

# **State of Alaska**

## **Equal Employment Opportunity and Affirmative Action in Alaska State Government**

# **2023 Progress Report**

**Mike Dunleavy**  
Governor

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## Preface

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**T**his 2023 Progress Report is filed with the Governor and the Legislature in accordance with Alaska Statute 39.28.020(a)(12).<sup>1</sup> Additional State of Alaska Executive Branch employee demographics may be found in the annually published “Workforce Profile” by the Department of Administration, Division of Personnel & Labor Relations, which is available online at the division’s webpage.

The subject of this Progress Report is the status of Equal Employment Opportunity (EEO) and Affirmative Action (AA) in the Executive Branch of the State of Alaska (the State). This Report is intended to give an overview of female and racial/ethnic minority employee demographics in the fifteen principal departments of the Executive Branch.<sup>2</sup> This Report does not include workforce information on the Alaska State Legislature, Alaska Court System, Alaska State Defense Force, Alaska National Guard, University of Alaska, Alaska Housing Finance Corporation, nor the Alaska Railroad Corporation. This 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.

Workforce numbers were drawn from the data as of June 30, 2022, consistent with the annual Workforce Profile and biennial federal EEO-4 report. Effective July 1, 2022, Executive Order 121 reorganized the Department of Health & Social Services into two new departments. This order postdated this Report’s data draw date and shall be reflected in future reports.

Unless otherwise noted, data sources for this Report are the U.S. Census Bureau; the U.S. Bureau of Labor Statistics; the State of Alaska Department of Labor & Workforce Development; prior EEO and AA Progress Reports; the legacy statewide payroll system, AKPAY, as preserved in the AKPAY Inquiry database; and the current statewide payroll system, IRIS HRM.

Inclusion in this Report of technical terms such as *underutilization*, *availability*, and *underrepresentation* does not signify that the State agrees that these terms are properly applied to any particular situation, nor that the State agrees that it is liable under applicable laws. These terms are utilized only to provide leaders and managers information for effective and targeted policy decisions.

For employee privacy, data labels smaller than 3.0% have been omitted from this Report. This data is not omitted from corresponding analysis.

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

<sup>2</sup> For a complete list and descriptions of the Executive Branch’s departments, see Appendix A.

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

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Individuals with disabilities who require this publication in an alternative format are encouraged to contact the EEOP Manager for assistance at the address noted above, by email at [kelly.roberson@alaska.gov](mailto:kelly.roberson@alaska.gov), by phone at (907) 375-7705, or via Alaska Relay at 711 or (800) 770-8973.

**February 2023**

## Introduction

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**T**his Report reflects workforce demographic data as of June 30, 2022, under Governor Mike Dunleavy's administration. Executive Branch employees are diverse and cover a broad range in terms of age and background. The size of the Executive Branch workforce has trended downward since 2014 and is now at 14,044 employees, down by 264 employees from 2021, the sharpest drop since 2017. Ten years ago, the Executive Branch had over one thousand more employees at 15,83.<sup>i</sup> The greater Anchorage/Matanuska Susitna area and the Southeast region of the state, including the City and Borough of Juneau, are home to approximately 75% of Executive Branch employees.<sup>3</sup>

According to state economist Paul Martz, public sector jobs in federal, state, and local governments are projected to continue to decline.<sup>ii</sup> As 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 the Executive Branch'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 the State needs to continue to change to be an employer of choice. Alaska reported a total population of 736,556 in 2022, a gain of 451 since 2021 but a loss of 6,318 since the state's population peaked in 2016. Millennials (born 1981 to 1996) are now the largest generation in both the U.S. labor force and in the Executive Branch workforce as well as the most racially and ethnically diverse adult generation in our nation's history.<sup>iii</sup> However, the subsequent generation, Generation Z, is emerging into the workforce and will become a major demographic over the next decade. As many as 21 million Generation Z individuals entered the workforce in 2021. By 2025, Generation Z will make up about 27% of the workforce and one-third of the earth's population.<sup>iv</sup> Moreover, Generation Z is an even more diverse group than Millennials, and this factors into their employment decisions. Specifically, more than two-thirds of surveyed job seekers born after 1996 said they would "absolutely" be more likely to work for employers where diversity and inclusion are prioritized.<sup>v</sup> At the same time, 48% said they would refuse to work for employers who take no stance on DEI (Diversity, Equity, and Inclusion) or a stance that conflicts with their values.

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### DEI = Diversity, Equity, and Inclusion

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The Pew Research Center projects the United States will not have a single ethnic or racial majority by 2055. The U.S. Census Bureau reports that the population of people who identify as "Two or More Races" has grown by 276% since 2010, and projects that it will continue to be the fastest growing racial group in the nation over the coming decades.<sup>vi</sup>

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<sup>3</sup> In Alaska, both a "borough" and a "census area" are county equivalents.

As population dynamics continue to change, DEI becomes increasingly important to recruitment and retention. By 2044, more than half of all Americans are projected to identify as Black, Indigenous, and/or a Person of Color (BIPOC).<sup>vii</sup> An inclusive work environment is crucial to retention of such a workforce. Approximately three-quarters of job seekers and employees report valuing diversity in the workplace. Specifically, according to a 2020 Glassdoor survey, 76% of job seekers and employees polled said a diverse workforce was an important factor for them when evaluating job opportunities and companies.<sup>viii</sup> This percentage is higher for underrepresented workers. A Deloitte survey found that 80% of workers said inclusion efforts were an important factor when choosing a company, and 72% said they would leave or may consider leaving a workplace for a more inclusive one.<sup>ix</sup> The same survey reported that the actions of organizational leaders were a key factor in maintaining an inclusive workplace.

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### BIPOC = Black, Indigenous, and/or Person of Color

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The table below compares the nation’s population with that of Alaska and the Anchorage School District (ASD) in seven race/ethnicity groupings.<sup>x</sup> With the exception of Two or More Races, the demographics below describe individuals who identified as a single race.

Race/Ethnicity	United States	Alaska	ASD
Black or African American	13.6%	3.6%	4.4%
Alaska Native or American Indian	1.3%	15.7%	10.0%
Asian	6.1%	6.6%	9.8%
Hispanic or Latino	18.9%	7.5%	11.9%
Pacific Islander or Native Hawaiian	0.3%	1.6%	7.1%
Two or More Races (or “Other”)	2.9%	7.9%	16.0%
White	75.8%	64.5%	40.7%

Alaska’s workforce, like its population, is diverse culturally and racially. Compared to the nation, Alaska has a smaller proportion of people identifying as Black or African American or Hispanic or Latino, but significantly more people identifying as Alaska Native or American Indian, Asian, Pacific Islander or Native Hawaiian, or Two or More Races (or “Other”). Overall, Alaska has fewer people who identify as racially white alone by 11.3 percentage points.

The future of Alaska’s workforce is best predicted by assessing its school districts. ASD, the largest district in the state and among the 100 largest in the nation, reported a total population of 44,207 students as of January 4, 2023, only 40.7% of whom identified as white alone.<sup>xi</sup> This data substantiates that Alaska is more racially diverse than the nation as a whole and is trending towards greater diversity. The U.S Census Bureau has predicted the nation will not see its current majority population – citizens identifying as white alone – fall below 50% until 2044.<sup>vii</sup> In Alaska, data suggests that the shift from majority to minority is happening markedly faster.

As the nation and state experience racial demographic changes, so will the State of Alaska 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 employment practices that value equity and fairness. The table below details 2022 Gubernatorial proclamations and initiatives with an intention to increase diversity, equity, and inclusion of women and minorities in the workforce:

Proclamation	Date
Dr. Martin Luther King, Jr. Day	January 17, 2022
Black History Month	February 1, 2022
Cancer Awareness Day	February 4, 2022
Elizabeth Peratrovich Day	February 16, 2022
Rare Disease and Disorder Day	February 28, 2022
Traumatic Brain Injury Awareness Month	March 1, 2022
Women in Construction Week	March 6, 2022
Sexual Assault Awareness Month	April 1, 2022
Denim Day	April 28, 2022
Holocaust Remembrance Day	April 28, 2022
Asian American and Pacific Islander Heritage Month	May 1, 2022
Mental Health Awareness Month	May 1, 2022
Older Americans Month	May 1, 2022
Missing and Murdered Indigenous People Awareness Day	May 5, 2022
National Day of Prayer	May 5, 2022
Juneteenth Day	June 19, 2021
Korea-Alaska Friendship Day	June 25, 2022
Recovery Month	September 1, 2022
Childhood Cancer Awareness Month	September 1, 2022
Suicide Prevention Week	September 4, 2022
Domestic Violence Awareness Month	October 1, 2022
Alaska Employ People with Disabilities Week	October 2, 2022
Family Caregiver's Month	November 1, 2022
Alzheimer's Disease Awareness Month	November 1, 2022
Alaska Native Heritage Month	November 1, 2022
Women Veterans Day	November 9, 2022
World HIV/AIDS Day	December 1, 2022

## DID YOU KNOW?

In 1945, Elizabeth Peratrovich (pictured below), a woman of the Tlingit nation, delivered the key argument leading to the passage of House Bill 14, the Anti-Discrimination Act. This was the first anti-discrimination act in both Alaska and the nation.<sup>xii</sup>

In 1988, former Governor Steve Cowper established Elizabeth Peratrovich Day "for her courageous, unceasing efforts to eliminate discrimination and bring about equal rights in Alaska."<sup>xiii</sup>



## *A Brief History of EEO and AA in Alaska*

**V**aluing the diversity of a workforce representative of all Alaskans further enriches the quality of our service to the people of Alaska. The State supports EEO and AA and continues to work to recruit and retain all qualified individuals. The timeline below details the history of EEO and AA policies formally adopted by the State, culminating in the EEOP as it currently exists within the Division of Personnel & Labor Relations. As implementing policy is often a dilatory process, some dates provided are approximations.

**March 21, 1913**

**House Bill 2** was signed by Governor W.E. Clark, extending the right to vote to white women in the Territory of Alaska.

**February 16, 1945**

**The Anti-Discrimination Act**, the first comprehensive civil rights legislation in the nation, was passed, making segregation illegal in the Territory of Alaska.

**January 3, 1959**

**The Constitution of the State of Alaska** was adopted as Alaska became the 49<sup>th</sup> State, codifying that all persons are entitled to equal rights regardless of race, color, creed, sex, or national origin.

**July 31, 1963**

**The Alaska Human Rights Act**, issued by Governor William Egan, established the Alaska State Commission for Human Rights.

**November 22, 1972**

**Administrative Order 18**, issued by Governor William Egan, set EEO and AA obligations for State Contractors.

**June 20, 1980**

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



**April 7, 1983**

**Administrative Order 75**, issued by Governor Bill Sheffield, consisted of the State's EEO policy and procedures for implementing the order.

**October 25, 1984**

**Administrative Order 81**, issued by Governor Bill Sheffield, prohibited sexual harassment in employment in the Executive Branch of State government.

**February 13, 1985**

**The State EEO Act**, or House Bill 194, was introduced during the fourteenth legislature. Once enacted, It established the Office of Equal Employment Opportunity in the Office of the Governor.

**April 22, 1992**

**Administrative Order 129** was issued Governor Walter J. Hickel. It established the State's Americans with Disabilities Compliance Program and affirmed the prohibition of discrimination against people with physical or mental disabilities.

**March 5, 2002**

**Administrative Order 195**, issued by Governor Tony Knowles, affirms the State's commitment to diversity, ensuring the workplace is free from discrimination and harassment, and establishes diversity training for all employees.

**March 23, 2003**

**Executive Order 104**, issued by Governor Frank Murkowski, amends Alaska Statute 39 to include Chapter 28, Equal Employment Opportunity Program, transferring the Office of Equal Employment Opportunity from the Office of the Governor to the Department of Administration, Division of Personnel.

**September 1, 2010**

**The 2010 Executive Branch Affirmative Action Plan**, the first of its kind in Alaska, was adopted.

## Equal Employment Opportunity Program

A primary goal of the State of Alaska's EEOP is to ensure that positions in public service are genuinely and equally accessible to all people. The State does not condone, permit, or tolerate illegal discrimination against its employees or applicants for state employment on the basis of race, color, national origin, religion, sex, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood, genetic information, or status as a veteran or veteran with a disability. The program's mandate includes ensuring departments uphold federal and state civil rights laws and state equal employment opportunity policies.

The EEOP is administered under Alaska Statute 39.28 by the Director of the Division of Personnel & Labor Relations. For the duration of this reporting period, Director Kate Sheehan administered the program and dedicated EEOP staff consisted of:

Name	Job Class	Role
Kelley Roberson	Human Resource Consultant 5	EEOP Manager
Mauria Gerdeman	Human Resource Consultant 2	EEO Specialist
Jay Goodenbery	Human Resource Consultant 2	EEO Specialist
Sarah Darling	Human Resource Consultant 1	EEO Specialist

The EEOP works cooperatively with other sections of the Division of Personnel & Labor Relations to meet the following needs:

**EEO and AA Consultation:** As the principles of EEO are embedded in all personnel actions and business practices, dedicated specialists help fulfill EEO mandates while promoting consistent responses to EEO issues. Through its specialists, the EEOP provides input on personnel actions from recruitment to discipline. The EEOP further provides professional guidance to employees and managers statewide on any EEO related issues, including accommodations and bona fide occupational qualifications in the Executive Branch.

**Technical Assistance:** The Americans with Disabilities Act of 1990 requires that state and local governments ensure that their communications with people with disabilities are as effective as their communications with others. Many public facing websites fail to incorporate features that enable users with disabilities to access information and resources online. Specific problems may include the lack of screen magnifiers, color contrast options, or text-to-speech software for individuals with conditions affecting vision; the lack of audio closed captioning for individuals with conditions affecting hearing; or the inclusion of inaccessible small links for individuals with conditions affecting precise mobility.

On August 4, 2022, the Department of Administration issued an Accessibility of Information and Communication Technology policy to ensure there are no barriers that prevent individuals

with disabilities from accessing Executive Branch websites.<sup>xiv</sup> The new policy further ensures compliance with current worldwide web accessibility guidelines.<sup>xv</sup>

**Complaint Investigation:** The EEOP receives, investigates, and attempts to resolve internal complaints of discrimination in Executive Branch employment from current or former state employees and applicants for state employment. When external complaints of employment discrimination are filed, the EEOP represents Executive Branch agencies before state and federal enforcement agencies. In 2022, one such enforcement agency, the Alaska State Commission for Human Rights, resumed the practice of convening Resolution Conferences to encourage quick and amicable resolutions to complaints of potential discrimination. EEOP staff convenes at such conferences on behalf of Executive Branch agencies.

**Outreach:** The EEOP serves as the liaison between the Executive Branch and state and federal agencies and community groups concerned with EEO in state government employment. In cooperation with the division's Recruitment Services section, EEOP outreach includes presence at job fairs across the state.

In 2022, the Alaska Federation of Natives held their first in-person convention in two years. The convention was held in Anchorage, Alaska, from October 20 through October 22. In collaboration with the Department of Corrections, the Division of Personnel & Labor Relations hosted a booth representing all State of Alaska departments. At this booth, convention goers were invited to meet division staff in a dedicated conference room to ask questions about employment with the state and receive individual assistance creating applicant profiles on the Executive Branch's recruitment website, Workplace Alaska.

**EEO and AA Reporting:** In partnership with the Department's Employee Planning & Information Center, the EEOP prepares workforce reports associated with EEO and AA, including this annual report on EEO and AA in Alaska state government. Reports are available to the public on the Division of Personnel & Labor Relations website.

**Training:** In partnership with the division's Learning & Development section, the EEOP delivers scheduled and on-demand training on state EEO policies, state and federal anti-discrimination laws, and workplace diversity to State of Alaska employees. In 2022, the EEOP provided multiple trainings for organizational leaders on cultivating a respectful workplace.

Supplementing these live trainings, much of the Executive Branch's training opportunities are now provided online through AspireAlaska, the Learning Management System implemented by Learning & Development in 2021. AspireAlaska's learning platform contains 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 and Management:** The foundational skills needed by managers and leaders to be successful, including conducting recruitments and evaluations.

- **Professional Skills:** The business-related skills that benefit employees of all ranks, including communication, strategic thinking, and teamwork.
- **Technology:** Skills requiring advanced technologic literacy, including data security, data analytics, coding, cloud computing, and machine learning.<sup>4</sup>
- **Modern Compliance:** Knowledge necessary for compliance and risk minimization, including strategies designed to eliminate bias and harassment.

The following table shows 2022 employee statistics for AspireAlaska’s on-demand EEO training curriculums. Each curriculum and its relevance to EEO and AA is also described below.

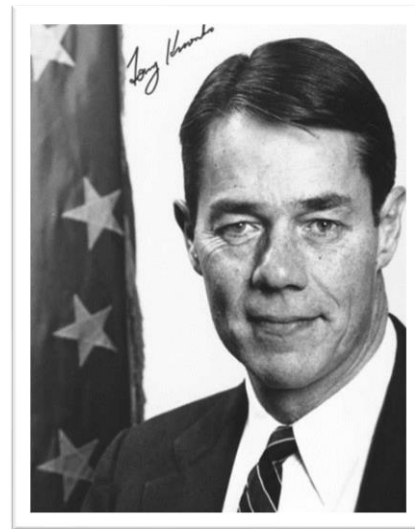
EEO Training Curriculum	Registered	In Progress	Completed
A Respectful Workplace	1124	374	750
Valuing Diversity	753	257	496
Preventing Sexual Harassment	101	12	89
Total Curriculums	1978	643	1335

- **A Respectful Workplace:** Focuses on recognizing and modifying behaviors that could be potentially disrespectful and even illegal while acknowledging diverse attitudes.
- **Valuing Diversity:** Teaches diversity in the workforce as something that should be valued, not merely tolerated, for its objective business benefits.
- **Preventing Sexual Harassment:** Concentrates on examples of what sexual harassment looks like, methods to intervene, and actions bystanders can take.

