

SB

131

<TARGET><BILL>SB 131</BILL><SUBJECT>SB
131</SUBJECT><COMM>SHSS28</COMM></TARGET>

ALASKA STATE LEGISLATURE

JUNEAU

STATE CAPITOL BLDG. RM 417
JUNEAU, AK 99801-1182
PHONE (907) 465-4930
ALASKASENATEDEMS.COM/GARDNER



ANCHORAGE

716 W. 4TH AVENUE
ANCHORAGE, AK 99501
PHONE (907) 269-0174
FACEBOOK.COM/BERTAGARDNER

SENATOR BERTA GARDNER *SENATE DISTRICT H*

SB 131 Sponsor Statement

Senate Bill 131 expands current anti-discrimination statutes to include protections against discrimination based on sexual orientation and gender identity. Similar provisions already prohibit discrimination based upon race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood.

Senate Bill 131 would protect citizens from discrimination in employment, housing, public accommodations, financing or credit based upon sexual orientation and gender identity.

The State of Alaska has already taken steps to prevent discrimination with a 2002 administrative order that provides protection against sexual orientation discrimination for employees of the state. In 2010, the University of Alaska amended its anti-discrimination policy to include protections against discrimination on the basis of sexual orientation.

According to the Human Rights Campaign, the overwhelming majority of America's most successful businesses have already adopted anti-discrimination policies that include protections against discrimination on the basis of sexual orientation. Twenty-one states and the District of Columbia have enacted legislation similar to Senate Bill 131. Despite the progress that has been made nationwide, 73% of LG8T respondents to a survey in Anchorage reported hiding their sexual orientation in order to avoid job discrimination after experiencing abuse or harassment in the workplace.

Historically, Alaska has been at the forefront of civil rights legislation. The Territorial legislature awarded women the right to vote in 1913, well before it was passed at the national level. In 1945, the Alaska legislature passed landmark anti-discriminatory legislation protecting Alaska Natives. Senate Bill 131 stands as an opportunity for Alaska to continue its strong tradition of recognition of human rights.

I look forward to your support of Senate Bill 131.

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ALASKA~~SENATE~~DEMS.COM/GARDNER



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FACEBOOK.COM/BERTAGARDNER

SENATOR BERTA GARDNER

SENATE DISTRICT H

Sectional Analysis

SB 131

"An Act adding to the powers and duties of the State Commission for Human Rights; and relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

Section 1:

Amends AS 18.80.060 the powers and duties of the Human Rights Commission. The section adds "sexual orientation, gender identity or expression" to the list of categories that include race, religion, color, national ancestry, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy, or parenthood.

Section 2:

Amends AS 18.80.200 to add "sexual orientation, gender identity or expression" to the list of basis for discriminations which are cause for public concern and the need to prevent discrimination in employment, credit and financing practices, public accommodations and sale, lease or rental of real property.

Section 3:

Amends AS 18.80.210 to add "sexual orientation, gender identity or expression" to the categories of protected civil rights.

Section 4:

Amends AS 18.80.220 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful employment practices.

Section 5:

Amends AS 18.80.230 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in public accommodations.

Section 6:

Amends AS 18.80.240 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in the sale or rental of real property.

Fiscal Note

State of Alaska
2014 Legislative Session

Bill Version: SB 131
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB131-OOG-HRC-2-22-14
Title: SEXUAL ORIENTATION DISCRIMINATION
Sponsor: GARDNER
Requester: (S) HSS

Department: Office of the Governor
Appropriation: Commissions/Special Offices
Allocation: Human Rights Commission
OMB Component Number: 1

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2015 Appropriation Requested	Included in Governor's FY2015 Request	Out-Year Cost Estimates				
			FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
OPERATING EXPENDITURES	FY 2015	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Personal Services	47.4		47.4	47.4	47.4	47.4	47.4
Travel							
Services	2.1		2.1	2.1	2.1	2.1	2.1
Commodities	9.0		0.5	0.5	0.5	0.5	0.5
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	58.5	0.0	50.0	50.0	50.0	50.0	50.0

Fund Source (Operating Only)

1004 Gen Fund	58.5		50.0	50.0	50.0	50.0	50.0
Total	58.5	0.0	50.0	50.0	50.0	50.0	50.0

Positions

Full-time							
Part-time	1.0		1.0	1.0	1.0	1.0	1.0
Temporary							

Change in Revenues							
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Estimated SUPPLEMENTAL (FY2014) cost: 0.0 *(separate supplemental appropriation required)*
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2015) cost: 0.0 *(separate capital appropriation required)*
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

Initial version.

