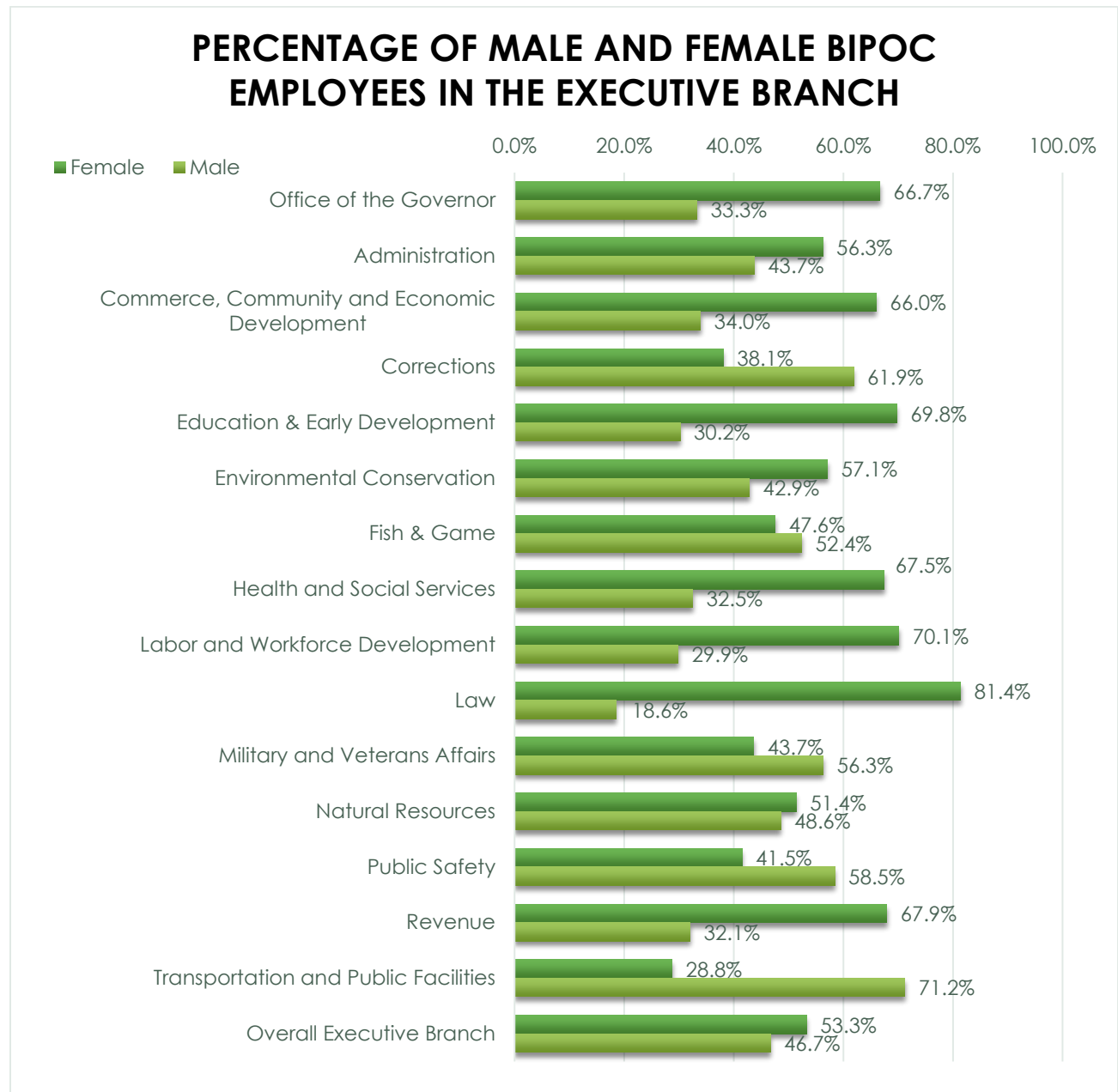
The most recent data available from the Alaska Department of Labor & Workforce Development reveals that Alaska's population has slightly increased between 2020 and 2021 from 733,391 to 734,323. Alaska's total female population, as of July 2021, is 356,797. By population, females have continued to represent 48.5 percent in Alaska.^{xxi}

State of Alaska Economist Karinne Wiebold reported that in 2019, just before the pandemic, the average woman working in Alaska's labor force made \$38,000 with a

roughly 50 percent chance she worked in health care or in state or local government. She was likely more educated than the average man, worked the

same number of quarters, and earned 72 percent of what he did.^{xxii} National data shows that women's age and race/ethnicity affect their earnings ratio. For example, nationally, Hispanic women make 55 cents on the dollar compared to white, non-Hispanic men.^{xxiii}

Exhibit 16



The majority of our BIPOC employees are women. Their distribution throughout our workforce continues to grow. As of June 30, 2021, the Department of Law had the