## DID YOU KNOW?

Former Governor Tony Knowles (pictured aside) codified Alaska’s ongoing commitment to valuing diversity.<sup>xvi</sup> Today, the State of Alaska Diversity Statement heads the EEOP Website:

*The State of Alaska, as an employer and service provider, recognizes the need to respect and treat equally all people it hires and serves. We also recognize that the State is in a position to teach by example and offer leadership in sensitivity to diversity. Our concept of diversity is broad, extending beyond those categories of peoples formally recognized and protected by law. Valuing the diversity of a workforce representative of all Alaskans enriches the quality of our service to the people of Alaska.*<sup>xvii</sup>



<sup>4</sup> Machine Learning describes a branch of computer science utilizing artificial intelligence for data analysis.

## Report Summary

To best assess employment data for BIPOC employees and women in the Executive Branch, it is necessary to analyze both current data and historic trends. By comparing the Executive Branch's demographics to that of the Alaskan Civilian Labor Force (CLF), the State may better focus resources in those areas where our incumbency levels are significantly less than the availability of women and BIPOC worker.<sup>5</sup> This further identifies areas where there may be barriers to employment for women and minorities, intentional or otherwise. This year's CLF relied on American Community Survey data collected by the US Census Bureau between 2017 and 2021, the most current data available.

### DID YOU KNOW?

"The Great Resignation" shows no signs of ending soon. According to consulting firm PwC's Global Workforce Hopes and Fears Survey, a 2022 survey of more than 52,000 workers in 44 countries and territories, 1 in 5 workers planned to quit their jobs that year.

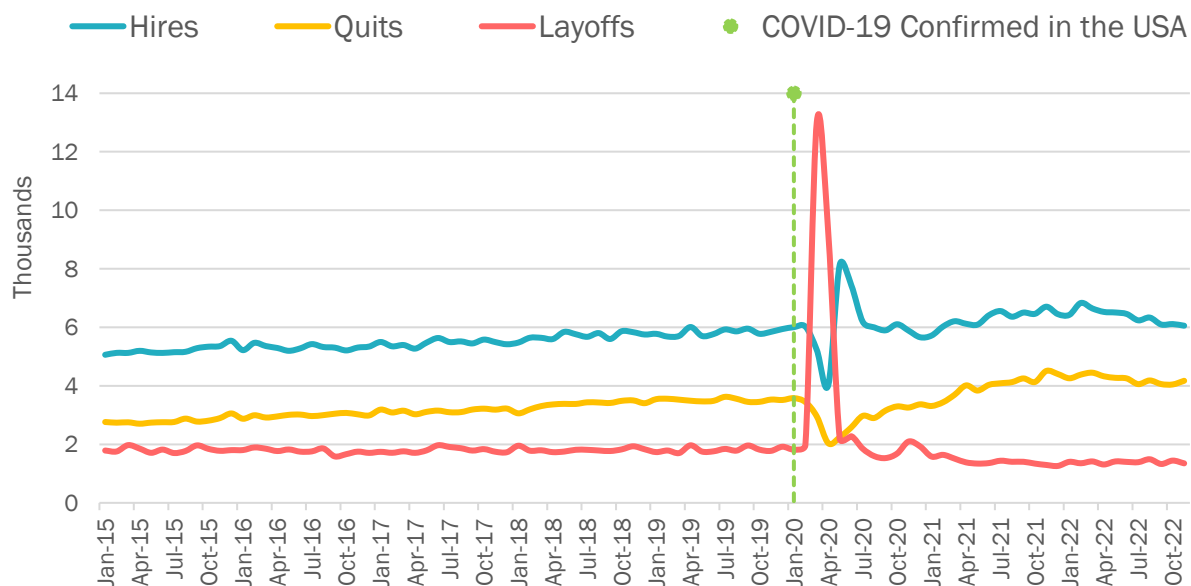
71% of quitting employees reported "pay" as one reason, 69% reported "job fulfillment," and 66% reported "the ability to be one's true self at work."

This study further found that men were more likely than women to believe they are fairly compensated, reflecting long-standing wealth inequality and gender equity problems.<sup>xviii</sup>

As the data draw date is June 30, 2022, this Report captures significant data from the "Great Resignation" that began in 2021 and continued throughout 2022. To illustrate, Exhibit One shows national hires, quits, and layoffs since January of 2015.<sup>xix</sup>

### Exhibit One

*Total National Hires, Quits, and Layoffs*



<sup>5</sup> The 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).

COVID-19 was first confirmed in the United States on January 20, 2020.<sup>xx</sup> Immediately following this, Exhibit One demonstrates that layoffs spiked by approximately 366% as quits and hires dropped. Numbers returned to a semblance of pre-pandemic levels by fall of 2020. Since then, however, the number of quits has gradually climbed and remained steady at this new normal, whereas the number of layoffs has decreased.

The State of Alaska Executive Branch has seen a decrease in its number of employees annually since 2014. As expected, the total number of Executive Branch employees decreased between 2021 and 2022 by 264. Nationally, the pandemic had a greater effect on women, particularly BIPOC women. According to the Pew Research Center, women without college degrees left the workforce in greater numbers than similarly educated men during the pandemic.<sup>xxi</sup>

Indeed, data reflects a decrease in the total number of women in the Executive Branch by 204 employees, a staggering 77% of the total employee decrease. The total number of BIPOC employees remained the same: 3,543. For higher paying positions, defined by the State as “range 18 and above” on our salary schedules, the percentage of female employees modestly decreased by 0.1%, but the percentage of BIPOC employees modestly increased by 0.3%.

Although the total number of BIPOC employees remained unchanged, the data identifies a slight increase in the total proportion of BIPOC employees in the Executive Branch, 24.8% to 25.2%. Employees who are Asian still represent the largest racial minority group in the Executive Branch workforce, up from 7.9% to 8.0%. The percentage of employees identifying as Hispanic or Latino, Pacific Islander or Hawaiian, and Two or More Races all increased as well. The percentage of racially white employees fell from 75.2% to 74.8%, a continuing trend. Although BIPOC employees continue to be employed primarily in Service-Maintenance positions, up from 51.9% to 53.5%, there was also growth in the percentage of BIPOC employees in the Officials and Administrators, Professionals, Paraprofessionals, Administrative Support, and Skilled Craft Workers employment categories.

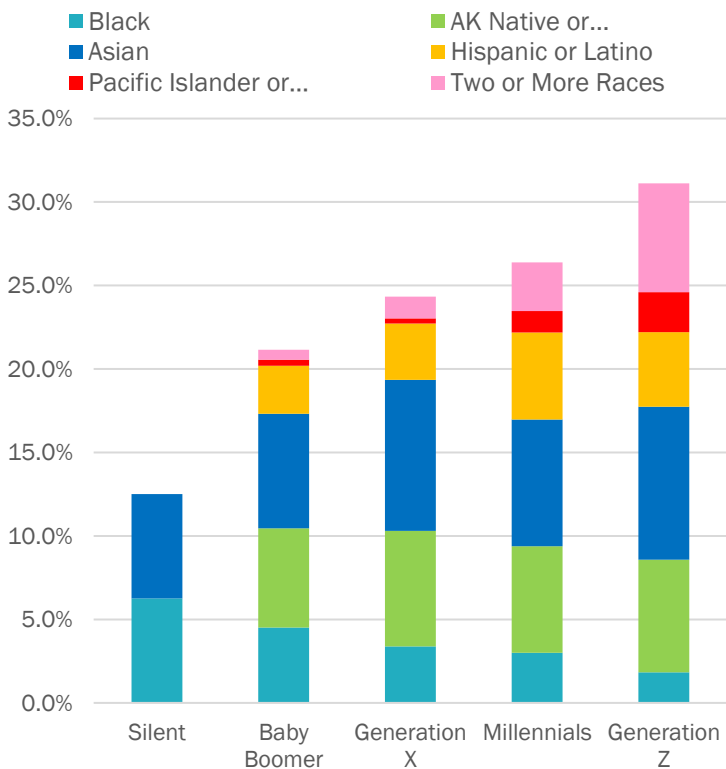
Women represent 47.35% of all Executive Branch employees. There are currently 6,650 female employees in the Executive Branch, a decrease from last year’s report of 6,923 women. Women continue to have the highest concentration in Administrative Support positions at 74.7% and the lowest concentrations in the Protective Service Workers and Skilled Craft Workers employment categories. This year, the proportion of women increased in the Officials and Administrators categories.

As mentioned, the largest school district in Alaska is already reporting a student body that identifies as less than 50% racially white alone. Indeed, each new generation of workers reports greater diversity. Exhibit Two divides BIPOC employees of the Executive Branch by their generation and race/ethnicity. Each subsequent generation reports fewer employees identifying as racially white alone. As of the data draw date, only 16 Executive Branch employees belong to the Silent Generation (born before 1945).

Because each generation is more racially diverse than the last, departments with greater representation from younger generations might also be expected to have greater representation of BIPOC employees, but no consistent trend exists. Exhibit Three shows the fifteen departments of the Executive Branch divided by generation with a through line representing that department's proportion of BIPOC employees.<sup>6</sup> Departments with the greatest concentrations of younger generations do not have higher percentages of BIPOC employees as might be expected. Noteworthy examples of this lack of correlation include the Departments of Corrections, Fish & Game, Law, and Public Safety.

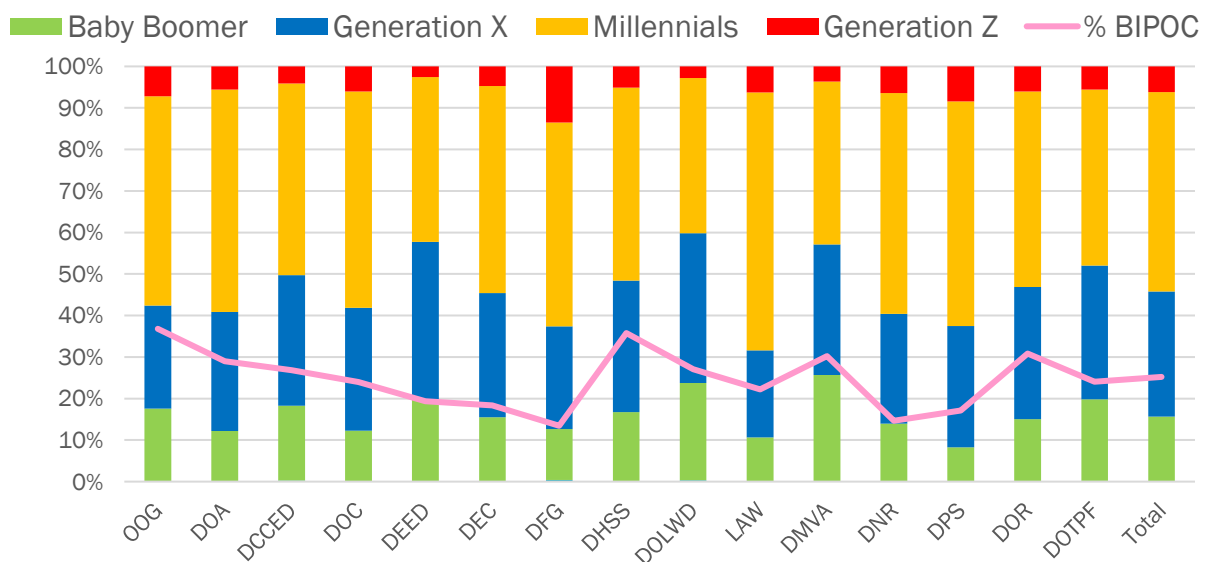
## Exhibit Two

*BIPOC Employees by Generation*



## Exhibit Three

*Executive Branch Employees by Generation, Department, and Percentage BIPOC*



<sup>6</sup> For a complete list of department acronyms, see Appendix A.



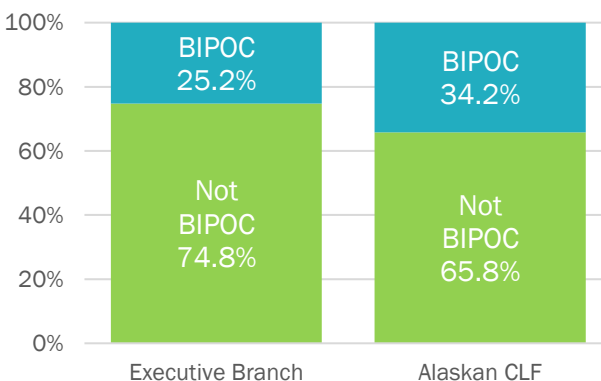
## BIPOC in the Executive Branch Workforce

### Current Outlook

While the Executive Branch saw the overall number of employees reduce due in part to the COVID-19 pandemic and corresponding Great Resignation, the total number of BIPOC employees did not decrease. In fact, the proportion of BIPOC employees continues to grow. As shown in Exhibit Four, BIPOC employees currently make up 34.2% of the Alaskan CLF and 25.2% of the Executive Branch workforce (3,543 employees). This is a slight increase from 24.8% in 2021.

### Exhibit Four

Employees by BIPOC Status



**BIPOC = Black, Indigenous, and/or People of Color**

For the purposes of EEO and AA, it is necessary to categorize employees' racial and/or ethnic identities. The federal U.S. Equal Employment Opportunity Commission (EEOC) recognizes the seven race/ethnicity groups numbered below.<sup>7</sup>

#### # EEOC Race/Ethnicity Categories

- |   |  |
|---|--|
| 1 | Black or African American (not Hispanic or Latino)           |
| 2 | Alaska Native or American Indian (not Hispanic or Latino)    |
| 3 | Asian (not Hispanic or Latino)                               |
| 4 | Hispanic or Latino   |
| 5 | Pacific Islander or Native Hawaiian (not Hispanic or Latino) |
| 6 | White (not Hispanic or Latino)                               |
| 7 | Two or More Races (not Hispanic or Latino)                   |

Exhibit Five and Exhibit Six apply these race/ethnicity categories to the Executive Branch workforce and the Alaskan CLF, respectively.<sup>8</sup> The Alaskan CLF remains more diverse than the Executive Branch workforce in every race/ethnicity group except Asian. The percentages of Executive Branch employees identifying as Pacific Islander or Hawaiian and Black reflect the percentages of such employees in the Alaskan CLF within 0.5%. Employees identifying as Alaska Native or American Indian and Two or More Races are the most underrepresented groups in the Executive Branch.

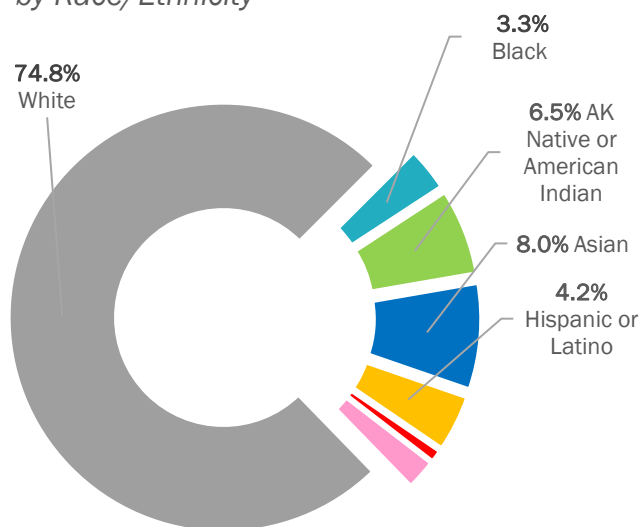
<sup>7</sup> For definitions of the current race and ethnicity categories, see Appendix B.

<sup>8</sup> The sum of BIPOC categories in the Alaskan CLF does not yield 34.2 percent as suggested by Exhibit Four due to an incongruity in how the US Census Bureau compiles data on individuals identifying as Hispanic or Latino.



## Exhibit Five

*Executive Branch Employees  
by Race/Ethnicity*

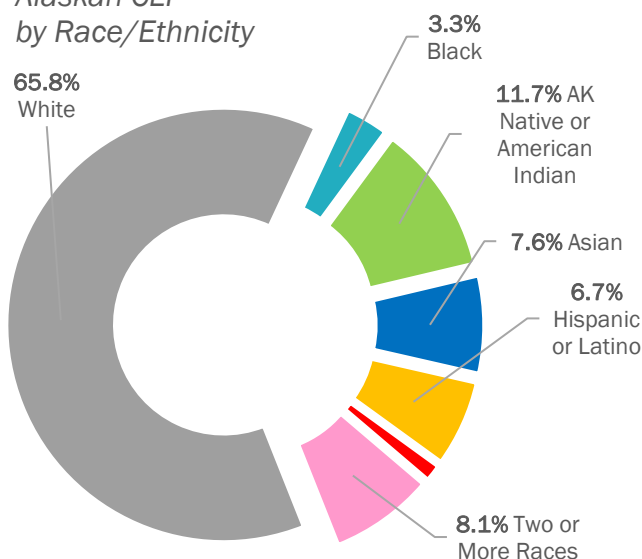


When assessing job equity, it is important to consider the distribution of such employees across different job classes. This more detailed analysis of different types of jobs and rates of compensation can reveal occupational segregation or pay ceilings. The EEOC uses eight occupational job categories to study employment equity, numbered below.<sup>9</sup>

#	EEOC Job Categories
1	Officials and Administrators
2	Professionals
3	Technicians
4	Protective Service Workers
5	Paraprofessionals
6	Administrative Support
7	Skilled Craft Workers
8	Service-Maintenance Workers

## Exhibit Six

*Alaskan CLF  
by Race/Ethnicity*



The EEOC requires state and local governments to submit biennial reports showing the representation of men and women from their seven racial/ethnic groups in these eight job categories.

Exhibit Seven shows the percentages of BIPOC employees in those eight categories. Consistent with prior years, significant occupational segregation is apparent. While BIPOC employees make up 25.2% of our total workforce, they constitute 37.0% of Administrative Support workers and 53.5% of Service-Maintenance workers. These percentages both increased in 2022.

Employees who identify as Asian constitute 29.0% of Service-Maintenance workers, despite comprising only 7.6% of the Alaskan CLF. Inversely, BIPOC employees overall continue to be underrepresented as Officials and Administrators at 15.5% and somewhat underrepresented as Professionals at 19.7%.

<sup>9</sup> For definitions of the current job categories, see Appendix C.