Prepared By: <u>Guy Bell, Director</u>	Phone: <u>(907)465-3876</u>
Division: <u>Administrative Services</u>	Date: <u>02/22/2014 01:00 PM</u>
Approved By: <u>Paula M. Haley, Executive Director</u>	Date: <u>02/22/14</u>
Agency: <u>Alaska Human Rights Commission</u>	

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2014 LEGISLATIVE SESSION

BILL NO. SB131

Analysis

Extending coverage under the Alaska Human Rights Law to Alaskans claiming discrimination based on sexual orientation and gender identity will result in more Alaskans seeking assistance from the Alaska State Commission for Human Rights.

The Commission anticipates enough additional complaints to require a half time investigator in order to avoid delays in processing complaints of discrimination. Contractual services funding will support additional costs for telephone and computer services. Commodities funding includes general office supplies and the one-time cost for office furniture and equipment.



Business Coalition for Workplace Fairness, Members

The vast majority of United States businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we still need a federal standard that treats all employees the same way.

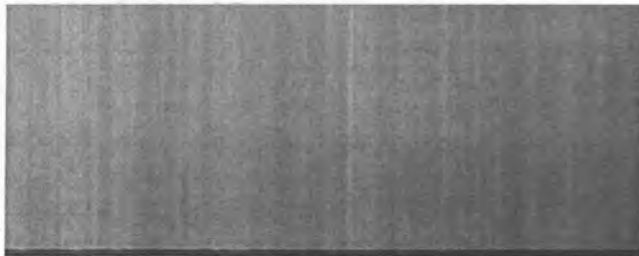
The Business Coalition for Workplace Fairness is a group of leading U.S. employers that support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country.

Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that.

- [Employment Non-Discrimination Act \(/laws-and-legislation/federal-legislation/employment-non-discrimination-act\)](#)
- [Join the Business Coalition for Workplace Fairness \[pdf\] \(/files/assets/resources/Business_Coalition_for_Workplace_Fairness2014.pdf\)](#)
- [List of Coalition Members \(/files/assets/resources/Business_Coalition_for_Workplace_Fairness_Members.pdf\)](#)

Business Coalition for Workplace Fairness

(<http://www.slideshare.net/hrcworkplace/business-coalition-for-workplace-fairness>)



Business Coalition for Workplace Fairness Employment Non-Discrimination Act

View more [presentations \(http://www.slideshare.net/\)](http://www.slideshare.net/) from [hrcworkplace \(http://www.slideshare.net/hrcworkplace\)](http://www.slideshare.net/hrcworkplace)

Leading employers that support fairness in the workplace and the passage of the Employment Non-Discrimination Act:

- Accenture Ltd., New York, NY
- AIG, New York, NY
- [Alcoa Inc., New York, NY \(/files/assets/resources/Alcoa_Inc - 2010-04-07 - ENDA Letter Web.pdf\) \[PDF\]](#)
- American Institute of Architects, Washington, DC
- American Eagle Outfitters Inc., Pittsburgh, PA