BIPOC = Black, Indigenous, and People of Color

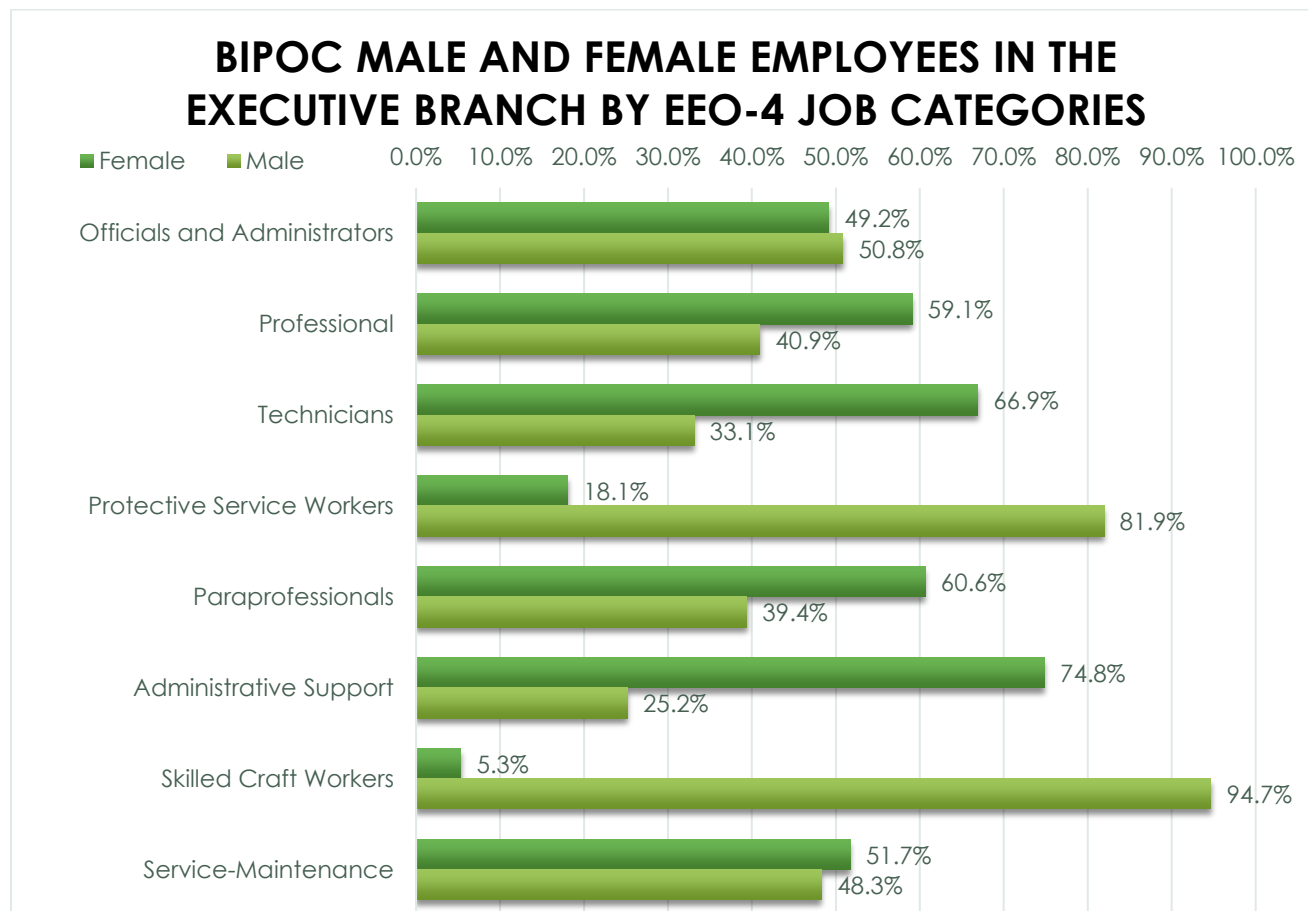
highest ratio of BIPOC women within the Executive Branch, at 81.4 percent, the Department of Labor & Workforce Development had 70.1 percent, and the Department of Education & Early Development had 69.8 percent. Out of the remaining 12 departments, seven have 50 percent or more BIPOC women employees.

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.⁵

Exhibit 17



⁵ For definitions of each job category, see Pages 39 and 40 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.