## Exhibit Seven

*Executive Branch BIPOC Employees by Job Category and Race/Ethnicity*

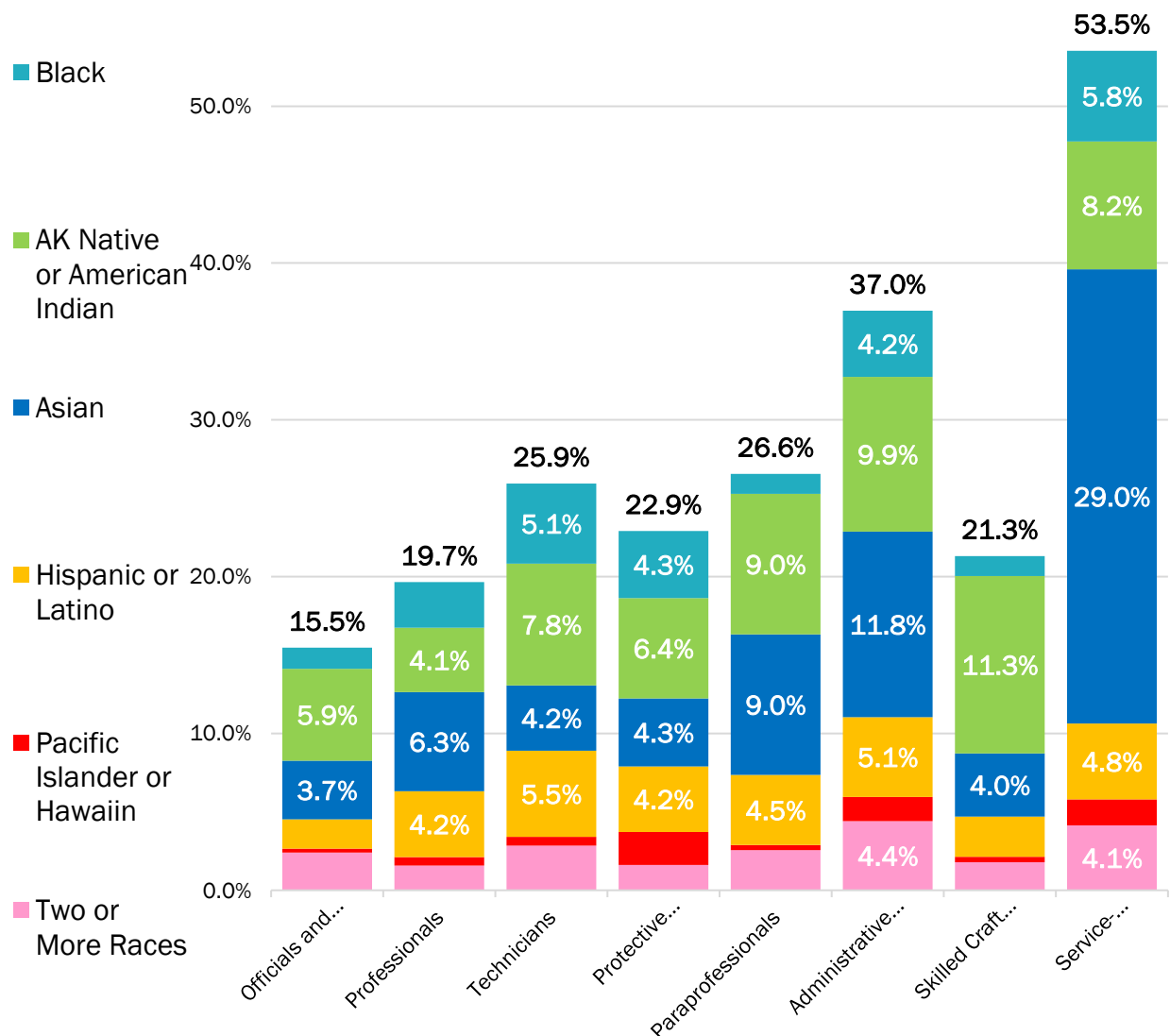
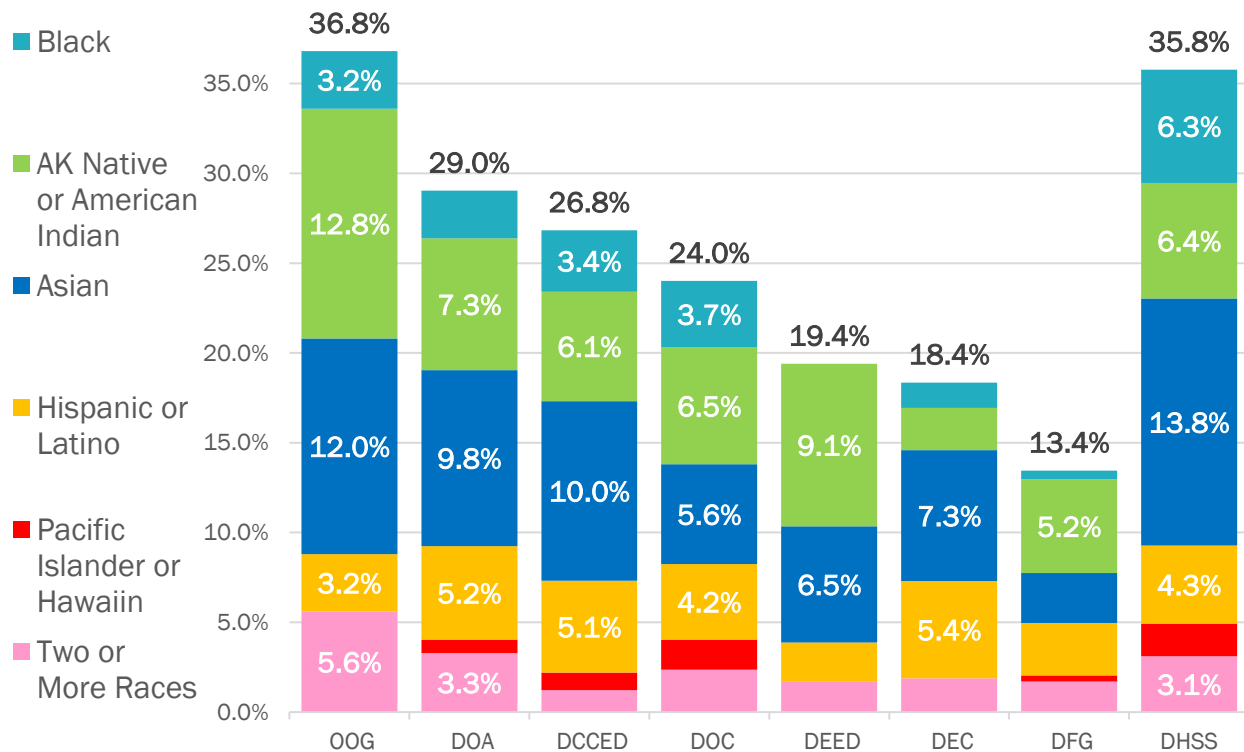


Exhibit Eight shows the percentage of BIPOC employees in each of the Executive Branch's fifteen departments as well as the overall Executive Branch. For improved legibility, this exhibit is presented in two parts: A and B. All data in these parts is directly comparable.

Overall, the Executive Branch realized a 0.4% gain in BIPOC employees. The largest gain was seen by the Office of the Governor, continuing the trend from 2021; it increased from 31.8% to 36.8% and became the department with the highest percentage of BIPOC employees in 2022. Gains were also seen in 13 other departments, the only exceptions being Fish & Game, which remained the same, and Administration, which saw a slight loss. Departments with the highest percentages of BIPOC employees include Health & Social Services, Administration, and Revenue, while the Departments of Fish & Game and Natural Resources continued to have the lowest percentages.

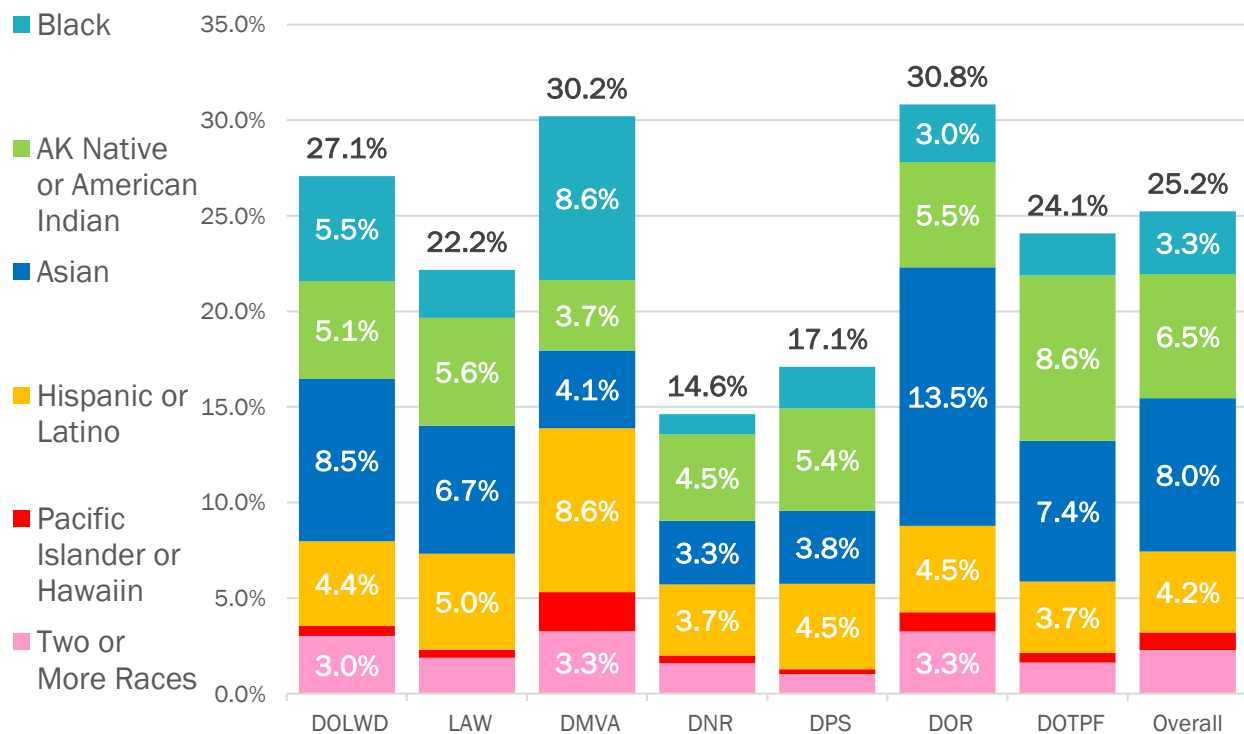
## Exhibit Eight (A)

Executive Branch BIPOC Employees by Department and Race/Ethnicity



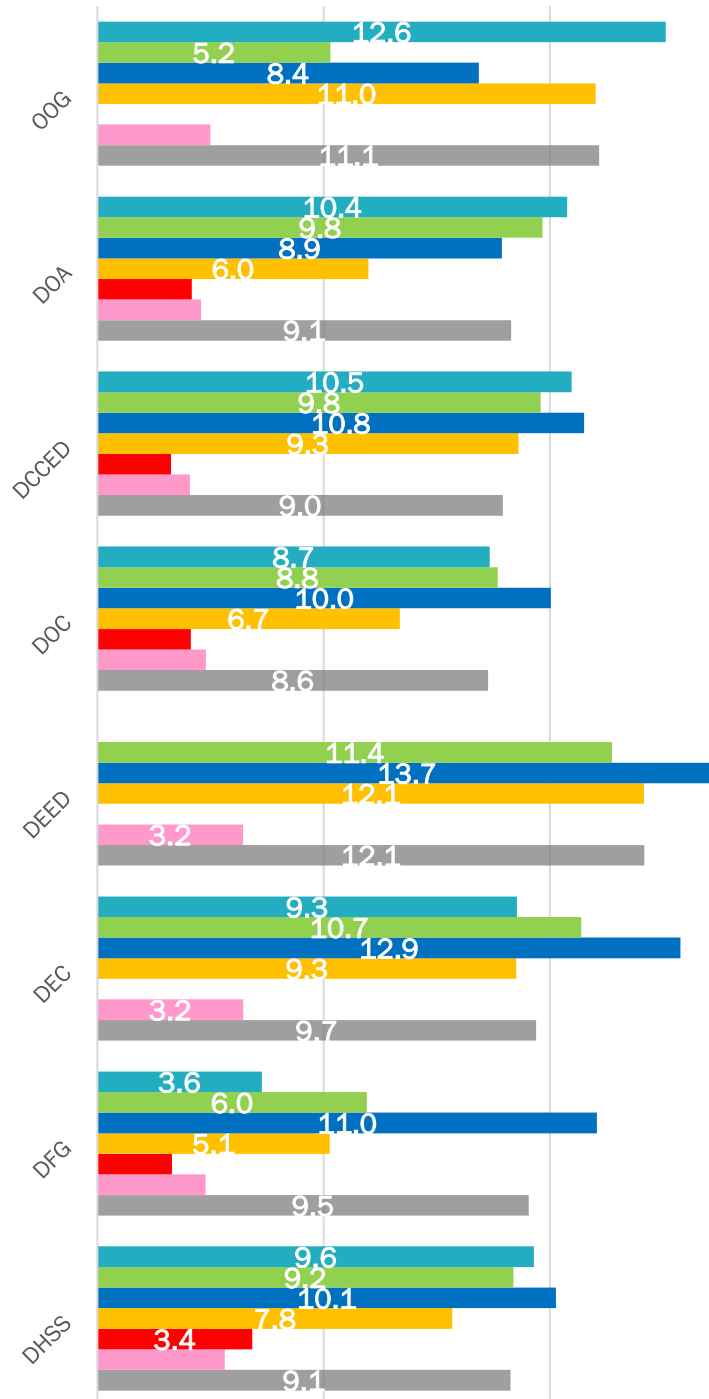
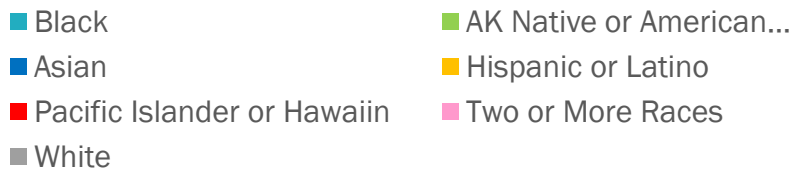
## Exhibit Eight (B)

Executive Branch BIPOC Employees by Department and Race/Ethnicity



## Exhibit Nine (A)

### Average Years of Service by Race/Ethnicity

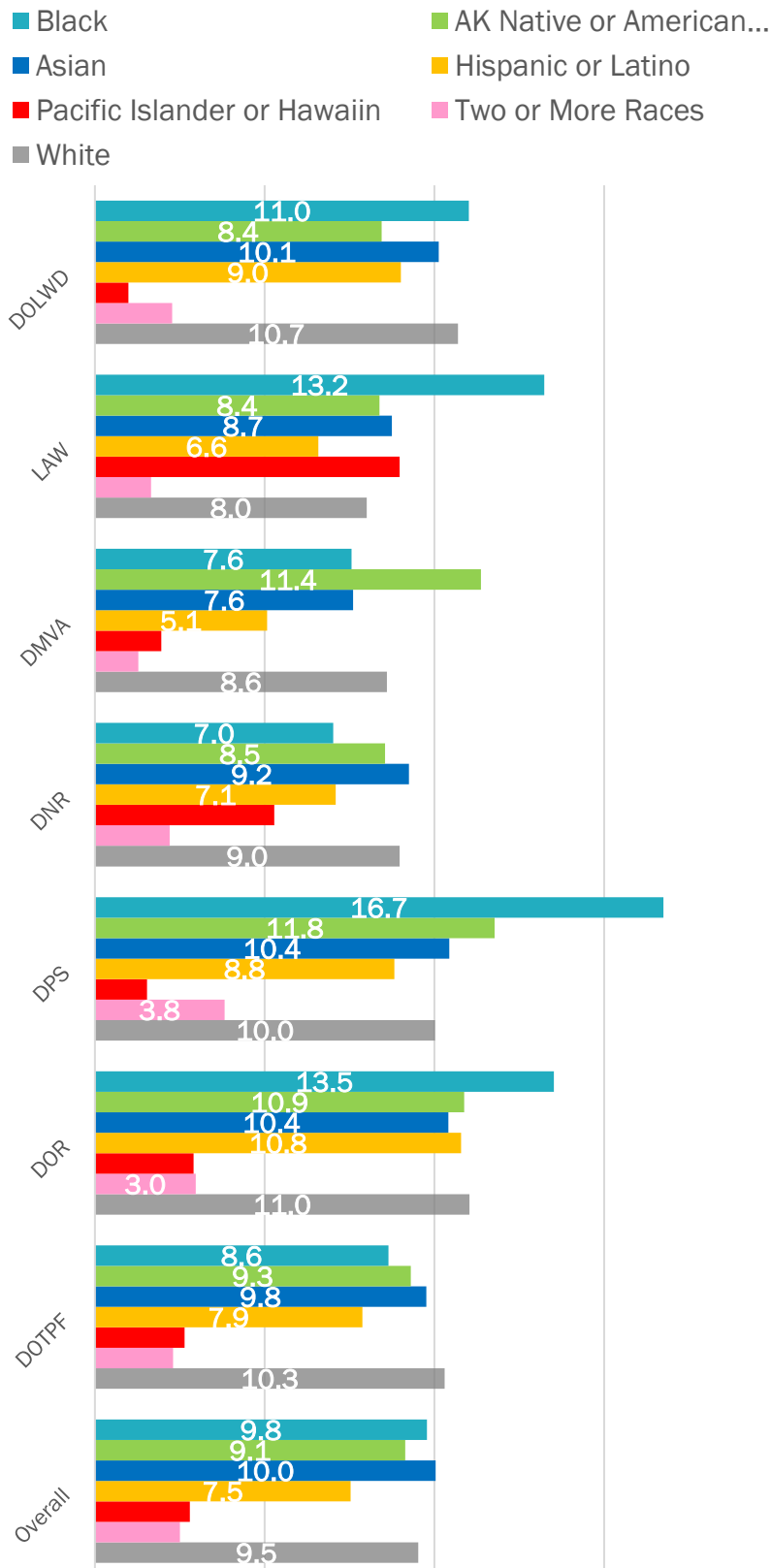


As the State values both the recruitment and retention of a diverse workforce, it is useful to assess the average years of service for diverse demographics. Exhibit Nine shows average years of service by race/ethnicity for each department. For improved legibility, this exhibit is presented in two directly comparable parts: A and B.