- Ameriprise Financial Inc., Minneapolis, MN
- Amgen Inc., Thousand Oaks, CA
- AMR Corp. (American Airlines), Fort Worth, TX ([http://AMR_Corp - 2009-11-03 - ENDA_Letter.pdf](http://AMR_Corp_-_2009-11-03_-_ENDA_Letter.pdf)) [PDF]
- Apple
- Bank of America Corp., Charlotte, NC
- The Bank of New York Mellon Corp. (BNY Mellon), New York, NY
 - Hon. George Miller (/files/assets/resources/ENDA- Hon.George_Miller.pdf) [PDF]
 - Hon. Tom Harkin (/files/assets/resources/ENDA- Hon. Tom_Harkin.pdf) [PDF]
- Barclays, New York, NY
- BASF Corp., Florham Park, NJ
- Bausch & Lomb Inc., Rochester, NY
- Best Buy Co. Inc., Richfield, MN
- Bingham McCutchen LLP, Boston, MA (/files/assets/resources/Bingham_McCutchen_LL_P - 2010-04-14 - ENDA_Letter_Web.pdf) [PDF]
- Biogen Idec Inc., Weston, MA
- BMC Software Inc., Houston, TX
- BNP Paribas, New York, NY
- Boehringer Ingelheim USA Corp. (/files/assets/resources/Boehringer_Ingelheim_-_2009-11-19_-_ENDA_Letters_Web.pdf), Ridgefield, CT [PDF]
- BP America Inc., Warrenville, IL
- Bristol-Myers Squibb Co. (/files/assets/resources/Bristol-Myers_Squibb_Co_-_2007-07-24_-_ENDA_Letter_from_CEO.pdf)New York, NY [PDF]
- Broadridge Financial Solutions Inc., Lake Success, NY
- Brown-Forman Corp., Louisville, KY
- CA Technologies Inc., Islandia, NY
- Caesars Entertainment Corp., Las Vegas, NV
- Capital One Financial Corp., McLean, VA
- Cardinal Health Inc., Dublin, OH
- CareFusion Corp., San Diego, CA
- Charles Schwab & Co., San Francisco, CA
- Chevron Corp., San Ramon, CA
- Choice Hotels International Inc., Silver Spring, MD
- Chubb Corp., Warren, NJ
- Cisco Systems Inc., San Jose, CA
- Citigroup, New York, NY
- CC Media Holdings Inc./Clear Channel Communications, San Antonio, TX (/files/assets/resources/Clear_Channel_Communications_Inc_-_2009-11-16_-_ENDA_Letters_Web.pdf) [PDF]
- Classified Ventures LLC, Chicago, IL
- Clorox Co., Oakland, CA
- The Coca-Cola Co., Atlanta, GA
- Corning Inc., Corning, NY
- Darden Restaurants Inc., Orlando, FL
- Delhaize America Inc., Salisbury, NC
- Dell Inc., Round Rock, TX
- Deloitte LLP, New York, NY
- The Depository Trust & Clearing Corp., New York, NY
- Deutsche Bank, New York, NY
- Diageo North America, Norwalk, CT
- Dow Chemical Co., Midland, MI (/files/assets/resources/Dow_Chemical_Co_-_2009-11-09_-_ENDA_Letters.pdf) [PDF]
- E. I. du Pont de Nemours and Co. (DuPont), Wilmington, DE
- Eastman Kodak Co., Rochester, NY