Exhibit 18

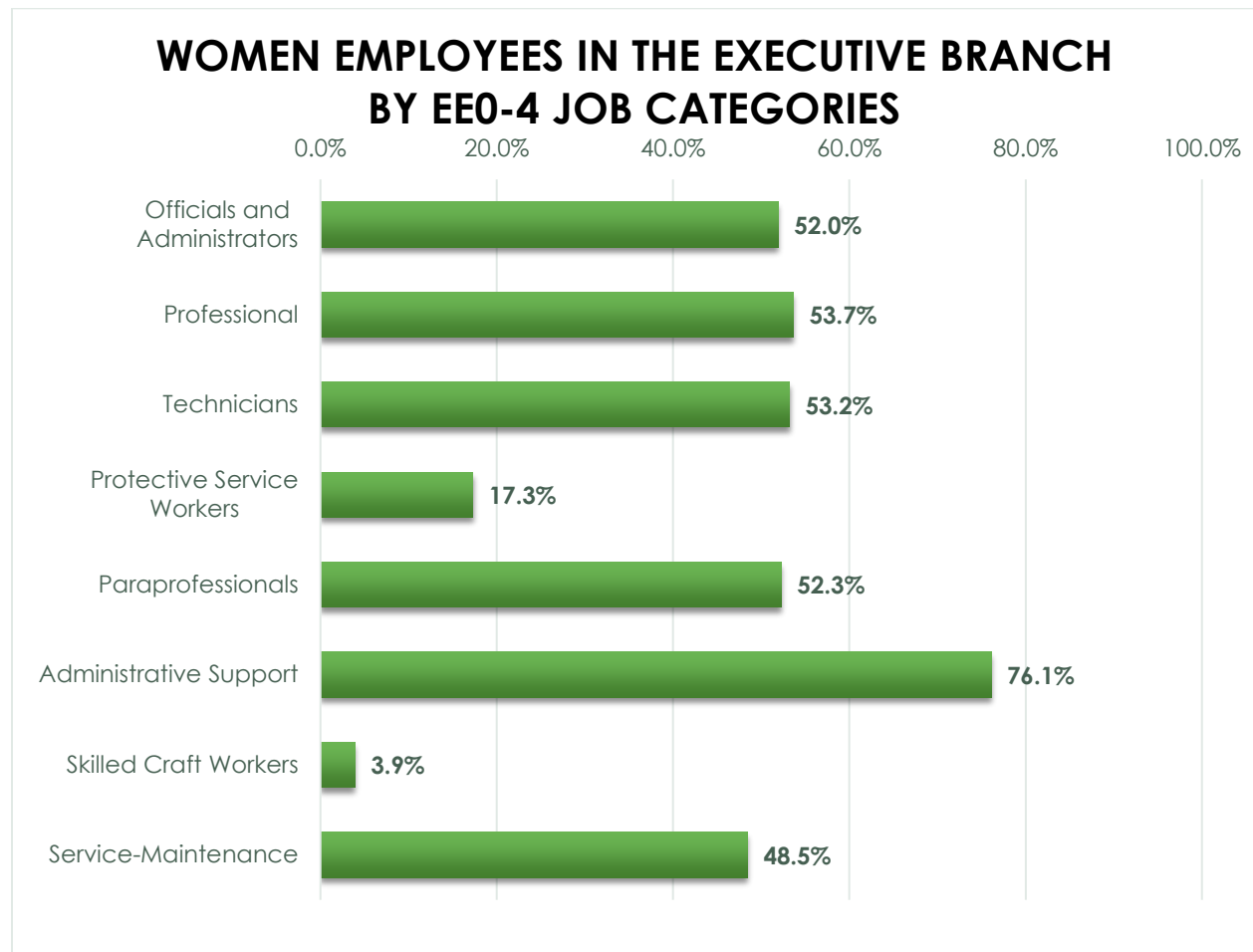
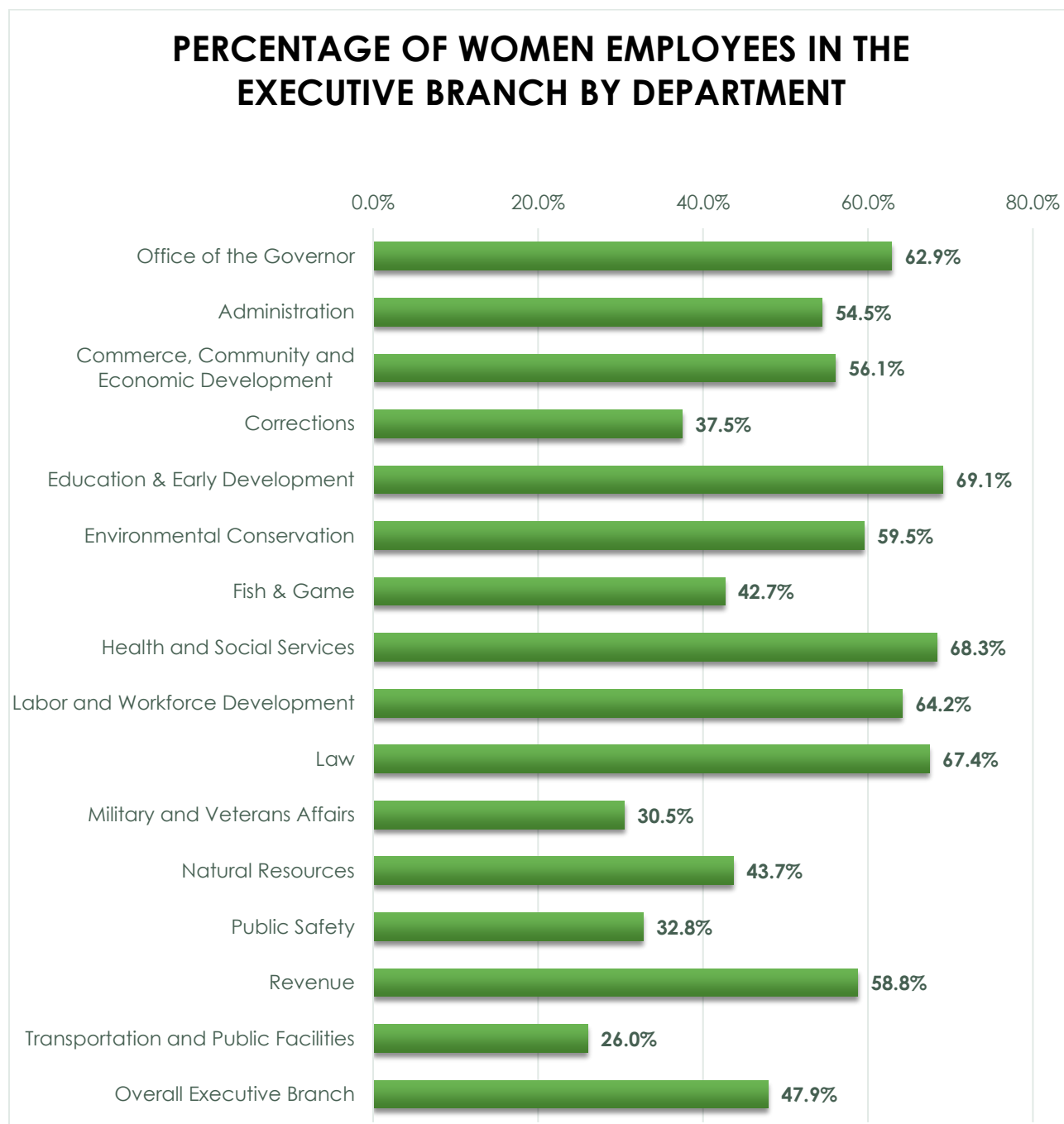


Exhibit 18 shows the current distribution of all women employees in the Executive Branch in each EEO-4 job category. Numerically, the highest number of women, 3,587, work in the category of Professionals and represent 53.7 percent of the workers in that group. The category with the highest female employee percentage is the Administrative Support category with 76.1 percent (down 1.6 percentage points from the year before).

Exhibit 19



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 (62.9 percent). Most notable this year is the attrition in Department of Fish & Game (45.4 to 42.7 percent, representing an overall loss of 66 women) and the gain in the Department of Natural Resources (42.3 to 43.7 percent, representing an overall gain of 24 women).

Exhibit 20 shows the percentage of employees Range 18 and above by sex. While the number of women in the Executive Branch as a whole has decreased over the past year, the percentage of women working in positions in Pay Range 18 and above continues to increase.

Exhibit 20

PERCENTAGE OF WOMEN EMPLOYEES IN PAY RANGES 18 AND ABOVE

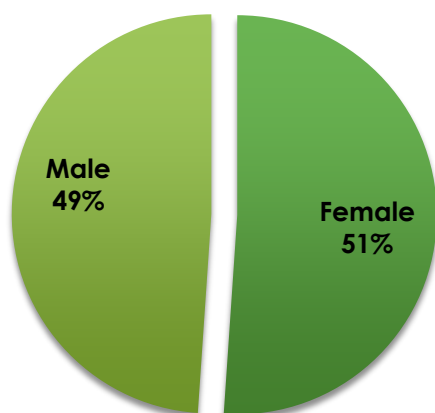


Exhibit 21 reveals data regarding each department's share of positions held by women overall as compared to the share of positions in pay ranges 18 and above. It's interesting to note that women make up 37.5 percent of the Department of Corrections' overall workforce, but represent 61.3 percent of its higher pay range positions.

As depicted in Exhibit 21, women hold a majority of higher paid positions in seven of the 15 departments. Led by the

Department of Health and Social Services, (71.3 percent), women are also particularly well represented in such positions within the Department of Education & Early Development (69.6 percent) as well as the departments of Labor & Workforce Development (65.0 percent), and Corrections (61.3 percent).