Comparing the longevity of BIPOC employees to white employees in their same department illustrates multiple retention trends. Overall, racially white employees averaged 9.7 years across all departments, with a minimum departmental average of 8.0 years and a maximum of 12.1 years. Asian and Black employees both exceed this average at 10.1 and 10.2 years of service, respectively. Notably, however, there is more variance in the dataset for Black employees; excluding the Department of Education & Early Development, which reported no Black employees in 2022, their minimum departmental average was 3.6 (Fish & Game) and their maximum was 16.1 (Public Safety).

## Exhibit Nine (B)

### Average Years of Service by Race/Ethnicity



Alaska Native or American Indian and Hispanic or Latino employees average slightly less at 9.3 and 8.2 years of service, respectively. Pacific Islander or Hawaiian and Two or More Races averaged the shortest years of service at 2.9 and 2.5 years, respectively.

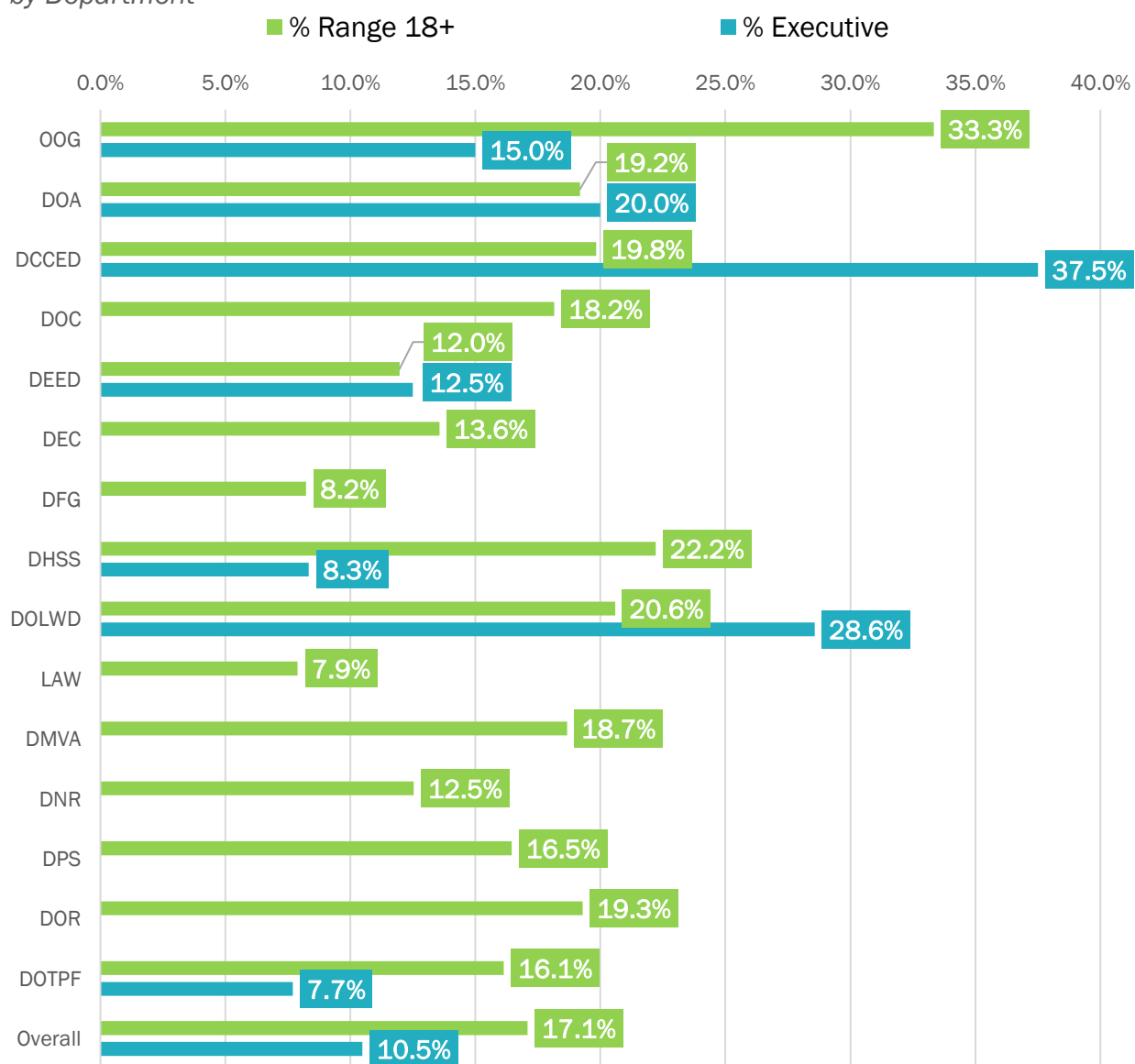
Excluding departments that reported no employees of a particular racial/ethnic category, employees who are Black showed the most variance in their average years of service. This high variance is attributable to two statistical outliers: the Departments of Fish & Game (3.6 average years) and Corrections (16.7 average years).

The Department of Fish & Game reported the shortest average years of service for its BIPOC employees, averaging only 5 years across all BIPOC categories and 3.8 years across all BIPOC categories excluding Asian. Employees who are Asian reported an outlying 11.0 average years despite representing 2.8% of department employees.

Representation matters not only in each principal department, but at each stratum of employment. Exhibit Ten shows the percentage of positions filled by BIPOC employees by department and two position strata: positions range 18 and above and executive positions. Positions range 18 and above include non-appointed senior professional and managerial levels. As of June 30, 2022, there were a total of 5,203 positions in the Executive Branch in pay ranges 18 and above, and BIPOC employees filled 889 or 17.1% of them; of the 17 positions added since 2021, 16 were filled by BIPOC employees. Executive positions include Directors, Commissioners, Chiefs of Staff, and their deputies. Only 124 positions in the Executive Branch were defined as executive positions as of June 30, 2022.

## Exhibit Ten

*Pay Range 18+ and Executive Positions Percentage BIPOC by Department*



Eleven Departments increased their proportions of BIPOC employees at ranges 18 and above. Departments with no such gains were Administration (down 1.5%), Corrections (down 1.1%), Education & Early Development (down 0.2%), and Fish & Game (down 0.8%). The greatest increases in BIPOC employees at pay ranges 18 and higher were experienced by the Departments of Military & Veterans Affairs (up 5.0%) and Commerce, Community & Economic Development (up 2.5%). While eight departments did not have any high-level BIPOC executives, the overall percentage of BIPOC executives increased slightly from 10.4% to 10.5%. Gains were made in the Office of the Governor, Labor & Workforce Development, and Education & Early Development.

To further illustrate potential disparities, Exhibit Eleven divides BIPOC employees by department and stratum. For example, although 15.0% of executive positions in the Office of the Governor are filled by BIPOC employees (Exhibit Ten), less than 3.0% of employees in this department are BIPOC executives. When assessing data in this way, it is important to consider that departments have varying proportions of positions at these upper echelons of service, with the greatest proportion in the Office of the Governor.

## Exhibit Eleven

*BIPOC Employees Percentage Range 18+ and Executive by Department*

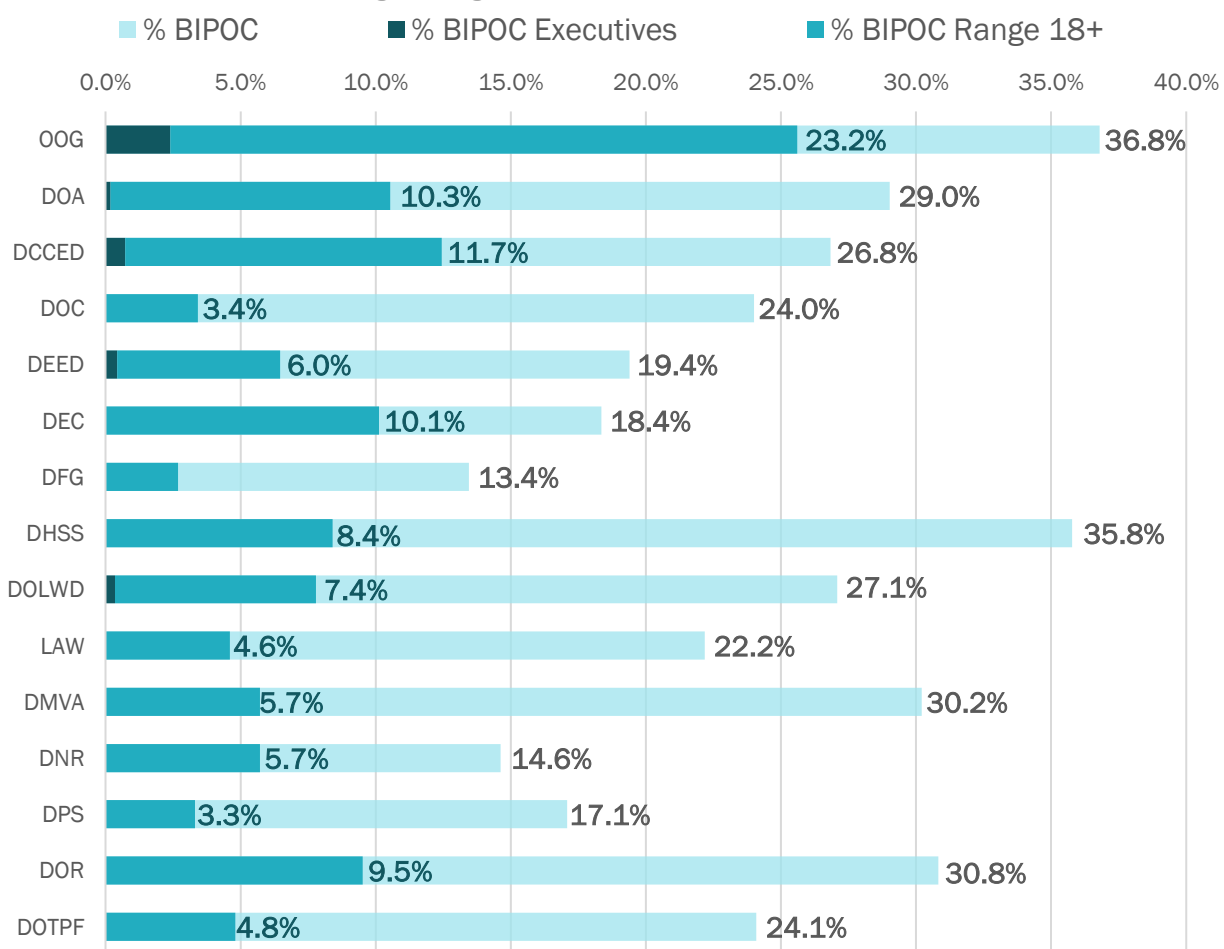
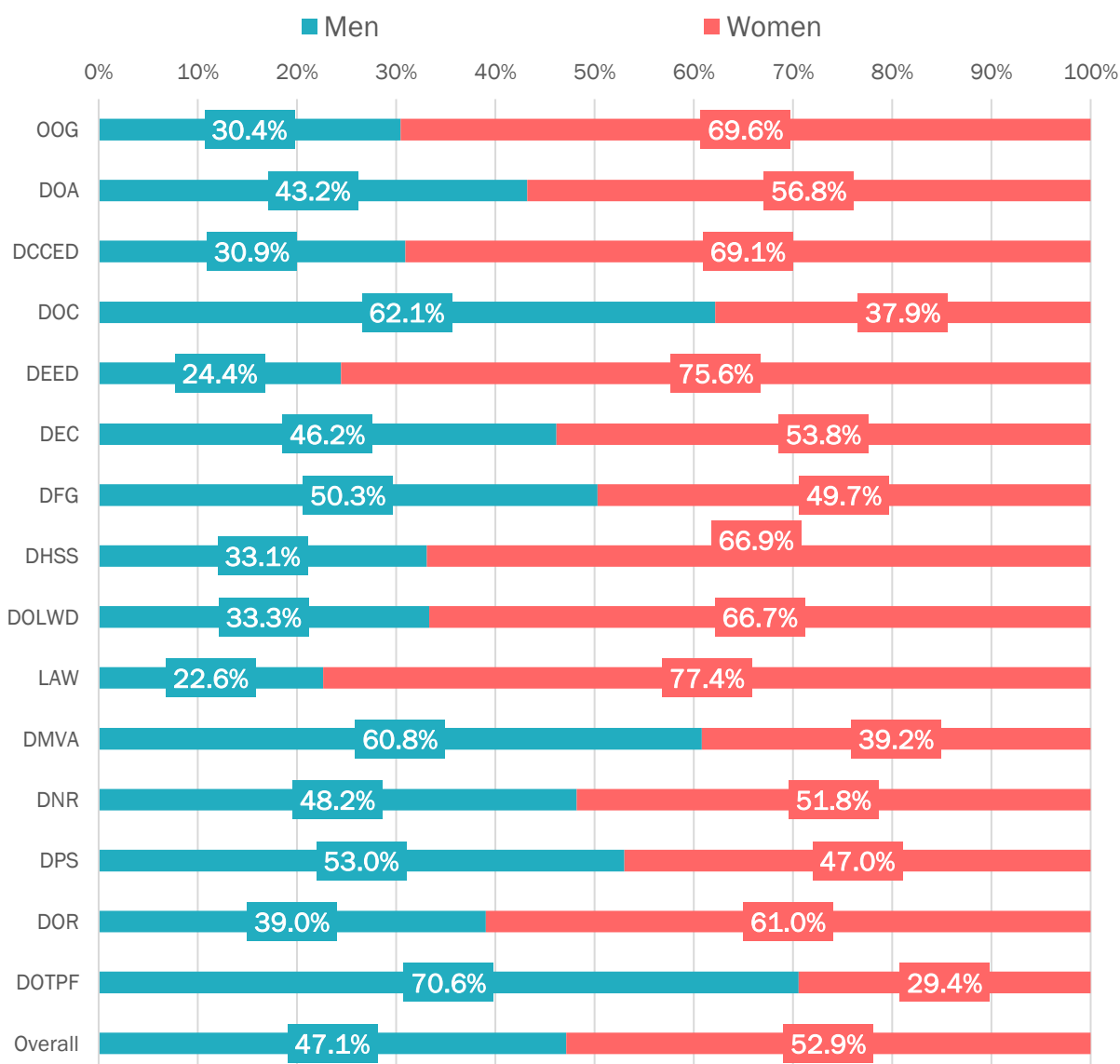


Exhibit Twelve divides Executive Branch BIPOC employees by sex and department. For all Executive Branch employees divided by sex and department, see Exhibit Nineteen (Page 32). Of the 3,543 BIPOC employees in the Executive Branch, 52.9% are women. These women are not distributed equally throughout departments; Women constitute the majority of BIPOC employees in ten departments and the minority in five.

In eleven of fifteen departments, there is a disparity of 10 percentage points or more between the percentage of BIPOC men and BIPOC women. The four departments with greater parity are Environmental Conservation, Fish & Game, Natural Resources, and Public Safety. The greatest disparities are seen in Law (77.4% women), Education & Early Development (75.6% women), and Transportation & Public Facilities (29.4% women).

## Exhibit Twelve

### *BIPOC Employees by Sex and Department*





## DID YOU KNOW?

The Alaska Native Brotherhood was formed on November 5, 1912, by eleven men (pictured below) and one woman.<sup>xxii</sup> The brotherhood, and subsequently added Alaska Native Sisterhood, is the oldest known indigenous persons' civil rights organizations in the world.<sup>xxiii</sup>



Comparing this data to job category data provides valuable insights. Exhibit Thirteen divides Executive Branch BIPOC employees by sex and job category. For all Executive Branch employees by sex and job category, see Exhibit Twenty (Page 33). Women represent the majority of BIPOC employees in six of eight categories.

A disparity of 10 percentage points or more between the percentage of BIPOC men and BIPOC women exists in every category except Service-Maintenance. The greatest disparities are in the Skilled Craft Workers (5.2% women), Protective Service Workers (19.4% women), and Administrative Support (74.7% women) categories.