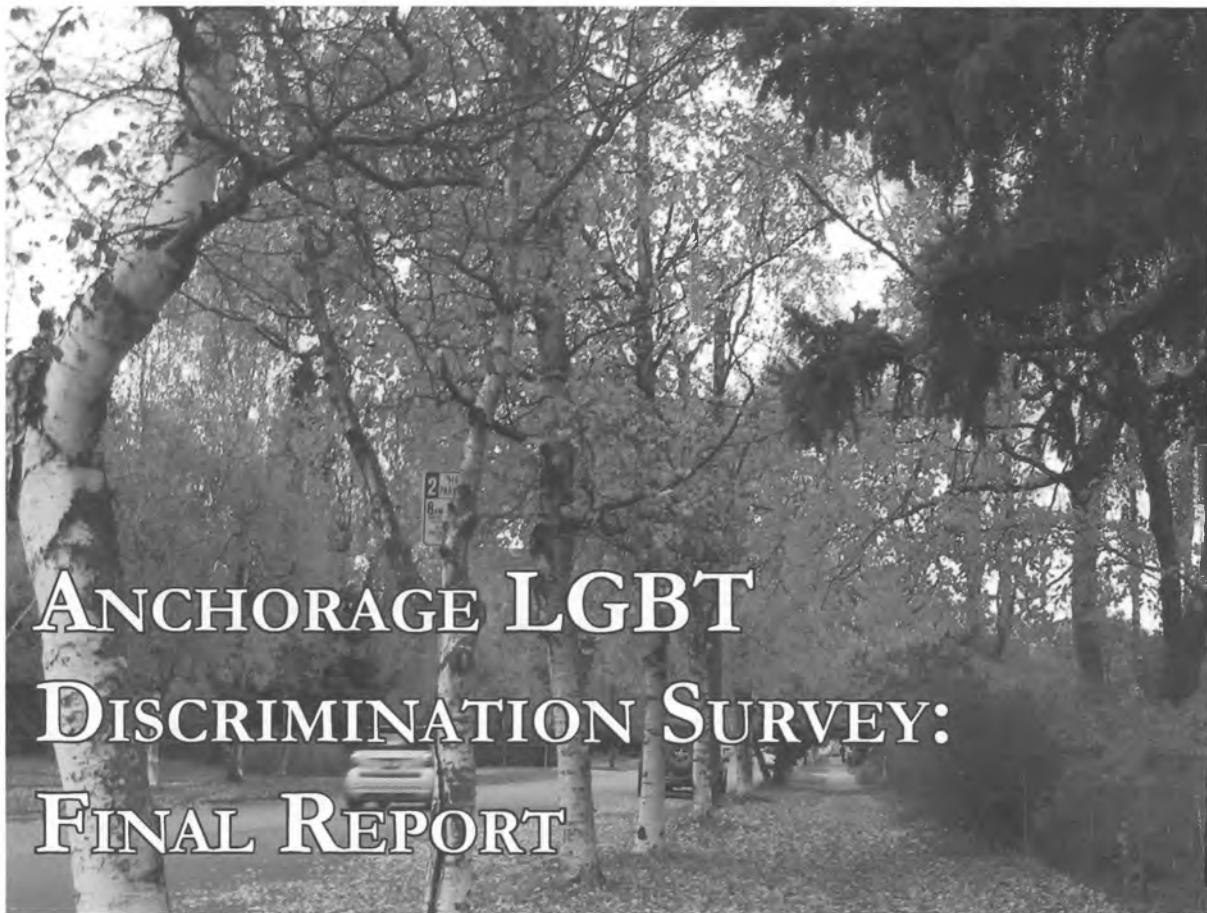
- Electronic Arts Inc., Redwood City, CA
- [Eli Lilly & Co., Indianapolis, IN \(/files/assets/resources/Eli_Lilly_Co - 2009-09-21 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- EMC Corp., Hopkinton, MA
- Ernst & Young LLP, New York, NY
- Expedia Inc., Bellevue, WA
- Gap Inc., San Francisco, CA
- General Electric Co., Fairfield, CT
- [General Mills Inc., Minneapolis, MN \(/files/assets/resources/General_Mills_Inc - 2009-11-05 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- General Motors Corp., Detroit, MI
- GlaxoSmithKline, Philadelphia, PA
- Goldman Sachs Group Inc., New York, NY
- Google Inc., Mountain View, CA
- Groupon Inc., Chicago, IL
- [Hanover Direct Inc., Weehawken, NJ \(/files/assets/resources/Hanover_Direct_Inc - 2009-11-03 - ENDA Letters.pdf\) \[PDF\]](#)
- Herman Miller Inc., Zeeland, MI
- The Hershey Co., Hershey, PA
- Hewlett-Packard Co., Palo Alto, CA
- Hillshire Brands Co., Downers Grove, IL
- Hilton Worldwide, McLean, VA
- Hospira Inc., Lake Forest, IL
- HSBC – North America, Prospect Heights, IL
- Hyatt Hotels Corp., Chicago, IL
- Integrity Staffing Solutions Inc., Wilmington, DE
- Intel Corp., Santa Clara, CA
- InterContinental Hotels Group Americas, Atlanta, GA
- [International Business Machines Corp., Armonk, NY \(/files/assets/resources/IBM_Corp - 2009-07-20 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- Jenner & Block LLP, Chicago, IL
- JPMorgan Chase & Co., New York, NY
- Kaiser Permanente, Oakland, CA
- [KeyCorp, Cleveland, OH \(/files/assets/resources/KeyCorp - 2009-09-01 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- [Kimpton Hotel & Restaurant Group, San Francisco, CA \(/files/assets/resources/Kimpton_Hotel_Restaurant_Group - ENDA Letters_Web.pdf\) \[PDF\]](#)
- KPMG LLP, New York, NY
- [Levi Strauss & Co., San Francisco, CA \(/files/assets/resources/Levi_Strauss_Co - 2009-10-30 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- [Marriott International Inc., Bethesda, MD \(/files/assets/resources/Marriott_International_Inc - 2009-11-04 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- Marsh & McLennan Companies Inc., New York, NY
- Medtronic Inc., Minneapolis, MN
- Merck & Co. Inc., Whitehouse Station, NJ
- Microsoft Corp., Redmond, WA
- MillerCoors Brewing Co., Chicago, IL
- Mitchell Gold + Bob Williams, Taylorsville, NC
- Moody's Corp., New York, NY
- [Morgan Stanley, New York, NY \(/files/assets/resources/Morgan_Stanley - 2009-11-04 - ENDA Letters_Web.pdf\) \[PDF\]](#)
- [Motorola Inc., Schaumburg, IL \(/files/assets/resources/Motorola_Inc - 2009-09-17 - ENDA Letters_Web.pdf\) \[PDF\]](#)