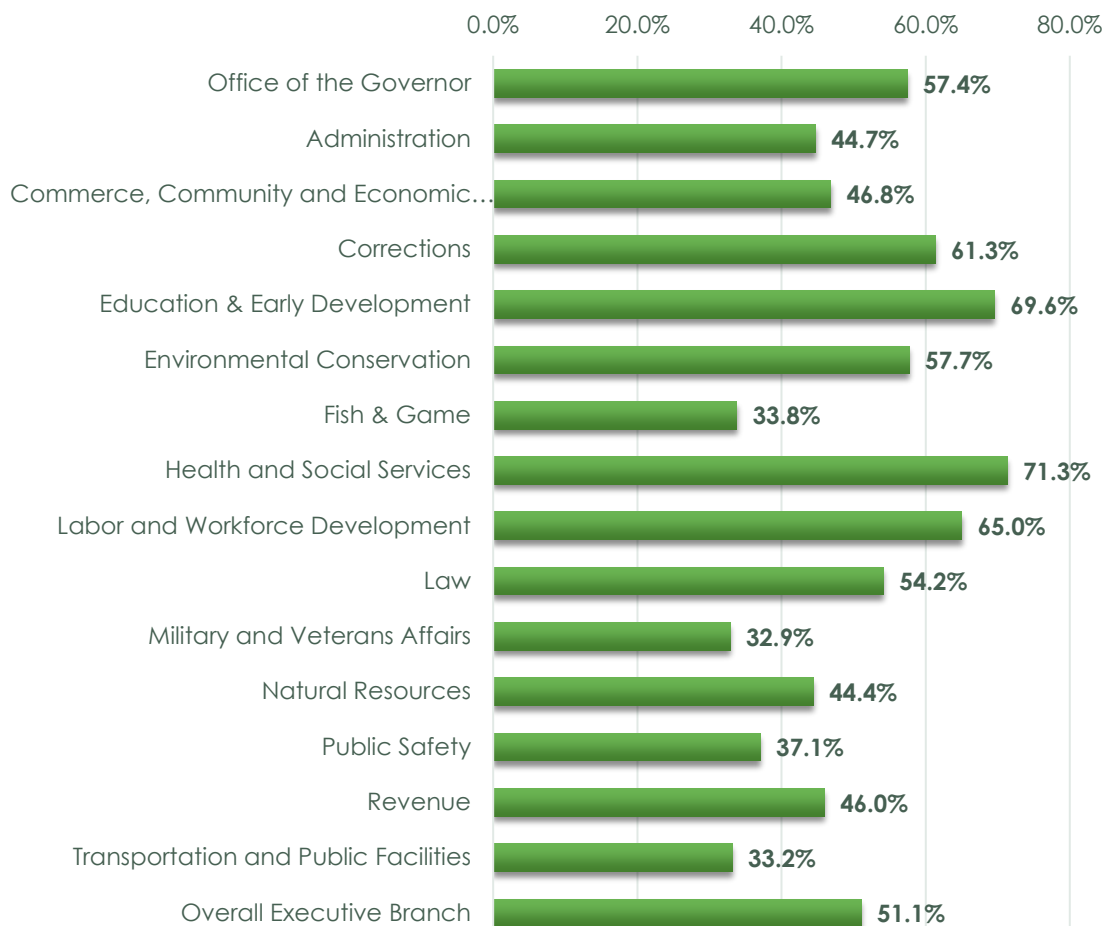
By contrast, women hold significantly fewer positions in pay ranges 18 and above within the departments of Public Safety (37.1 percent), Transportation & Public Facilities (33.2 percent), Fish & Game (33.8 percent), and Military & Veterans Affairs (32.9 percent).

DID YOU KNOW?

The Alaska Department of Fish & Game incorporated "Spot" training starting in 2020 for its employees. Spot training also includes an anonymous reporting tool to encourage employees to come forward with workplace concerns.

Exhibit 21

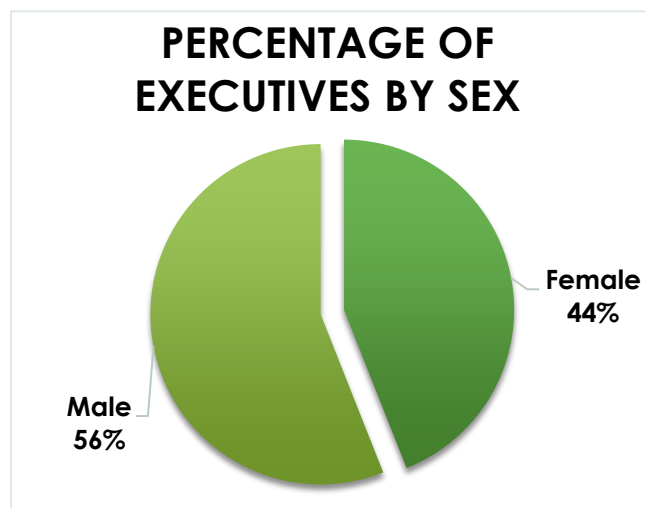
PERCENTAGE OF WOMEN IN PAY RANGES 18 AND ABOVE



DID YOU KNOW?

The Department of Fish & Game has promoted employee viewing of "Picture of Scientist," a film documentary that chronicles biologist Nancy Hopkins, chemist Raychelle Burks, and geologist Jane Willenbring. Viewers are given an inside portal to these researchers' experiences in the sciences, ranging from race and sex harassment to years of subtle slights. Neuroscientists and social scientists provide new perspectives on how to make science itself more diverse, equitable, and open to all.

Exhibit 22



Exhibits 22 and 23 represent only 125 positions in the Executive Branch as of June 30, 2021. This group of executives is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors.

This year, 55 of the 125 executive positions were held by women, a decrease of 25 women in executive positions from the previous year.

However, there was a reduction in the total number of filled executive positions. Expressed as a percentage, women this year held 44 percent of the executive positions, down from 48 percent noted in last year's report.