### Exhibit Thirteen

#### *BIPOC Employees by Sex and Job Category*

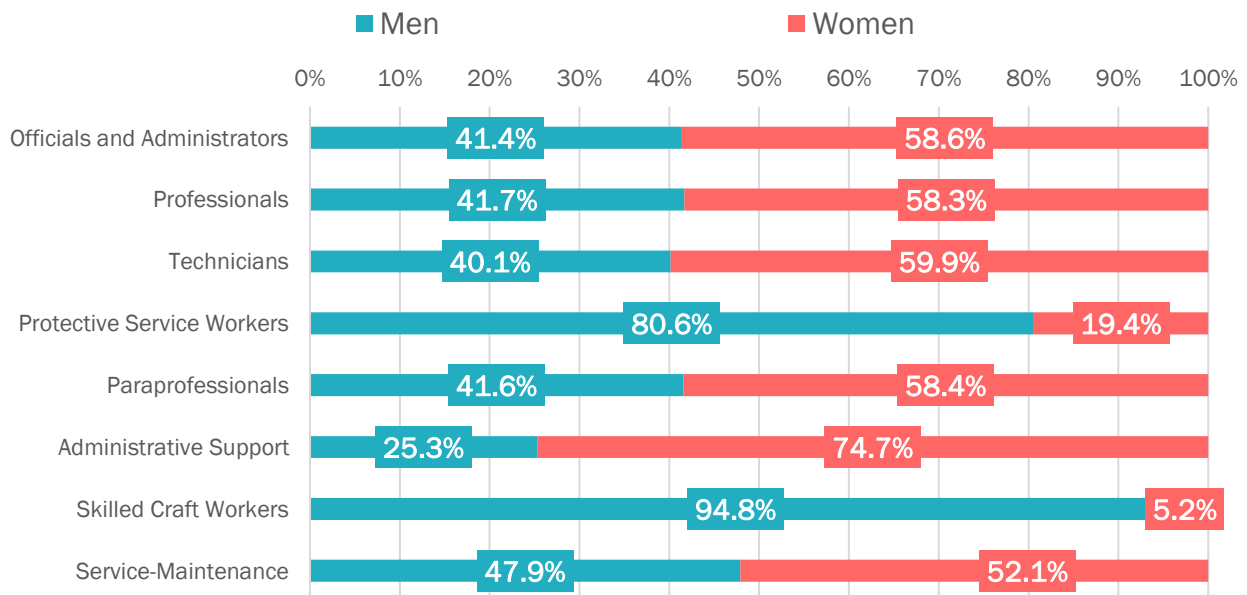
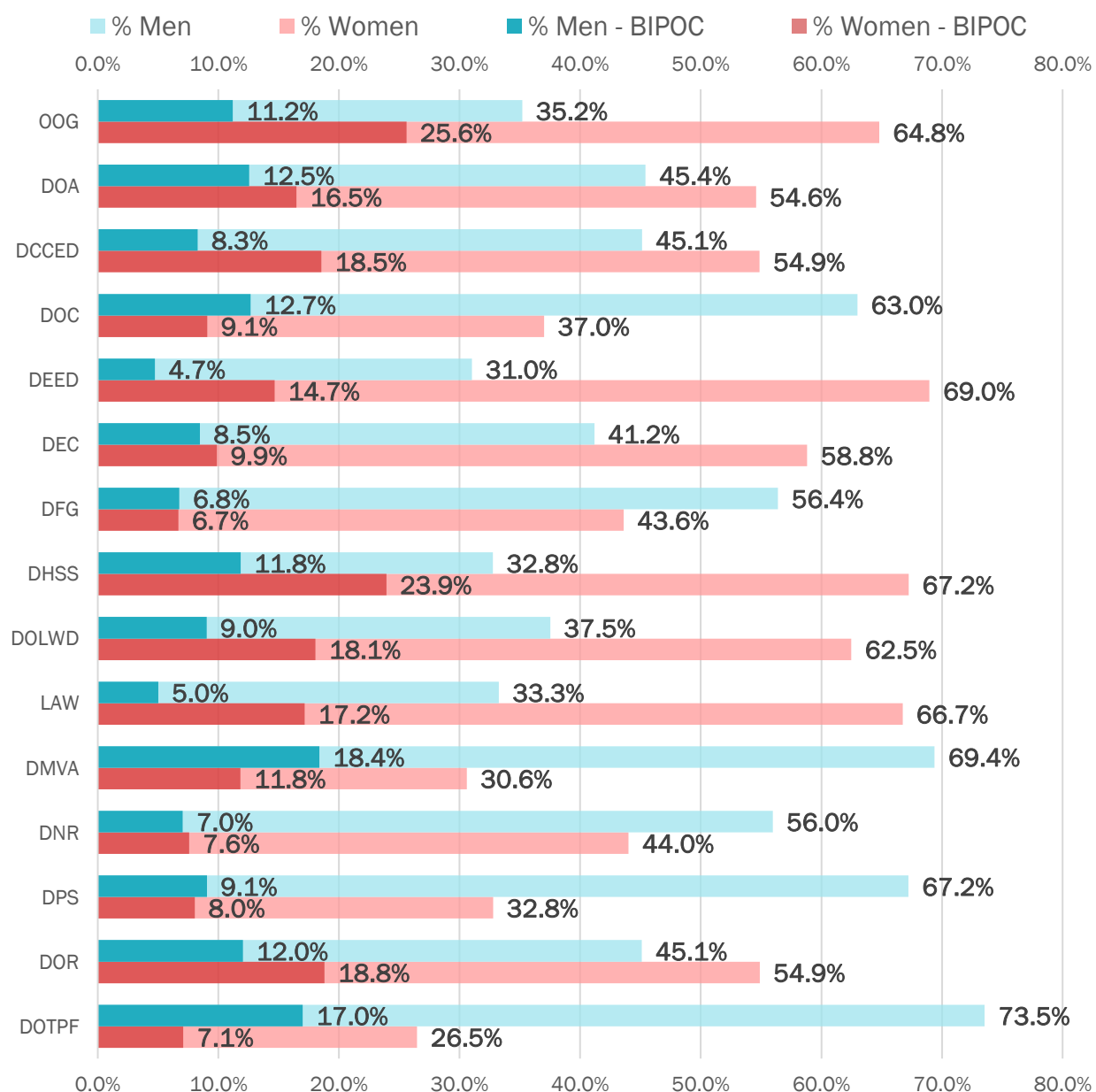


Exhibit Fourteen shows Executive Branch employees by department, sex, and BIPOC status. For example, in the Office of the Governor, 35.2% of employees are men, and 11.2% are men identifying as BIPOC. The overall ratios of women to men correlate directly with the ratios of BIPOC women to BIPOC men in each department except two: Fish & Game and Natural Resources. Although men in the Department of Fish & Game exceed women by 12.8 percentage points, BIPOC men exceed BIPOC women by only 0.1 percentage point. Although men in the Department of Natural Resources exceed women by 12.0 percentage points, BIPOC women actually exceed BIPOC men by 0.6 percentage point. This may suggest that BIPOC men are underrepresented in these departments.

## Exhibit Fourteen

### *Employees by Department, Sex, and BIPOC Status*



## Trends

The State continues to improve employment outcomes of BIPOC individuals within the Executive Branch. Data has been collected under six governors: Tony Knowles (1995 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and current Governor Mike Dunleavy (2018 to present).

### DID YOU KNOW?

Alaska is home to at least 20 Distinct indigenous languages in four language families. These languages are distinct as opposed to dialectal variants, reflecting the diverse cultural heritages of Alaska's indigenous peoples.

According to the Alaska Native Language Center, roughly thirteen of these languages are now threatened, extinct, or dormant.<sup>xxiv</sup>

Exhibit Fifteen demonstrates the percentage of positions filled by BIPOC employees from 1990 to present. Data is provided for the entire Executive Branch, positions in pay range 18 or higher, and executive positions. BIPOC employment has been trending upward since 1995 and again set a record high in 2022 at 25.2%. This is still significantly less than the percentage of BIPOC individuals in the Alaskan CLF (35.5%) but is a positive indicator of recruitment and retention efforts to encourage diversity. This trend continues among positions ranged 18 and higher. In 2022, BIPOC employees held 13 executive positions, 10.5% of the total. Because of the small number of such positions, trends in this area are less consistent, but the Executive Branch continues to maintain similar numbers over the past several years.

### Exhibit Fifteen

*Percentage BIPOC by Pay Range and Executive Status : 1990 - 2022*

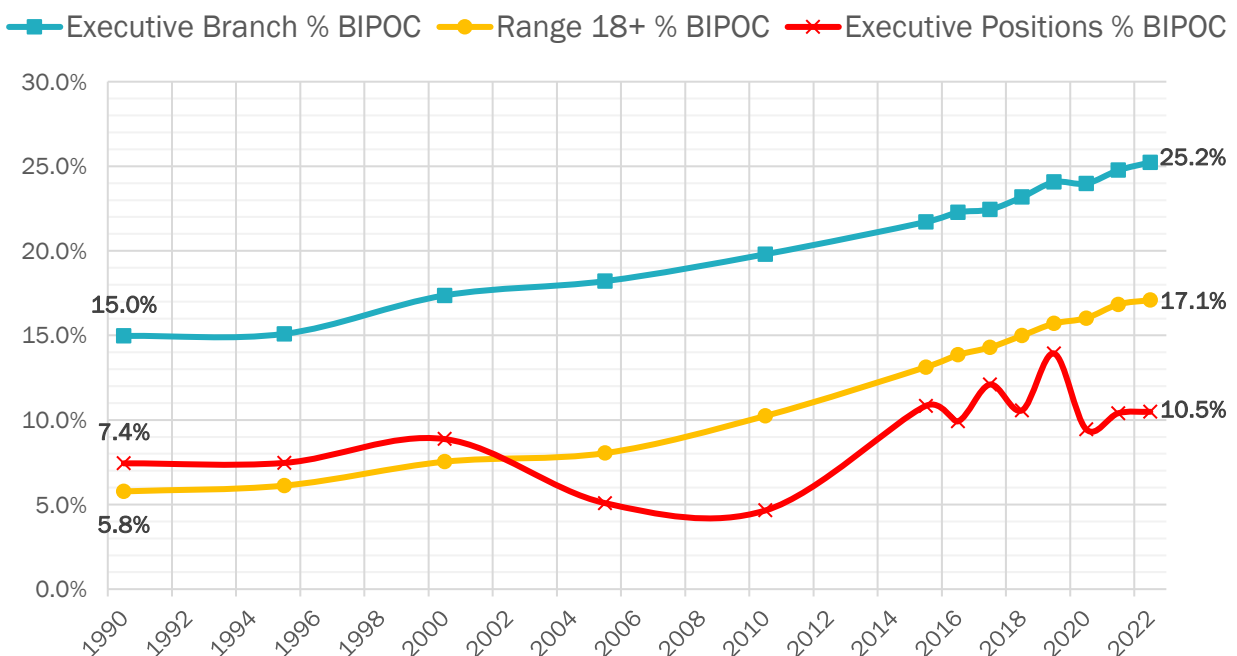
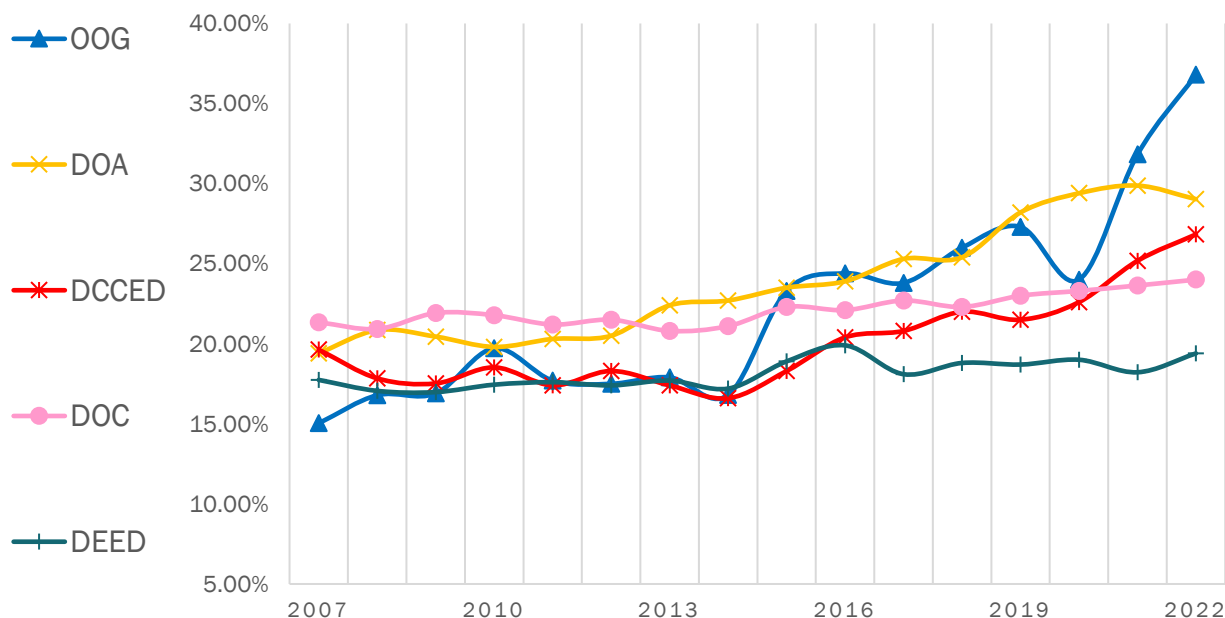


Exhibit Sixteen shows trends in the percentage of BIPOC employees by department. For improved legibility, this exhibit is presented in three parts: A, B, and C. Each part compares five departments of the Executive Branch. All data in these parts is directly comparable and analysis includes comparing all fifteen departments.

## Exhibit Sixteen (A)

*Percentage BIPOC By Department: 2007-2022*



Although the overall percentage of BIPOC employees in the workforce continues to trend upwards, the Department of Administration experienced a slight loss in this metric for the first time since 2010, from 29.88% to 29.03%. The Office of the Governor simultaneously demonstrated the greatest gains in this metric. The Office of the Governor is the smallest department in the Executive Branch, totaling 125 employees in 2022, 46 of whom identified as BIPOC. This small sample size, along with regular employee turnover associated with a governor's new term in office, contributes to such trends.

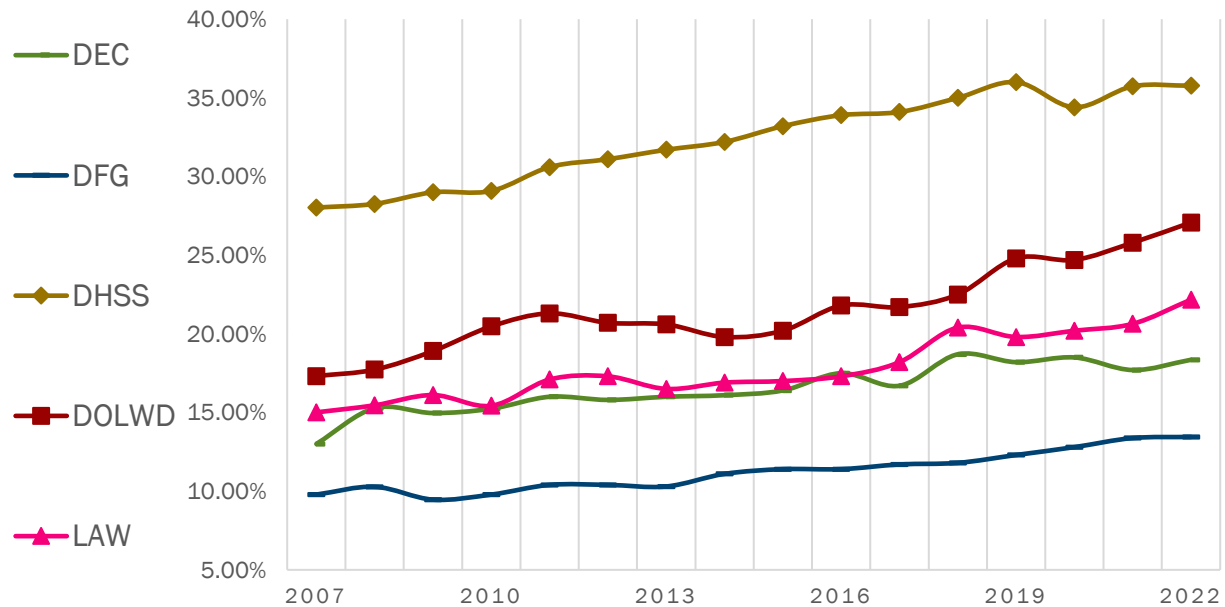
### DID YOU KNOW?

According to the Pew Research Center, Asian Americans made up about 7% of the United States' population in 2021, representing over 22,000. This population doubled between 2000 and 2019 and is projected to surpass 46 million by 2060.

The Asian population is diverse; Asian Americans may trace their ancestry to more than 20 countries, each with a distinct culture and history. Six origin groups make up 85% of Asian Americans: Chinese (24%), Indian (21%), Filipino (19%), Vietnamese (10%), Korean (9%), and Japanese (7%).<sup>xxv</sup>

## Exhibit Sixteen (B)

Percentage BIPOC By Department: 2007-2022



As a trend, the Departments of Health & Social Services and Fish & Game have the highest and lowest proportions of BIPOC employees, respectively. In 2022, the former saw only a 0.04 percentage point gain and the latter saw only a 0.07 percentage point gain. The proportion of BIPOC employees in every other department increased markedly. In 2022, excluding the Office of the Governor, the Department of Military & Veterans Affairs saw the most dramatic single year increase of 3.1 percentage points.