- [Nationwide, Columbus, OH \(/files/assets/resources/Nationwide - 2009-11-05 - ENDA Letters Web.pdf\) \[PDF\]](#)
- The Nielsen Co., Schaumburg, IL
- Nike Inc., Beaverton, OR
- Oracle Cbrp., Redwood City, CA
- Orbitz Worldwide Inc., Chicago, IL
- Pfizer Inc., New York, NY
- PricewaterhouseCoopers LLP, New York, NY
- Procter & Gamble Co., Cincinnati, OH
- QUALCOMM Inc., San Diego, CA
- RBC Wealth Management, Minneapolis, MN
- [Replacements Ltd., Greensboro, NC \(/files/assets/resources/Replacements Ltd - 2007-04-19 - ENDA Letter.pdf\) \[PDF\]](#)
- Robins, Kaplan, Miller & Ciresi LLP, Minneapolis, MN
- SUPERVALU Inc., Eden Prairie, MN
- Target Corp., Minneapolis, MN
- Teachers Insurance and Annuity Association - College Retirement Equities Fund, New York, NY
- Tech Data Corp., Clearwater, FL
- Texas Instruments Inc., Dallas, TX
- Thomson Reuters, New York, NY
- Time Warner Inc., New York, NY
- Travelers Companies Inc., New York, NY
- UBS AG, Stamford, CT
- US Airways Group Inc., Tempe, AZ
- Verizon Communications Inc., New York, NY
- WellPoint Inc., Indianapolis, IN
- Wells Fargo & Co., San Francisco, CA
- [Whirlpool Corp., Benton Harbor, MI \(/files/assets/resources/Whirlpool Corp - 2010-02-12 - ENDA Letter.pdf\) \[PDF\]](#)
- Wynn Resorts Ltd., Las Vegas, NV
- Xerox Corp., Stamford, CT
- Yahoo! Inc., Sunnyvale, CA

Small employers that support fairness in the workplace and the passage of the Employment Non-Discrimination Act:

- Ability Market, Morristown, NJ
- All Pro Home Inspections, San Diego, CA
- ALT Services Inc., Plano, TX
- Americas Trade & Supply Co, Miami, FL
- August eTech LLC, Hamilton Square, NJ
- BancForce Financial Staffing, San Diego, CA
- Calvert Group Ltd., Bethesda, MD
- Classic Doors and Shutters Inc., Memphis, TN
- Cooney, Daniel Fine Art, New York, NY
- Corner Office Consultants, Tucker, GA
- David W. Cropper Insurance Agency LLC, Alexandria, VA
- Delucchi Plus LLC, Washington, DC
- Emilio Robba Boutique, Coral Gables, FL
- Environmental Waste Solutions Inc., Media, PA
- Fair Measures Inc., Santa Cruz, CA
- Floordesigns Inc., San Francisco, CA
- Four Star Cargo Inc., Miami, FL
- Frontline Data Group, Vienna, VA
- Funny Boy Films LLC, Los Angeles, CA