Exhibit 23

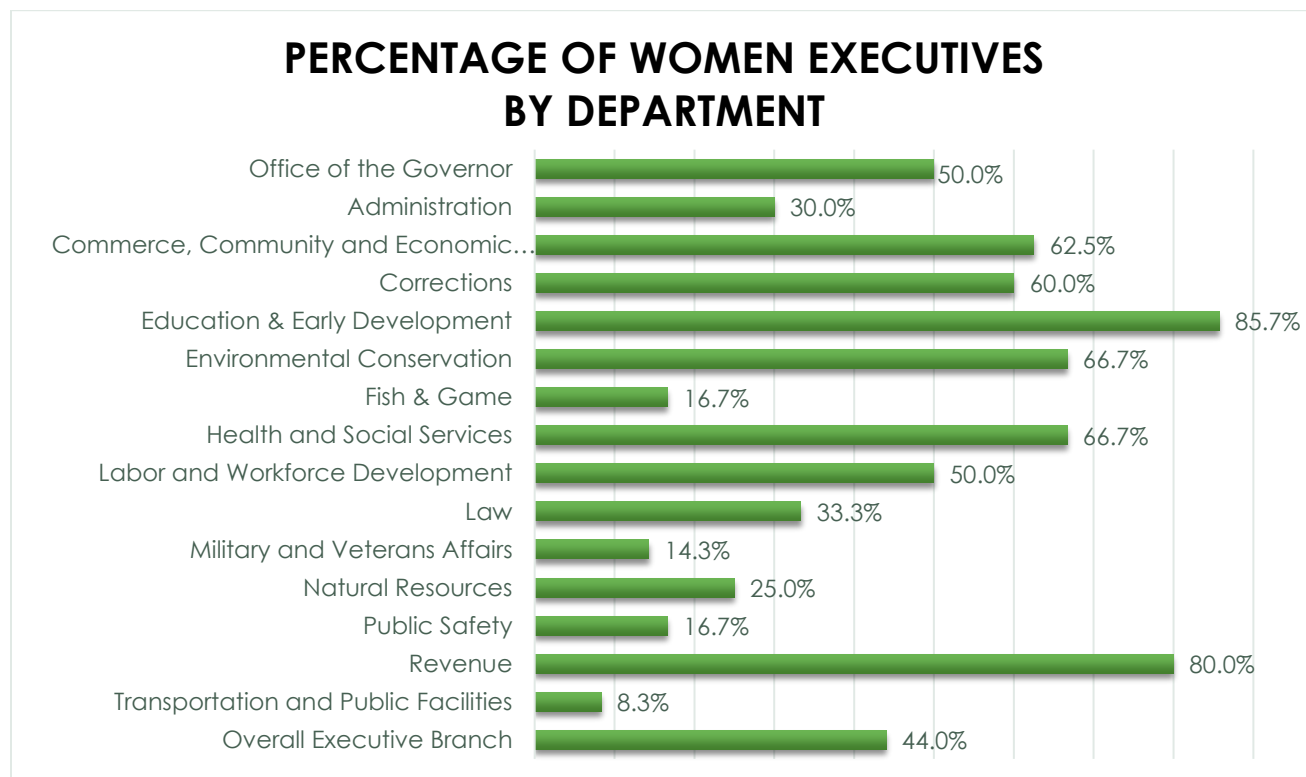
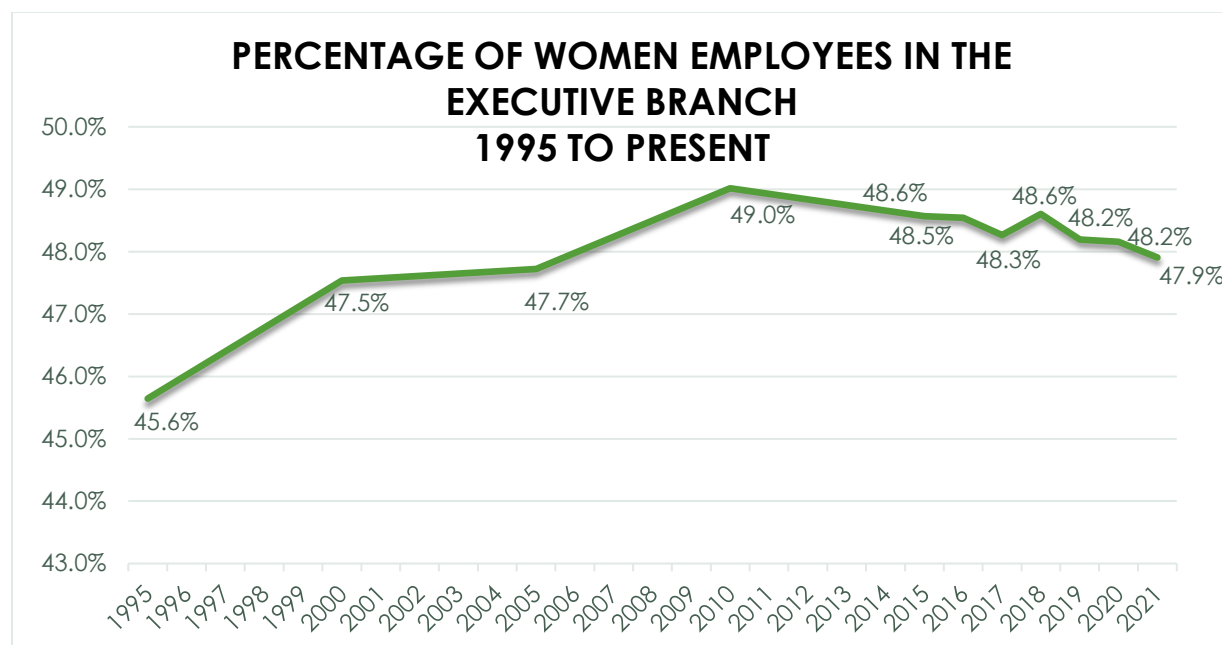


Exhibit 23 reflects women executives in *all* departments and holding at least half of the executive positions in eight departments.

Historical Trends: 1995 to Present

The exhibits in this section show the trends of women employed in the Executive Branch from 1995 to 2021 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 the past decade has seen a small decline in the percentage of women working in the Executive Branch, the percentage continues to hover around 48 percent.

Exhibit 24



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 47.9 percent, representing 6,854 employees, an overall loss of 69 women from last year.