## Exhibit Sixteen (C)

Percentage BIPOC By Department: 2007-2022

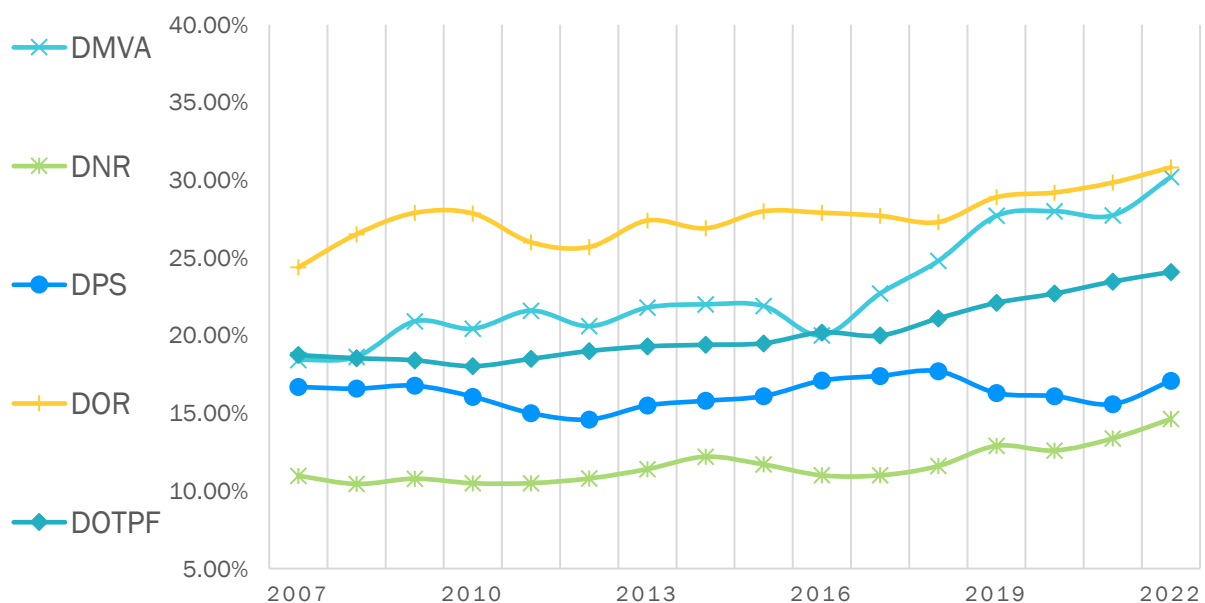
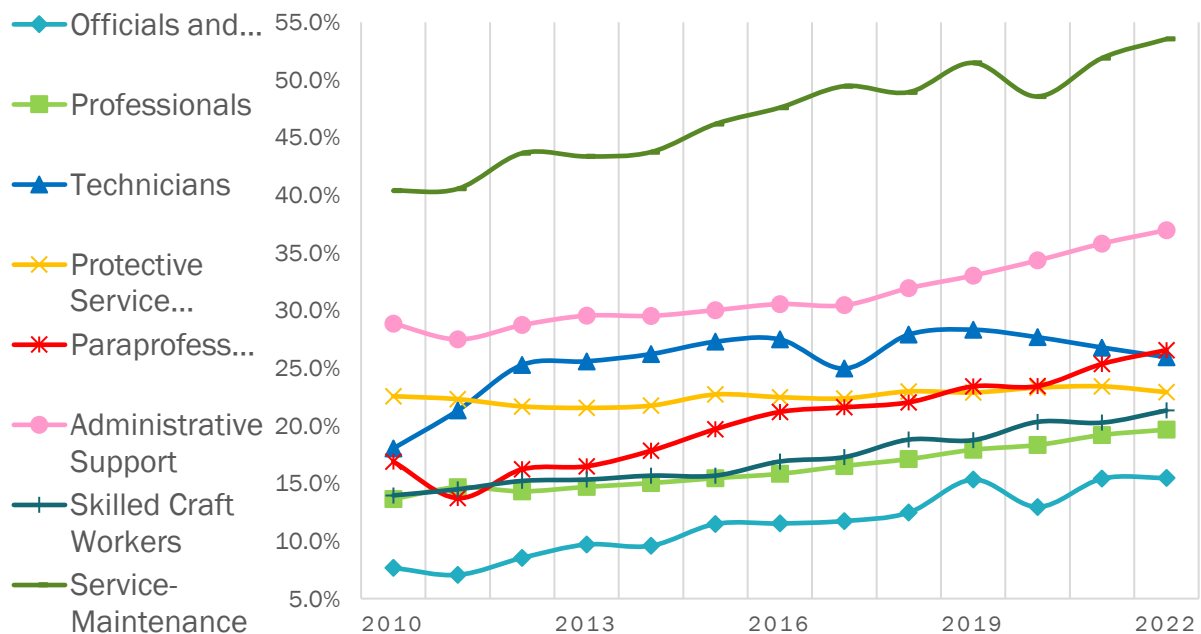


Exhibit Seventeen shows trends in the percentage of BIPOC employees by job category. The percentage of BIPOC employees has trended upward in each job category except Technicians and Protective Service Workers, the latter of which experienced its third year trending downward. The percentage of BIPOC employees changed by less than 1 percentage point in the Technicians, Protective Service Workers, Professionals, and Officials and Administrators job categories. BIPOC overrepresentation in the Service-Maintenance group and underrepresentation in the Officials and Administrators group is an established trend.

## Exhibit Seventeen

*Percentage BIPOC By Job Category: 2010 - 2022*



## DID YOU KNOW?

Alaska's State Flag was designed by a thirteen-year-old Alaska Native resident of the City of Seward, John Ben "Benny" Benson (pictured aside).<sup>xxvi</sup>

In 1927, a flag design contest for the Territory's school children was conducted by the Alaska Chapter of the American Legion at the request of former Territorial Governor George A. Parks.

Benny wrote with his submission, "The blue field is for the Alaska sky and the forget-me-not, an Alaskan flower. The North Star is for the future State of Alaska, the most northerly in the union. The Dipper is for the Great Bear, symbolizing strength."<sup>xxvii</sup>



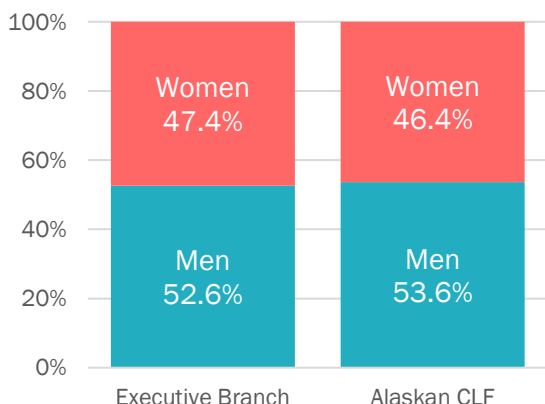
## Women in the Executive Branch Workforce

### Current Outlook

**W**omen comprise 47.4% of the Executive Branch workforce as demonstrated by Exhibit Eighteen. This number represents 6,650 employees, 204 less than last year. Indeed, this year saw the proportion of female employees fall by 0.05 percentage points.

#### Exhibit Eighteen

Employees by Sex



Although this reduction follows the overall trend of women leaving the workforce in higher numbers than men due to the COVID-19 pandemic, this is only a partial explanation; the percentage of women in the Executive Branch workforce is currently at its lowest since 1999. Notably, however, the percentage of female employees in the Executive Branch fairly reflects the percentage of female employees in the Alaskan CLF, 46.6%, as demonstrated in Exhibit Eighteen. In fact, the Executive Branch has proportionally more women by approximately 1.0 percentage point.

According to the Pew Research Center, young women are more likely to be enrolled in college than young men and are more likely to obtain a college degree.<sup>xxviii</sup> Despite this, research shows that women typically earn less than men, and these numbers are affected by age and race/ethnicity.<sup>xxix</sup> On average, women earn 83 cents for every dollar a man earns. That gap narrows for younger women (89 cents on the dollar for those between age 25 and 34) but widens as they get older (78 cents on the dollar for women aged 45 to 54). These differences are even more notable for BIPOC women; American Indian and Alaska Native women earn 60 cents on the dollar, and Hispanic women make 55 cents on the dollar, when compared to white, non-Hispanic men.

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### DEI = Diversity, Equity, and Inclusion

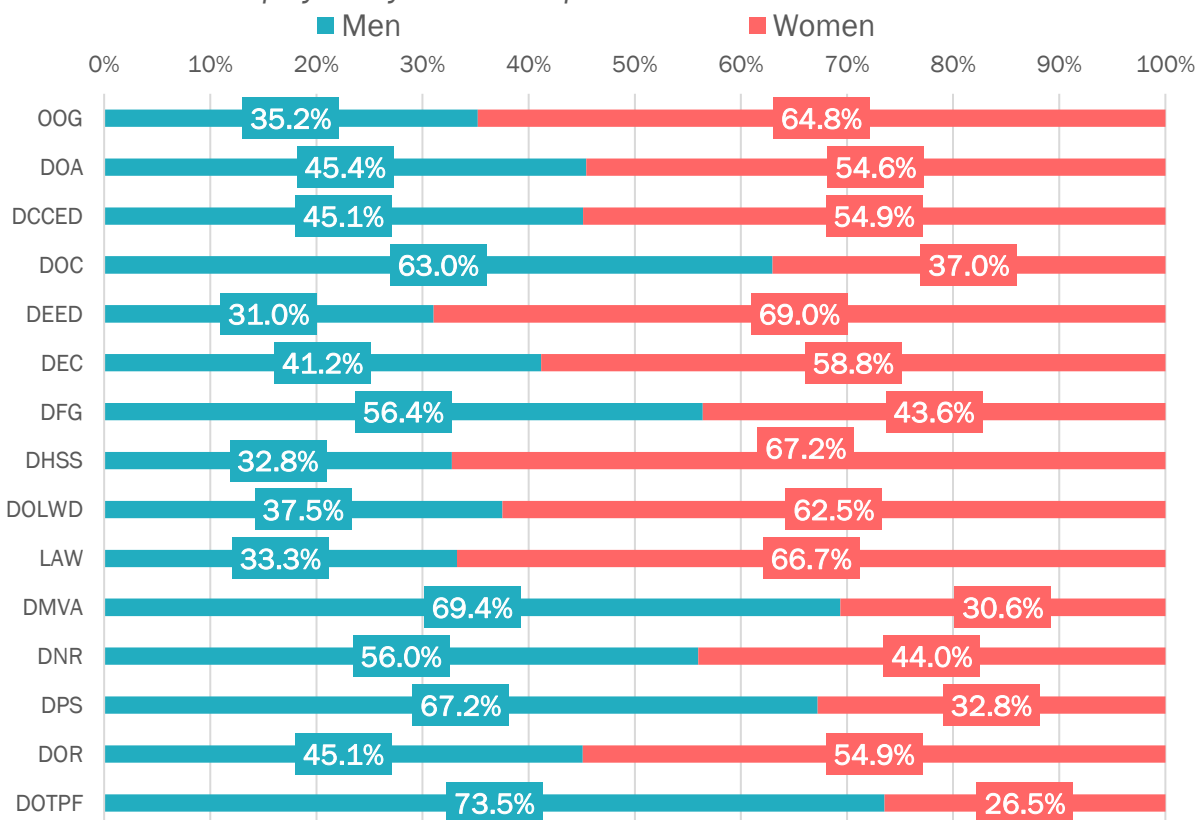
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Research suggests that women in the workplace are also an important factor in increasing diversity in other groups as well. Female leaders are twice as likely as male leaders to spend substantial time on DEI work.<sup>xxx</sup> These efforts can help improve the workplace on multiple fronts but are rarely considered for promotions and evaluations. It is important that women are represented across all departments, job categories, and positions of leadership.

Exhibit Nineteen separates all Executive Branch employees by department and sex. For only BIPOC employees separated by department and sex, see Exhibit Twelve (Page 24). Women constitute the majority of employees in nine departments and exceed men by 10 percentage points or more in six departments. Women are highly represented in the Office of the Governor (64.8%), Education & Early Development (69.0%), Health & Social Services (67.2%) and Law (66.7%). Inversely, in each of the six departments in which women are not the majority, men exceed women by 10 or more percentage points.

## Exhibit Nineteen

### *Executive Branch Employees by Sex and Department*



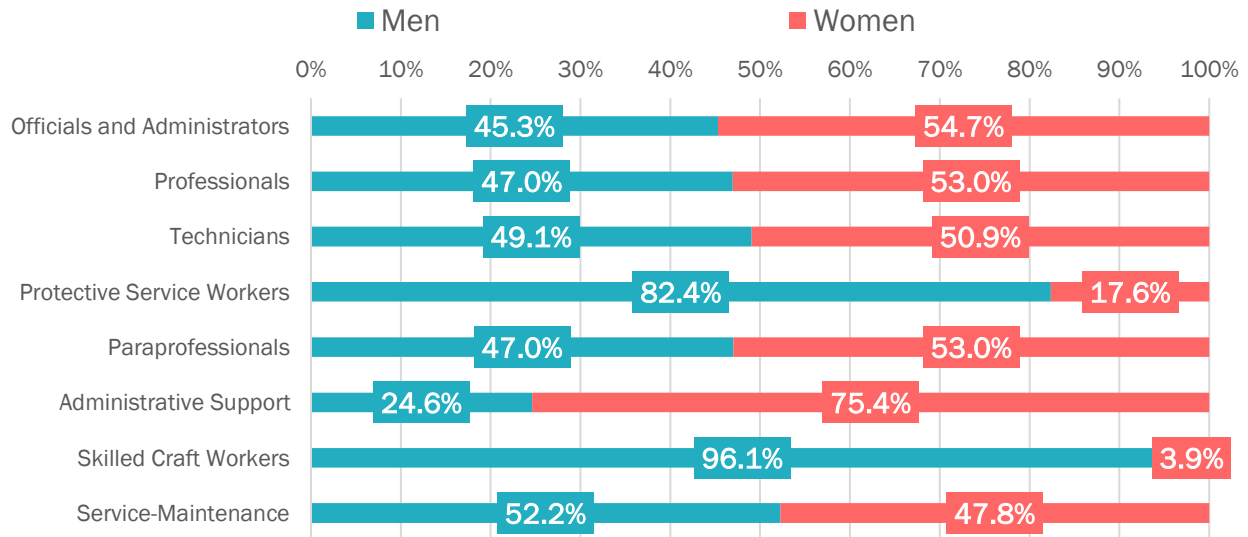
As a pattern, women constitute a greater proportion of BIPOC employees than employees overall. Although 69.1% of BIPOC employees in the Department of Commerce, Community & Economic Development are female (Exhibit Twelve), the overall proportion of female employees is 14.2 percentage points less (54.9%). Although 47.0% of BIPOC employees in the Department of Public Safety are female (Exhibit Twelve), the overall proportion of female employees is also 14.2 percentage points less (32.8%). This pattern is seen in every department except two: Environmental Conservation and Health & Social Services.

Exhibit Twenty separates all Executive Branch employees by the EEOC's eight job categories and sex. For only BIPOC employees separated by job category and sex, see Exhibit Thirteen (Page 25). These 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.



## Exhibit Twenty

### Executive Branch Employees by Sex and Job Category



The category with the greatest proportion of women is Administrative Support (1,556 women representing 75.4%), but the category with the most women employed is Professionals (3,522 women representing 53.0%). Women constitute the majority in five categories and a vast majority, over 75%, in one: Administrative Support. Women are less represented in the Protective Service and Skilled Craft Workers categories, the latter of which reported only 3.9% female employees.

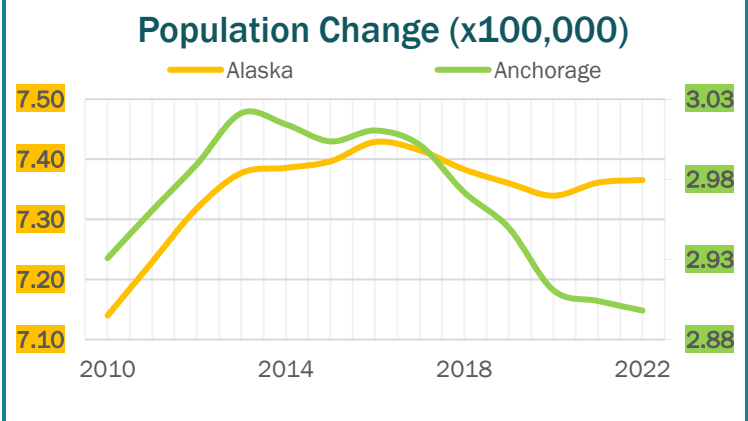
As with the departmental data, women generally constitute a greater proportion of BIPOC employees than employees overall. This trend is seen in every category except two: Officials and Administrators has nearly equal percentages of BIPOC women and women overall, and Administrative Support has 0.7 percentage points less BIPOC women than women overall.

Both men and women experience discrimination based on age. Exhibit Twenty-One shows the average age of Executive Branch employees by department and

## DID YOU KNOW?

According to a report by the Anchorage Economic Development Corporation, Alaska has experienced a statewide recession predating the global COVID-19 pandemic. Although employment in Anchorage saw a 3% gain in 2022, it remains about 8% below peak levels not experienced since 2015.<sup>xxxi</sup>

Another indicator of this recession is population decline. The population of Alaska peaked in 2016, and the population of Anchorage peaked in 2013.<sup>xxxii</sup>



sex. In the overall Executive Branch workforce, the average employee age is the same regardless of sex: 43.6 years. When assessing departments, however, inequities become apparent. Women average younger than men in six departments, most notably Fish & Game by 3.6 years; Military & Veterans Affairs by 3.2 years; and Commerce, Community & Economic Development by 2.7 years. Men average younger than women in eight departments, most notably Revenue by 3.8 years, Corrections by 1.7 years, and Natural Resources by 1.4 years. In departments where men average younger than women, the age gap is generally smaller.