- Galerie, Hebron, KY
- Greater San Diego Business Association, San Diego, CA
- Green Ink Communications, Voluntown, CT
- Hanlon Brown Design Inc., Portland, OR
- Instant Signs of Santee, Santee, CA
- Intersource Inc., Minneapolis, MN
- Jennifer Brown Consulting LLC, New York, NY
- JVA Campaigns LLC, Dublin, OH
- Kell Consulting LLC, Louisville, KY
- Leverage Technologies Inc., Breksville, OH
- Masters Realtors Inc., Dallas, TX
- McCown & Evans LLP, San Francisco, CA
- Merge Media Group Gp LLC, Dallas, TX
- Michael Chamness Co., Montpelier, ND
- Michael Toomey Pa, Miami, FL
- Mirage Images Inc., Chattanooga, TN
- On-Site Productions Inc., Alexandria, VA
- Osmosis Medialab Inc., New York, NY
- P2p Staffing Corp., Coral Springs, FL
- PinnaclePay Merchant Services Inc., Lawrenceville, GA
- PocketNurse Enterprises Inc., Pittsburgh, PA
- Prime Access Inc., New York, NY
- Production Solutions Inc., Vienna, VA
- Project Designworks, San Diego, CA
- Pulse Communication Inc., New York, NY
- Quorum, St. Paul, MN
- Route 7 Productions Inc., Miami Beach, FL
- RSF Execare, Rancho Santa Fe, CA
- Scoji Enterprises LLC, Natchitoches, LA
- Scotwork, NA, Inc., Parsippany, NJ
- Sky's The Limit Consulting Inc., Estero, FL
- Smart Women Co., St. Paul, MN
- SQN Communications Design Inc., Vienna, VA
- Stanley Sumner LLC, Miami Shores, FL
- Trillium Asset Management, Boston, MA
- Unique Impressions, Pheonix, AZ
- Walden Asset Management, Boston, MA
- Witeck-Combs Communications Inc., Washington, DC
- Zebra Printing & Graphic Inc., Dallas, TX



Melissa S. Green

MARCH 2012

identity

EXECUTIVE SUMMARY

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey was conducted in January through March, 2011. Its key findings on the violence, intimidation, and discrimination experienced in the Municipality of Anchorage by its 268 lesbian, gay, bisexual, and transgender respondents were previously reported in the preliminary report (Green, 2011).

In addition to those key finding, also reproduced below as part of this executive summary, this final report includes:

- Detailed tables upon which the charts included in the preliminary report were based.
- A complete methodology including detailed discussion of sampling selection. Probability (random) sampling of LGBT populations is difficult and prohibitively expensive due to several challenges, which are explained. This survey used nonprobability sampling, which is the most common type used for LGBT populations.
- Complete demographic data for the survey population with, in some cases, comparison with 2010 U.S. Census Bureau data from the American Community Survey for total population of the Municipality of Anchorage.
- Expanded discussion of major findings from the prior Alaska studies One in Ten and Identity Reports; comparisons with those national LGBT studies of anti-LGBT discrimination which are based on probability sampling; and comparison with an extensive national nonprobability transgender discrimination study (over 6000 respondents) covering all 50 states, Washington, DC, and several U.S. territories. Though the present survey is based on nonprobability sampling, its results are similar in many respects to national data, and also demonstrates that sexual orientation and gender identity discrimination are as common Alaska and Anchorage as in the rest of the United States.
- Comparisons with recent data on experience of racism in Anchorage from the Anchorage Community Survey 2009 (Chamard, forthcoming). Experiences of racism are common in Anchorage, especially among blacks, Alaska Natives/American Indians, and Pacific Islanders. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels.
- Examination of case processing data for actual discrimination complaints filed with Anchorage Equal Rights Commission (2002–2009) and Alaska State Commission for Human Rights (2006–2010).
- Findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity as compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited. Typically for those states, complaints to state human rights agencies of employment discrimination on

the basis of sexual orientation or gender identity are made at only a slightly lower rate per 10,000 LGBT employees as are complaints of sex discrimination per 10,000 female workers; complaints of discrimination on the basis of race/color tend to be higher than either sexual orientation/gender identity or sex discrimination.

- (8) Respondent comments (edited for respondent confidentiality).