While women across the Executive Branch as a whole saw a small dip in percentage points in 2021, higher paying positions, range 18 and above, saw the number of women continue to grow consistently. (See Exhibit 25)

Exhibit 25

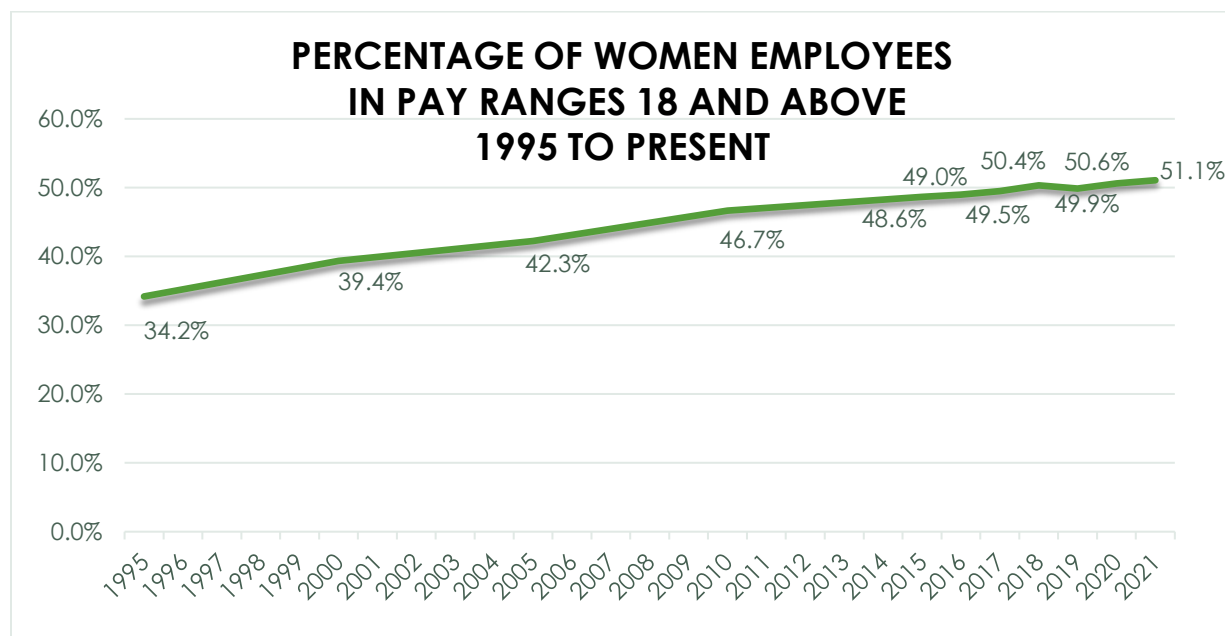
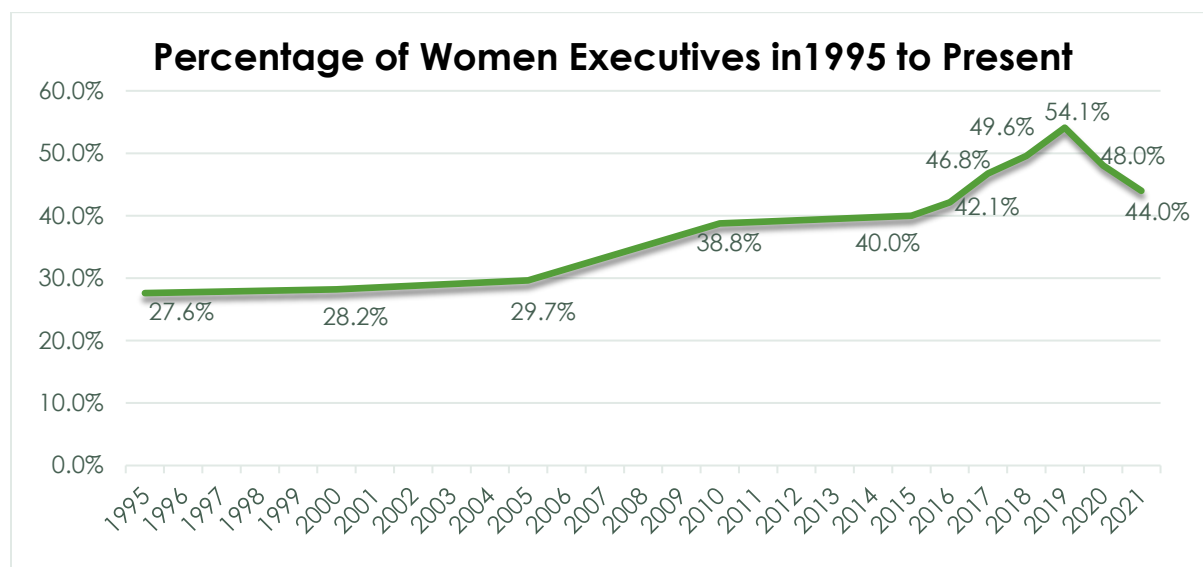


Exhibit 26 shows the percentage of women in the highest echelon of public service – executives – from 1995 to 2021. This small group is comprised of Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. Exhibit 26 shows the percentage of women in executive positions has doubled since 1995. Notably, in the last five years, 40 to 50 percent all executive level positions were held by women. In 2021, women occupied 44.0 percent of positions in executive level positions.

Exhibit 26



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.

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 in the 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 transferred 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.

2022 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

The EEO Program focuses its resources in the following five areas:

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.