## Exhibit Twenty-One

*Executive Branch Employees Average Age by Sex and Department*

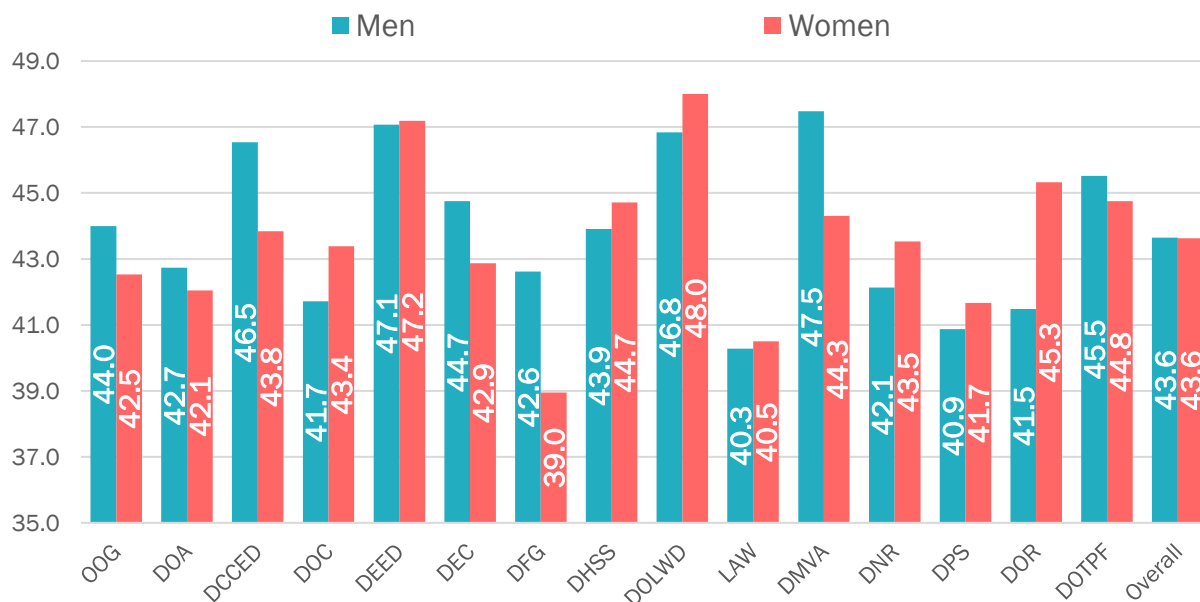
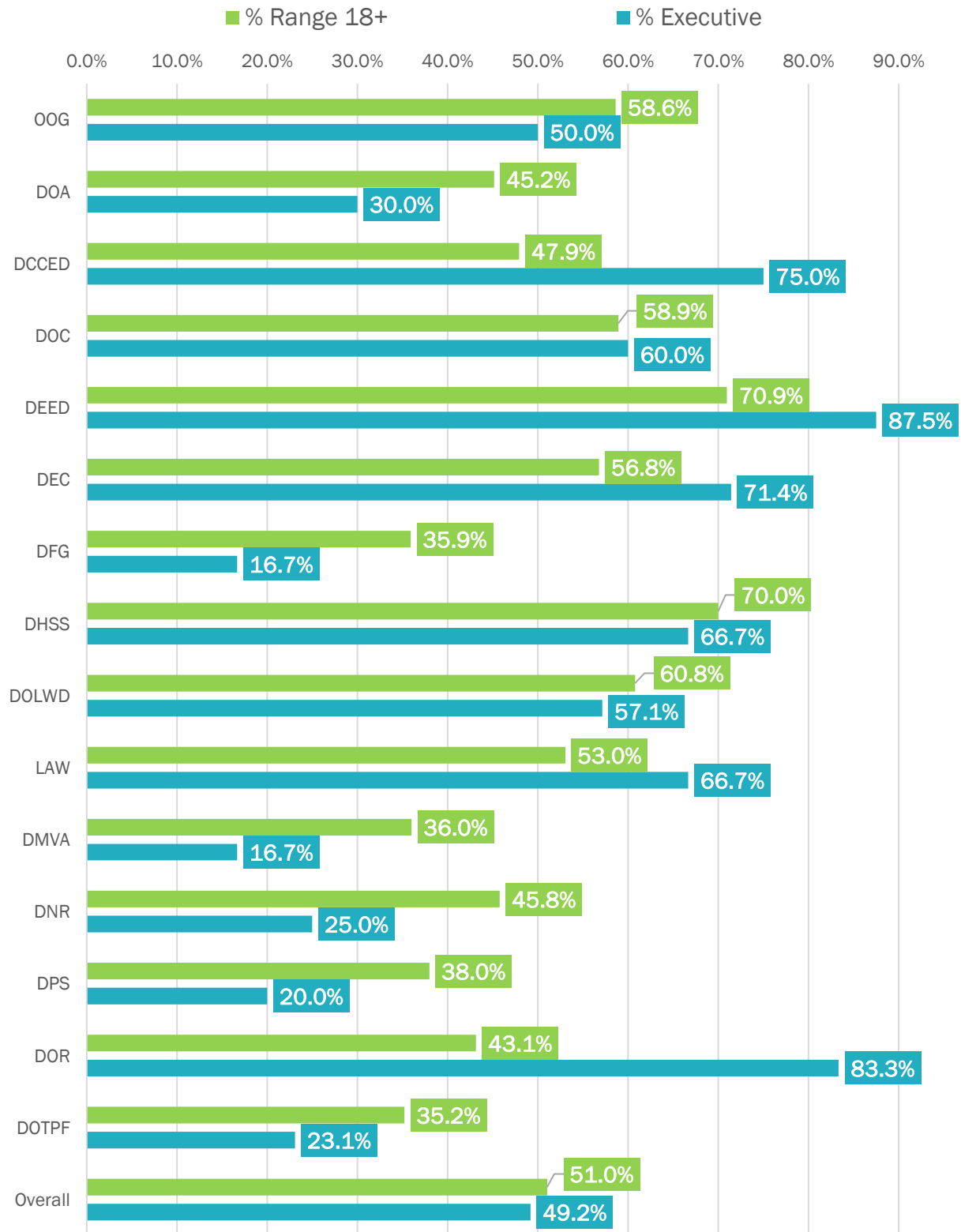


Exhibit Twenty-Two shows the percentage of positions filled by female employees by department and two position strata: positions range 18 and above and executive positions. While the overall number of women in the Executive Branch has decreased, the overall percentage of women in positions range 18 and higher has held steady at 51.0%. Women hold a majority of higher paid positions in seven departments. Departments with lower percentages of women show a greater proportion of women at these higher pay ranges, including the Departments of Corrections, Military & Veterans Affairs, Natural Resources, Public Safety, and Transportation & Public Facilities.

Exhibit Twenty-Two further shows the distribution of executive positions by sex, including Commissioners, Deputy Commissioners, Chiefs of Staff, Deputy Chiefs of Staff, and Directors. This year, there were 124 such positions, 61 of which were held by women. This is a notable increase from the previous year (up by six positions or 5 percentage points). Women are represented at range 18 and higher and as executives in all departments. Women hold at least half of the executive positions in nine departments and at least half of positions at range 18 and higher in eight departments.

## Exhibit Twenty-Two

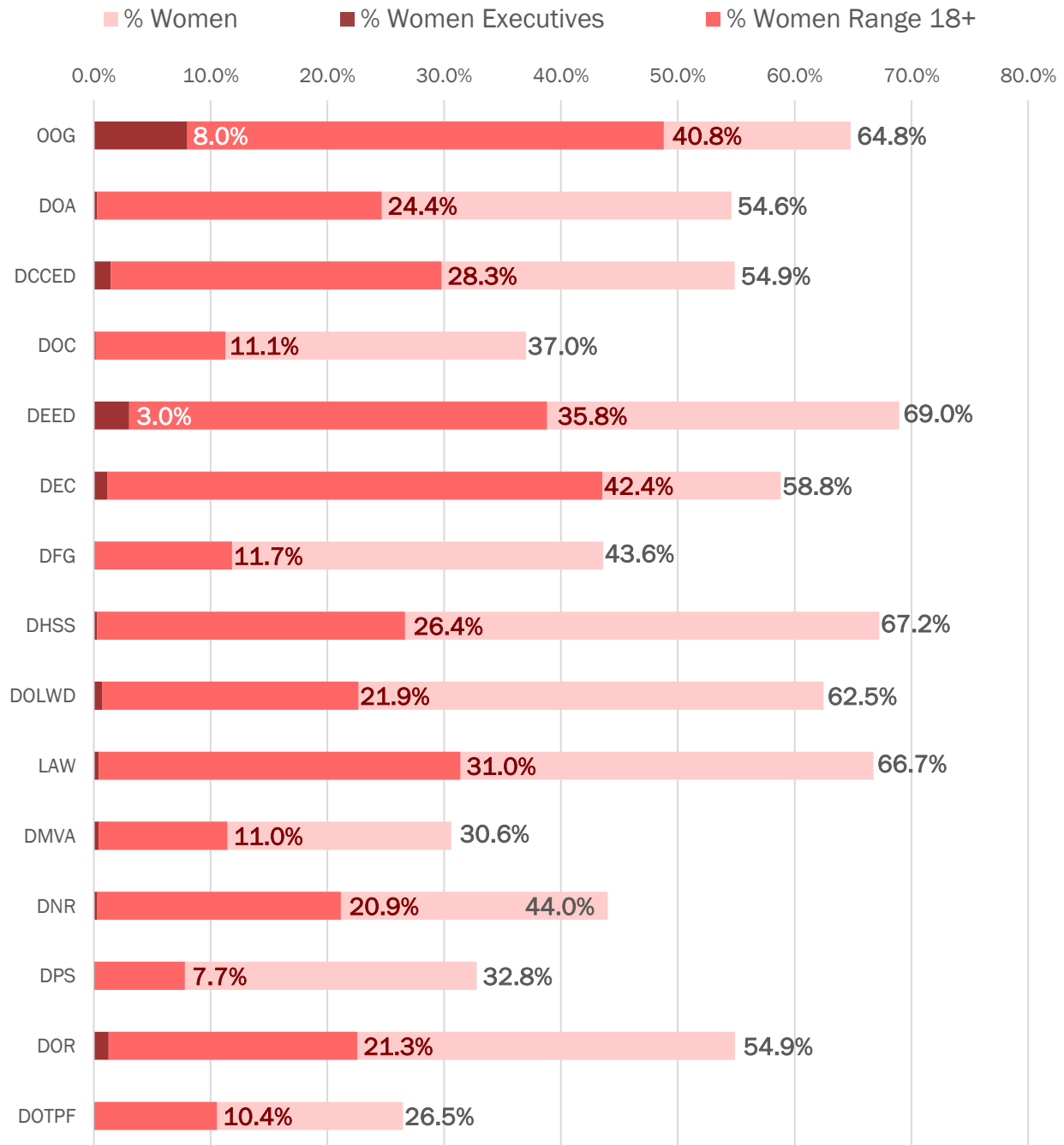
*Pay Range 18+ and Executive Positions Percentage Female*



To further illustrate potential disparities, Exhibit Twenty-Three illustrates women in the Executive Branch by department and employment stratum. For example, although 50.0% of executive positions in the Office of the Governor are filled by women (Exhibit Twenty-Two), 8.0% of employees in this department are female executives. When assessing data in this way, it is important to consider that departments have varying proportions of positions at these upper echelons of service, with the greatest proportion in the Office of the Governor.

### Exhibit Twenty-Three

*Female Employees Percentage Range 18+ and Executive by Department*



## Trends

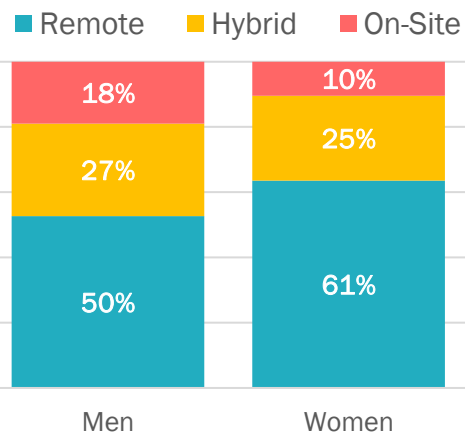
Since 1995, the State has shown significant improvement in recruiting and retaining women. Data has been collected under six governors: Tony Knowles (1995 to 2002), Frank Murkowski (2002 to 2006), Sarah Palin (2006 to 2009), Sean Parnell (2009 to 2014), Bill Walker (2014 to 2018), and current Governor Mike Dunleavy (2018 to present). While there has been a slight decline since reaching a high of 49.1% in 2013, the percentage of women working in the Executive Branch has stayed around 48% for a decade. The last few years have shown a small decline, however, which continued into 2022.

Even while women saw a decline in percentages, the number of women in higher paying positions is not declining in the same fashion. Exhibit Twenty-Four demonstrates the percentage of positions filled by female employees from 1990 to present. Data is provided for the entire Executive Branch, positions in pay range 18 and higher, and executive positions.

## DID YOU KNOW?

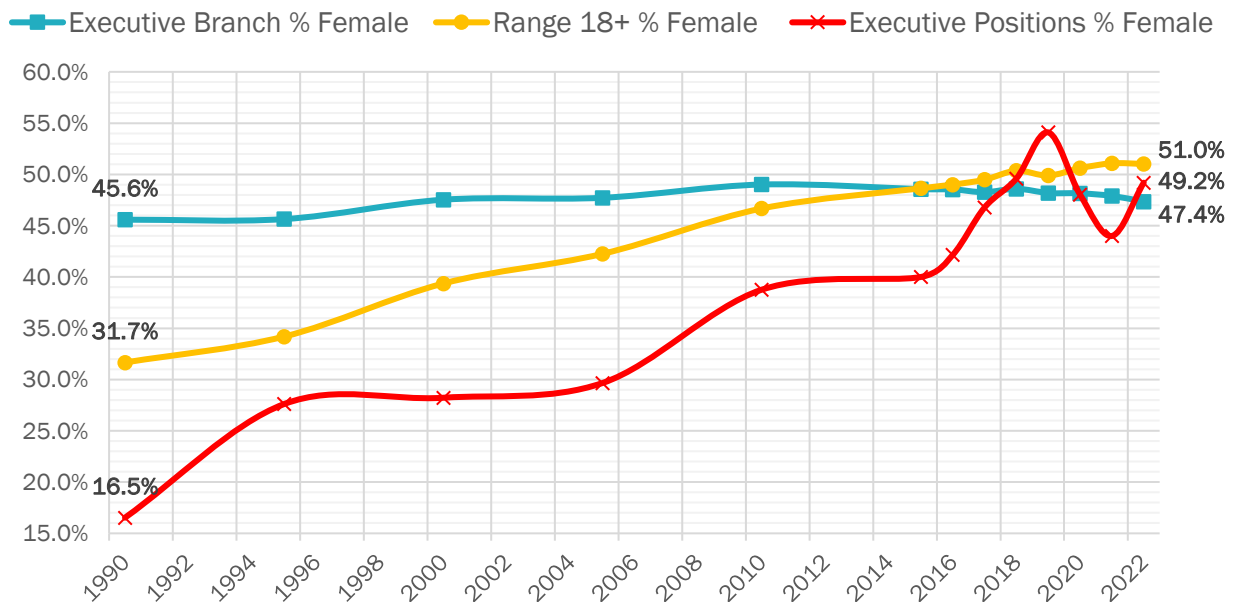
According to the largest study on women in corporate America, the majority of women prefer remote or hybrid remote work. Compared to men, a greater percentage of women prefer working remotely. <sup>xxx</sup>

### Desired Worksites by Sex



## Exhibit Twenty-Four

Percentage Female by Pay Range and Executive Status: 1990 - 2022

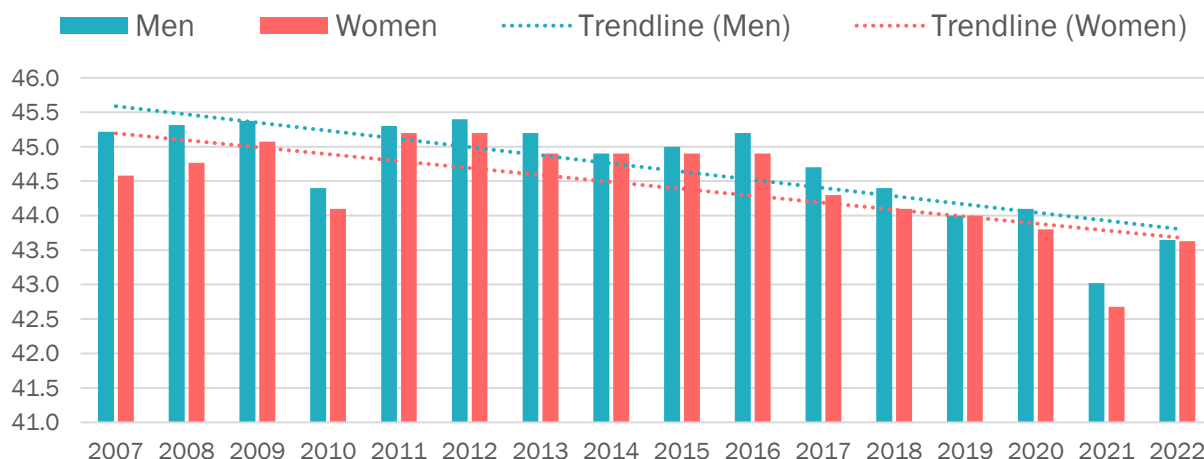


This exhibit illustrates the State's ongoing success in parity for women; over the past thirty years, the stratification gap at each level has closed by approximately 15 percentage points. The percentage of women at every stratum of Executive Branch employment now exceeds their percentage in the Alaskan CLF (46.4% in 2022). Although the proportion of women in higher paying positions decreased this year by 0.1 percentage point, it continues to remain stable around 50%. While 2020 and 2021 saw reductions in the percentage of female executives, 2022 numbers reflect a significant rebound. After falling by 6.1 percentage points in 2020 and 4.0 percentage points in 2021, 2022 saw an increase of 5.2 percentage points.

Age discrimination affects employees who are men and women. Exhibit Twenty-Five shows the average age of executive branch employees by sex and year. As demonstrated by the trendlines, employees who are men average older than employees who are women, but this gap is gradually closing. Both metrics have declined over fifteen years and dipped significantly in 2021, corresponding with the Great Resignation. Following this dip, the average employee age increased in 2022 for both men and women but continues to follow the downward trend.

### Exhibit Twenty-Five

*Average Employee Age by Sex: 2007 - 2022*



The State is committed to both the equitable recruitment and retention of women. Exhibit Twenty-Six shows trends in average years of service by sex. Over the past fifteen years, this metric has increased for both men and women in the Executive Branch. As demonstrated by the trendlines, the once significant gap between men and women's average years of service is closing.

### DID YOU KNOW?

According to the EEOC, the nation's working population is getting older. Workers aged 65 and older are expected to grow by 75% by 2050.