Key findings of the Anchorage LGBT Discrimination Survey

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage, such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
 - Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
 - Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
 - 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
 - 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
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- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
- As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
- 20.9% of the total sample said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.
- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.0%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.

- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified.
- 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
- 10.1% of the total sample said they had been denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
- 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
- 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular, non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
 - 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
 - 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
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- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents who are actually parents reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
- The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified.
- As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.
- The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
- For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported

experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.

- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver's licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver's license.

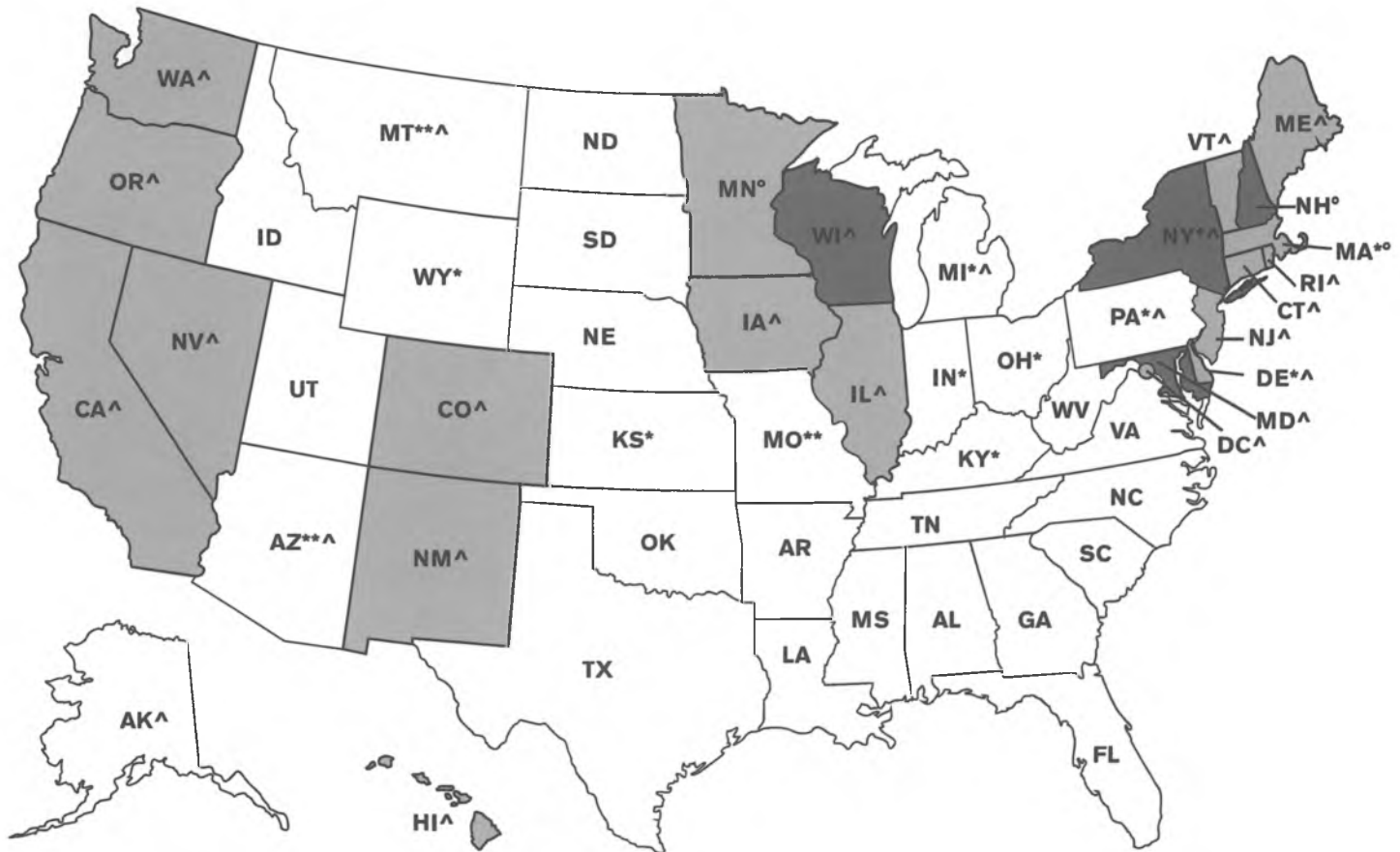
Relationship status

- More than three-quarters of respondents (77.2%) stated that their legal status under Alaska law was single, never married; only 4.5% were legally married under Alaska law. In contrast, 58.2% said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.
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HUMAN
RIGHTS
CAMPAIGN