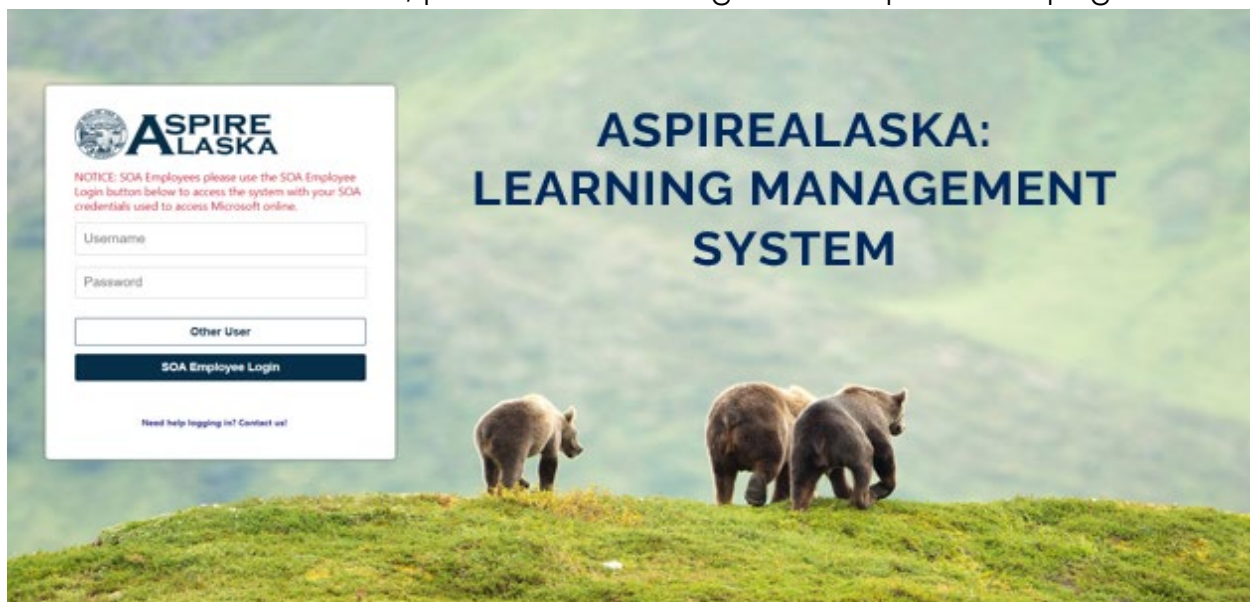
Complaint Investigation: The EEO Program receives, investigates, and attempts to resolve internal Executive Branch complaints of discrimination in employment from current or former State employees and applicants for State employment. In addition, EEO staff represents Executive Branch agencies in front of state and federal enforcement agencies when formal (external) complaints of employment discrimination are filed.

Outreach: EEO Program staff serves as the liaison between the Executive Branch and state and federal agencies and community groups concerned with EEO in state government employment.

EEO and AA Reporting: In partnership with the Employee Planning & Information Center (EPIC), staff prepares workforce reports associated with EEO and Affirmative Action.

Training: In partnership with the Division of Personnel & Labor Relations Learning & 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. AspireAlaska has made EEO courses more available to state employees than ever before. Employees can login day or night, on a state computer, laptop, tablet, or cell phone to access content. No matter if you are an Office Assistant in Utqiagvik, a night-shift Corrections Officer in Bethel, or a Park Ranger working outdoors in Ketchikan, Executive Branch employees are now able to access these fundamental courses in AspireAlaska.

For additional information, please see Learning & Development on page 35.



Learning & Development

Learning & Development (L&D), a unit in the Division of Personnel & Labor Relations, has spearheaded the Executive Branch's launch of AspireAlaska in 2021. AspireAlaska affords training delivery in an online and virtual environment. This is a necessity for the Executive Branch workforce that spans over the largest state in the nation and for those that continue to telework because of the COVID-19 pandemic. AspireAlaska is a Learning Management System and offers training across all subjects including direct and indirect EEO courses.

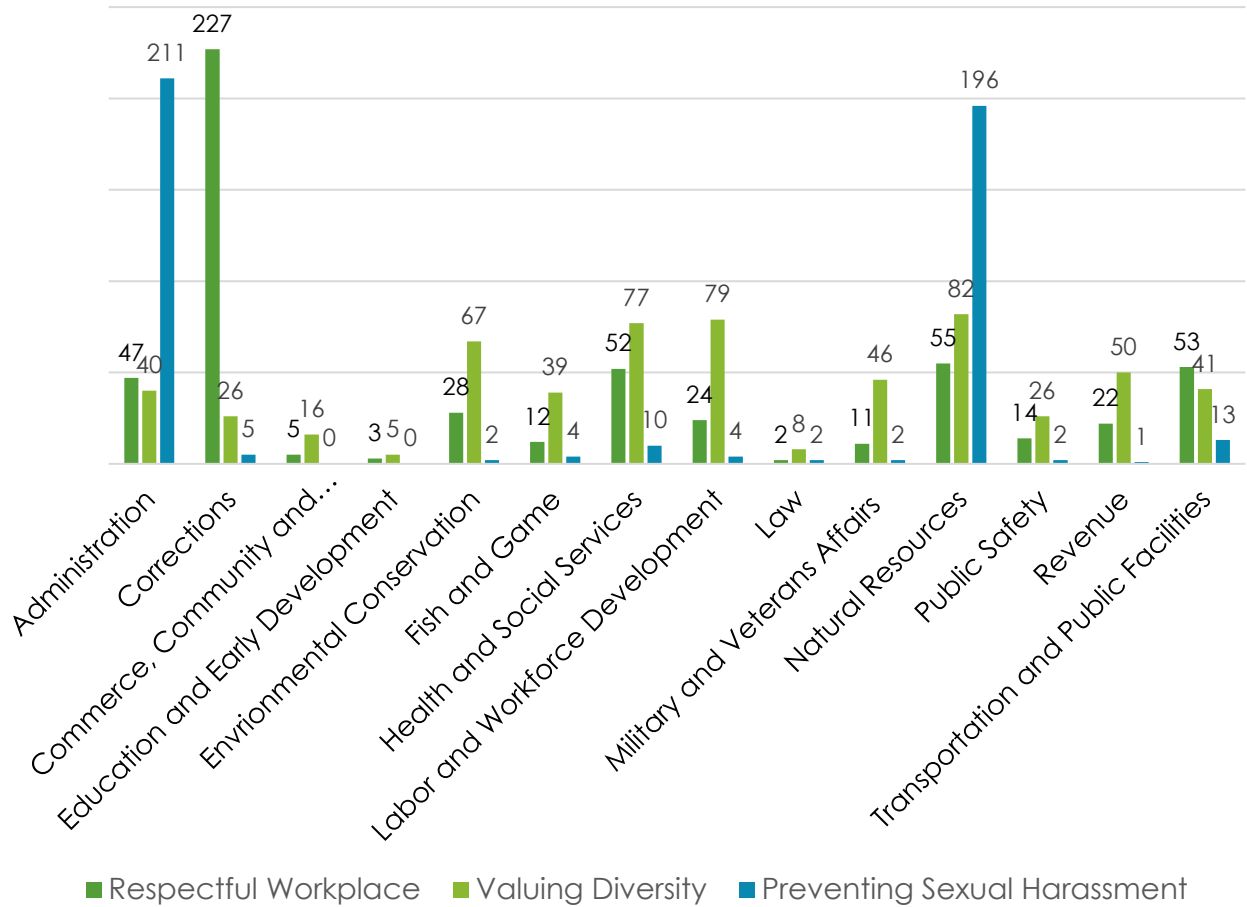
AspireAlaska's Learning platform also contains an on-demand library with EEO content. It includes a catalog of over 2,000 pre-packaged courses that are updated quarterly. These external courses are created with a focus on public sector employees and target four broad categories:

- **Leadership & Management** – This category is focused on the foundational skills every manager and leader across our organization needs to be successful.
- **Professional Skills** – This category helps build stronger communicators, strategic thinkers, and higher functioning teams across the organization with professional skills content focused on the business savvy skills that every employee needs.
- **Technology** – This category provides us with the compelling and relevant IT content — including data security, data analytics, coding, cloud computing, mobile and machine learning — enabling them to be well-versed in today's critical technologies.
- **Modern Compliance** – This category is focused on ensuring compliance and minimizing risk across our organization with content designed to target real behavior change and eliminate bias and harassment. Some highlights here are Preventing Sexual Harassment, Valuing Diversity, and A Respectful Workplace curricula. A total of 109,863 learning hours have been consumed by employees, learning new skills, building on previous foundations, and completing compliance-based EEO curricula.

The following table and chart show the number of employees who completed the listed EEO course since AspireAlaska's launch in February 2021.

EEO Training Curriculum	Completed	In Progress	Total
Valuing Diversity	423	179	602
A Respectful Workplace	219	336	555
Preventing Sexual Harassment	404	48	452
Total Employees	1046	563	1609

EMPLOYEE PARTICIPATION EEO CURRICULA BY DEPARTMENT FEBRUARY TO DECEMBER 2021



Appendix

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.

DID YOU KNOW?

Alaska is home to over 20 distinct indigenous languages in four language families.

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.

DID YOU KNOW?

Alaska’s population is 6.5 percent Asian.

The Asian population in the U.S. doubled between 2000 and 2019 and is projected to surpass 46 million by 2060.

The U.S. Asian population is diverse. A record 22 million Asian Americans trace their roots to more than 20 countries in East and Southeast Asia and the Indian subcontinent, each with unique histories, cultures, languages and other characteristics.

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.

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- ⁱ See 2012 Workforce Profile report at <http://doa.alaska.gov/dop/fileadmin/StatewidePlanning/pdf/workforceProfile/dopannualreport2012.pdf>
- ⁱⁱ Alaska Economic Trends Magazine October 2020 at <https://laborstats.alaska.gov/trends/oct20art1.pdf>
- ⁱⁱⁱ Pew Research Center. Link: <https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/>
- ^{iv} *Id.*
- ^v Source: Pew Research Center, April 1, 2021 at <https://www.pewresearch.org/science/2021/04/01/stem-jobs-see-uneven-progress-in-increasing-gender-racial-and-ethnic-diversity/>
- ^{vi} United States Census, Quick Facts available at <https://www.census.gov/quickfacts/fact/table/ak,US/PST045221>
- ^{vii} *Id.* In addition, note that total percentages do not add to 100 as individuals may identify as both Hispanic/Latino and a race category. Also, the U.S. Census uses the category "some other race alone."
- ^{viii} 2021 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: 50.4 percent in the greater Anchorage/Mat-Su and 24.6 percent in Southeast for a total of 75 percent.
- ^{ix} Source: Anchorage School District Ethnicity Report dated October 29, 2021
- ^x Anchorage School District website at: <https://www.asdk12.org/domain/1254>
- ^{xi} Juneau School District, 2019 Facts & Figures Report. <https://www.juneauschools.org/en-US/about-our-district-4606f9a4/facts-and-figures-61c938df>
- ^{xii} Source: Matanuska-Susitna Borough School District; see also <https://ocrdata.ed.gov/profile/9/district/32346/summary>
- ^{xiii} Office of Governor, proclamations at <https://gov.alaska.gov/newsroom/category/proclamations/>
- ^{xiv} Source: Pew Research Center, "Some gender disparities widen in the US workforce" January 14, 2022 at <https://www.pewresearch.org/fact-tank/2022/01/14/some-gender-disparities-widened-in-the-u-s-workforce-during-the-pandemic/>
- ^{xv} 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."
- ^{xvi} Source: Alaska Economic Trends, Volume 33, Number 4, April 2013.
- ^{xvii} 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"
- ^{xviii} *Id.*

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- ^{xix} Source: McKinsey & Company, Seven Charts that Show COVID-19's impact on women's employment (2021), <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/seven-charts-that-show-covid-19s-impact-on-womens-employment>
- ^{xx} 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> and <https://www.dol.gov/agencies/wb/data/facts-over-time/women-in-the-labor-force>
- ^{xxi} Source: Alaska Department of Labor & Workforce Development, Research & Analysis Section and the U.S. Census Bureau. *Alaska population by age and sex 2010-2021*. Table link at <https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Ffive.laborstats.alaska.gov%2Fpop%2Festimates%2Fdata%2FAgeBySexAK.xls&wdOrigin=BROWSELINK>
- ^{xxii} Source: Alaska Economic Trends, October 2021, The Gender Wage Gap in 2019 by Economist Karinne Wiebold at <https://labor.alaska.gov/trends/oct21.pdf#:~:text=Although%20the%20genders%20participate%20in%20the%20workforce%20at,than%20the%20%2780s%2C%20but%20little%20movement%20until%20recently>
- ^{xxiii} Source: U.S. Department of Labor, Women Bureau; and Workplace & Economic Equity Fast Facts: The Gender Pay Gap at <https://www.aauw.org/resources/article/fast-facts-pay-gap/#:~:text=The%20pay%20gap%20tends%20to%20be%20larger%20for,Hawaiian%20or%20O%27her%20Pacific%20Islander%E2%80%AFwomen%20make%E2%80%AF63%E2%80%AFcents%20on%20the%E2%80%AFdollar.>

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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