Increased participation in the workforce by older women is one significant factor. Women aged 55 and older are predicted to constitute 25% of women in the national workforce by 2024.<sup>xxxiii</sup>

## Exhibit Twenty-Six

Average Years of Service by Sex: 2007 - 2022

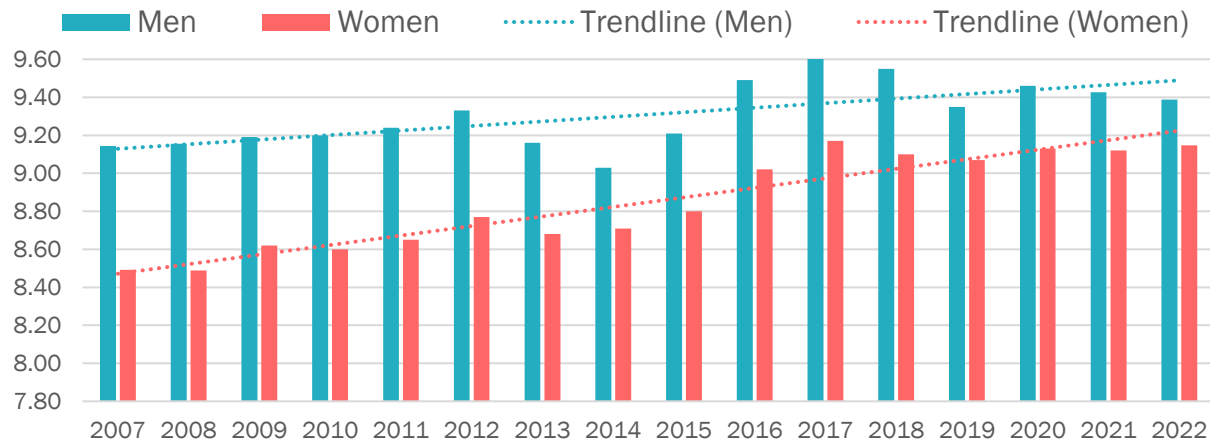
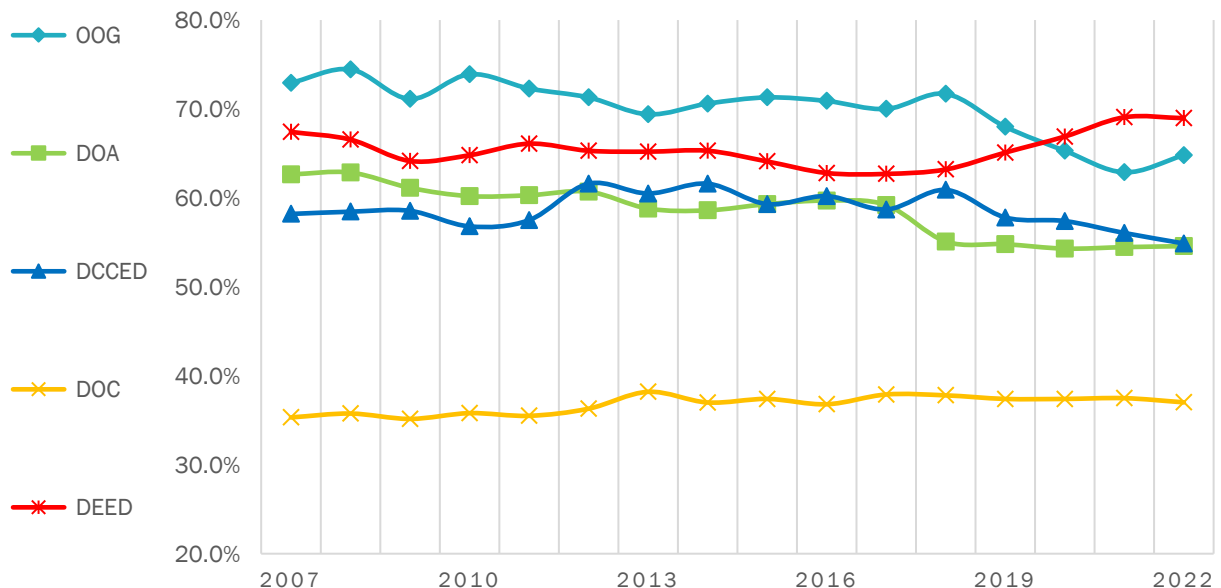


Exhibit Twenty-Seven shows trends in the percentage of female employees by department. For improved legibility, this exhibit is presented in three parts: A, B, and C. Each part compares five departments of the Executive Branch. All data in these parts is directly comparable and analysis includes comparing all fifteen departments.

Following four years of increases, the Department of Education & Early Development saw a slight decrease in its percentage of women by 0.1 percentage point. Inversely, following three years of decreases, the Office of the Governor saw a 1.9 percentage point increase in its proportion of women. Even so, the Department of Education & Early Development remained the department with the highest proportion of women, having surpassed the Office of the Governor in 2020.

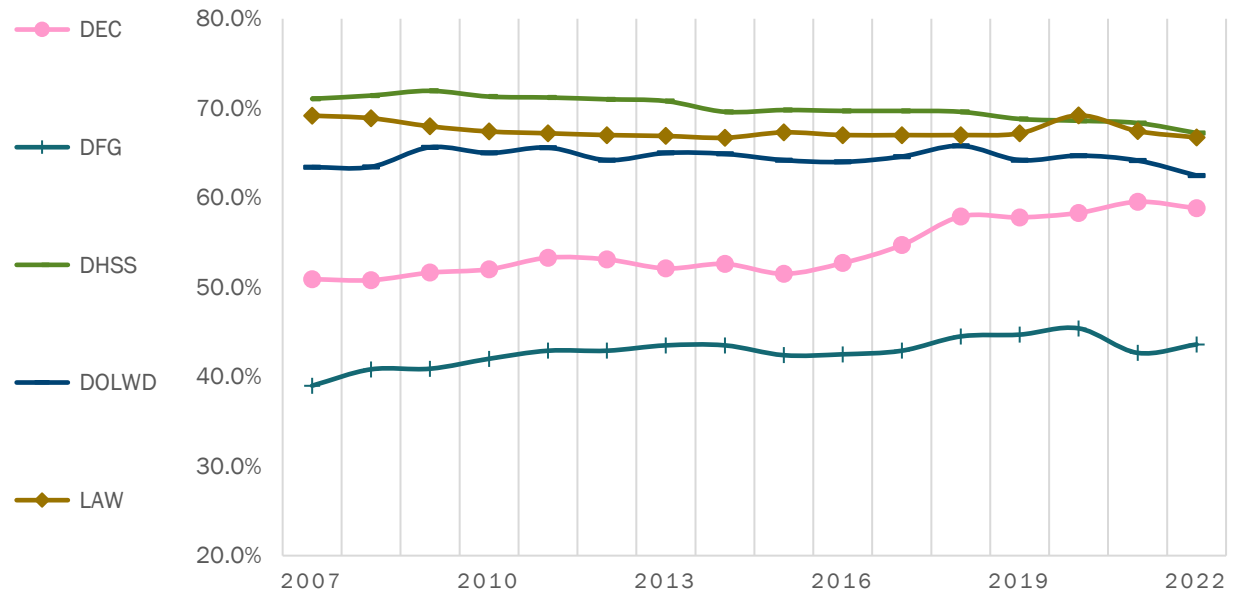
## Exhibit Twenty-Seven (A)

Percentage Female By Department: 2007-2022



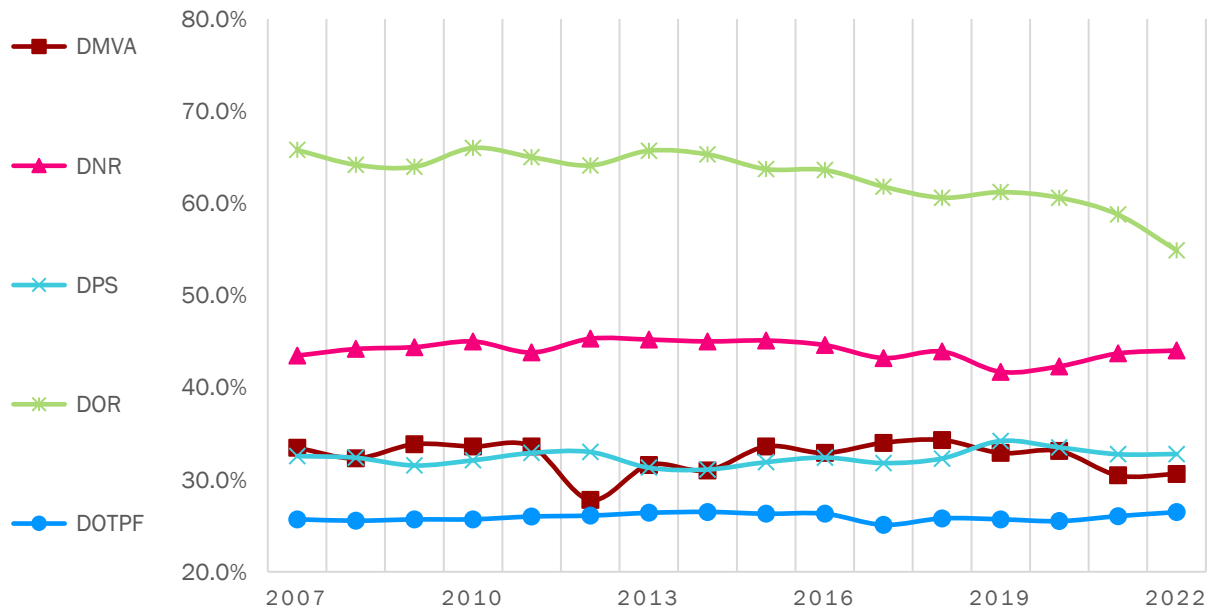
## Exhibit Twenty-Seven (B)

Percentage Female By Department: 2007-2022



## Exhibit Twenty-Seven (C)

Percentage Female By Department: 2007-2022



In addition to the Office of the Governor, modest gains were seen in the Departments of Fish & Game, Natural Resources, and Military & Veterans Affairs. The Department of Administration saw no change in its proportion of women.

Gradual downward trends of three or more consecutive years in the proportions of female employees can be identified in five departments: Commerce, Community & Economic Development; Health & Social Services; Labor & Workforce Development; Law; and Revenue.



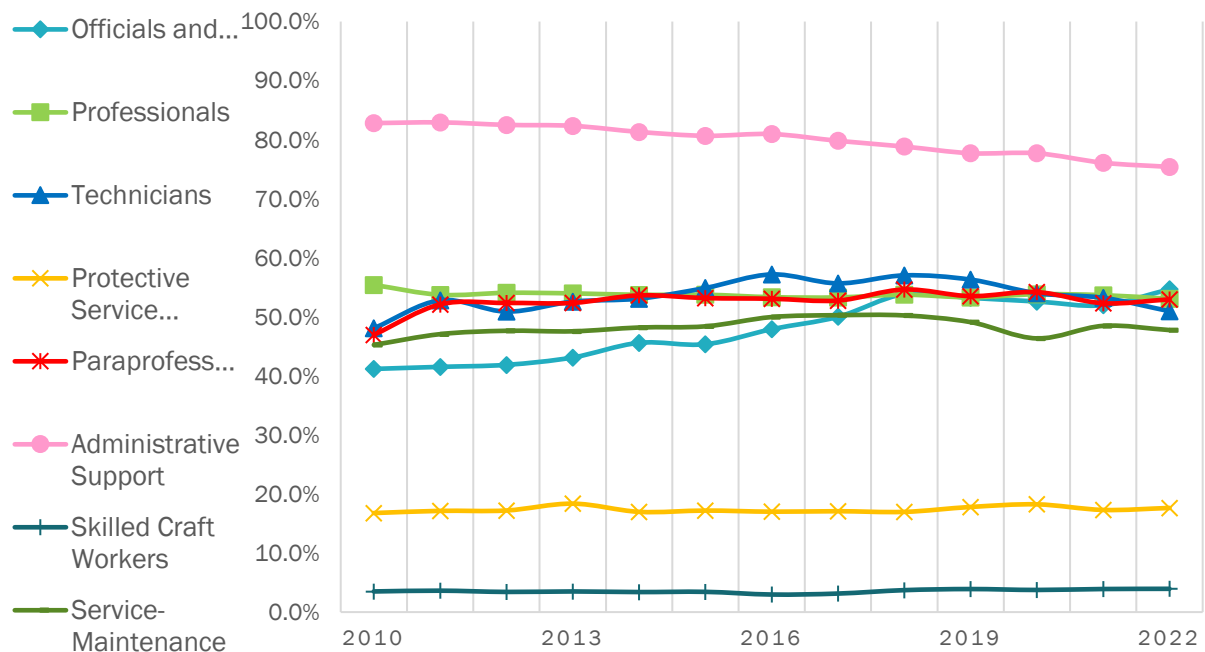
The Department of Revenue exhibits the steepest recent decline. This department saw the greatest single year decrease of 3.9 percentage points and has lost 6.3 percentage points in this metric since 2019. Even so, the proportion of women in the department remains well above the proportion of women available in the Alaskan CLF (46.4%).

The underrepresentation of women constitutes a trend in multiple departments. Proportions of female employees have remained below 35.0% in the Departments of Military & Veterans Affairs, Public Safety, and Transportation & Public Facilities. In the Department of Corrections, this proportion has remained below 40%. Inversely, overrepresentation constitutes a trend in the Departments of Health & Social Services and Law, which have each remained over 65.0% female, and Labor & Workforce Development which has remained over 60% female. Women in the Department of Revenue continued to trend downward and experienced a 3.9 percentage point loss. The Department of Environmental Conservation, which trended upward in this metric from 2015 to 2018, continued to stagnate with a 0.7 percentage point loss.

Exhibit Twenty-Eight demonstrates trends in the percentage of female employees in the Executive Branch by job category. As a trend, women have been consistently underrepresented as Protective Service Workers (under 20.0%) and Skilled Craft Workers (under 5.0%). Women have been consistently overrepresented in the Administrative Support category (over 75.0%), but this proportion has gradually trended downward over the past twelve years, losing a total of 7.4 percentage points. All other categories report relatively steady and similar proportions of women from 2010 to 2022.

## Exhibit Twenty-Eight

*Percentage Female by Job Category: 2010 - 2022*



## Conclusion

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As the State of Alaska's population is declining, so is the Executive Branch workforce. Although multiple employment metrics have improved following the initial onset of the COVID-19 pandemic in the US, the number of quits has steadily climbed since this time on a national level. As the total number of Executive Branch employees decreases, attracting and retaining the best workforce becomes increasingly vital to the success and wellbeing of the state and its population. As population dynamics evolve, DEI becomes increasingly crucial to recruitment and retention. Demographic information on Alaska's labor force and population gives Executive Branch leaders and managers awareness of how and where the State needs to continue to focus DEI efforts to increase recruitment and retention.

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### DEI = Diversity, Equity, and Inclusion

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Coinciding with this decreasing number of state employees, the proportions of BIPOC employees are increasing in most departments and categories. However, these employees are disparately distributed across departments, categories, and stratus. As Generation Z enters the workforce, it displaces Millennials as the most racially and ethnically diverse population. Multiple surveys report that this directly affects their employment decisions. Further, compared to the nation as a whole, the population of Alaska is more diverse and will likely sooner reach upcoming diversity milestones, such as no single ethnic or racial majority. Effectively managing a smaller and increasingly more diverse workforce is consequently critical to meeting the Executive Branch's responsibilities to all Alaskans.

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### BIPOC = Black, Indigenous, and/or Person of Color

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In leadership positions, women are more likely than men to spend substantive effort on DEI. Although women, especially BIPOC women, were disproportionately negatively affected by the pandemic and ensuing Great Resignation, trend data suggests improvements in women's employment outcomes with the state. The gaps in age and average years of service between men and women in the Executive Branch are closing. Women are employed at each stratum of the Executive Branch at a proportion consistent with their availability in the Alaskan CLF.

The information in this Report is provided to Executive Branch leaders to coordinate DEI efforts. Well focused and intentional DEI efforts will be integral to steady recruitment and retention in the coming landscape of increased and sincerely valued diversity.

## Thank You

## Appendices

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### *Appendix A: Executive Branch Departments and Duties*

The scope of this Report is limited to the 15 principal departments of the Executive Branch of Alaskan State Government. The majority of state employees work in these departments.

Descriptions below include lists of duties that are not intended to be comprehensive.

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

**Administration (DOA):** Centralizes state administrative services in matters of administration, including finance, personnel and labor relations, and property and risk management; provides indigent defense and children's advocacy programs; and registers and licenses vehicles and drivers in Alaska.

**Commerce, Community & Economic Development (DCCED):** Promotes economic development, sustainable energy, strong communities, and consumer protection; regulates capital markets, state grants and loans, banks, securities, corporations, insurance, occupations, and public utilities; markets Alaskan products and tourism; and provides financial and technical assistance to communities.

**Corrections (DOC):** Provides secure confinement, reformatory programs, and supervised community reintegration for Alaskan inmates in thirteen state correctional facilities as well as community jails.

**Education & Early Development (DEED):** Regulates fifty-three public city and borough school districts, regional educational attendance areas, and a residential high school; provides research and consulting services to schools and government agencies; and certifies public school teachers.

**Environmental Conservation (DEC):** Executes the state's policy to conserve, improve, and protect its natural resources and environment while controlling pollution.

**Fish & Game (DFG):** Oversees the research, management, maintenance, protection, and improvement of the state's fish and wildlife resources; regulates recreational fishing and hunting; and monitors subsistence fishing and hunting.

**Health & Social Services (DHSS):** Promotes the health, well-being, and self-sufficiency of Alaskans through healthcare and social services; provides indigent relief through services in

child protection and health, foster care, youth corrections and juvenile justice, public health, behavioral health, senior and disability assistance, and low-income economic assistance; and enforces jurisdictional laws.

**Labor & Workforce Development (DOLWD):** Fosters the welfare of all wage earners in the state through improved working conditions and employment opportunities; provides employment services and unemployment insurance programs; enforces jurisdictional laws and regulations; and collects, analyzes, and distributes labor and population statistics.

**Law (LAW):** Through the attorney general, serves as the legal advisor for the governor and other state officers, prosecutes all violations of state criminal law, and enforces consumer protection and unfair trade practices laws.

**Military & Veterans Affairs (DMVA):** Through the adjutant general, conducts state military affairs, including all units and installations assigned or attached to the Alaska National Guard, Alaska Naval Militia, or the Alaska State Defense Force; provides training and instruction in preparation of emergency situations; and responds to national emergencies.

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

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

**Revenue (DOR):** Enforces state tax laws, manages and provides accounting services for nearly all state funds, administers the Permanent Fund Dividend, obtains and enforces child support orders, regulates charitable gaming, and investigates jurisdictional criminal cases.<sup>10</sup>

**Transportation & Public Facilities (DOTPF):** Plans, designs, constructs, maintains, and operates state transportation systems and public facilities; implements long-term statewide project planning; ensures compliance with state and federal measurement and safety standards; designs and contracts for other departments; and operates and maintains the state equipment fleet.

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<sup>10</sup> The Permanent Fund Dividend is an annual dividend paid to residents of Alaska from the investment earnings of mineral royalties.

## ***Appendix B: Race and Ethnicity Category Definitions***

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.

They are based on social and political considerations, not anthropological nor scientific. Further, the race categories include both racial and national origin groups.

**Black or African American (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 contingent United States. Alaska Native peoples include Iñupiaq, Yup’ik/Cup’ik, Alutiiq, Aleut, Eyak, Athabaskan (comprised by eleven cultural and linguistic groups), Tlingit, Haida, and Tsimshian.

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

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

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

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

**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.

## Appendix C: Job Category Definitions

The eight job 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 job stratification and equal opportunity.

**Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized 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 retrieving data and/or information, and other bookkeeping 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 skills and a thorough and comprehensive knowledge of the processes 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 groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.



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