STATEWIDE EMPLOYMENT LAWS AND POLICIES



Updated June 19, 2013



States that prohibit discrimination based on sexual orientation and gender identity (17 states and D.C.): California (1992, 2003), Colorado (2007), Connecticut (1991, 2011), Delaware (2009, 2013), District of Columbia (1977, 2006), Hawaii (2011), Illinois (2006), Iowa (2007), Massachusetts (1989, 2012), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Nevada (1999, 2011), Oregon (2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).

- State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.
- The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.



States that prohibit discrimination based on sexual orientation only (4 states): Maryland (2001), New Hampshire (1998), New York (2003) and Wisconsin (1982).

Laws and Policies Covering Public Employees Only:

The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 9 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity, and 3 states (**) prohibit discrimination against public employees based on sexual orientation only (Missouri order only covers executive branch employees). In 23 states and the District of Columbia (^) state employees are provided with domestic partner benefits. In 3 states (°) state employees are provided with benefits based on marriage, and same-sex spouses are eligible for benefits.



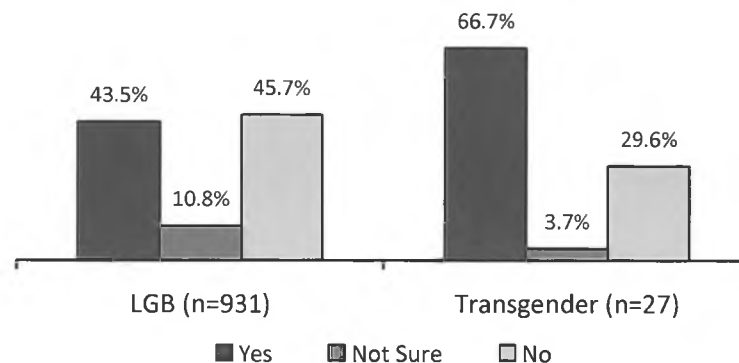
Employment Discrimination against LGBT Utahns

Executive Summary

Utah does not have a statewide law that prohibits discrimination based on sexual orientation and gender identity in employment. This report gathers together all existing data on the prevalence of discrimination in Utah to examine how frequently lesbian, gay, bisexual, and transgender Utahns experience employment discrimination based on sexual orientation and gender identity and assess the likely impact of passing a statewide nondiscrimination law.

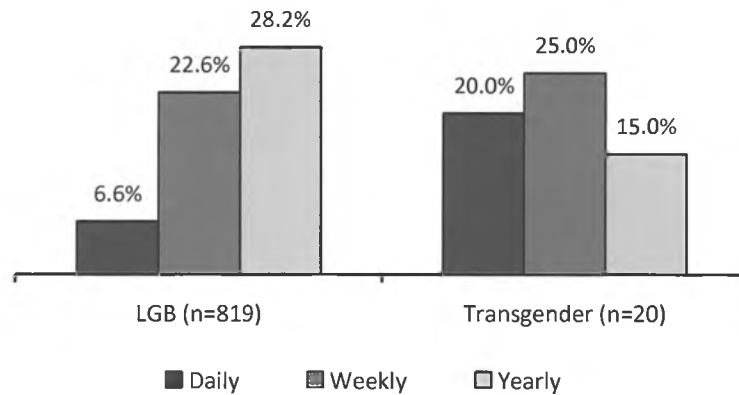
The report begins by analyzing the data collected through a 2010 survey conducted by Equality Utah, which is the state's first survey on discrimination based on sexual orientation and gender identity in employment. The data show that employment discrimination on the basis of sexual orientation and gender identity is a pervasive and persistent problem in Utah, as it is in other states. Forty-three percent of the LGB respondents and 67% of the transgender respondents reported that they have experienced discrimination in employment.

Percent Ever Fired, Denied a Job, or Not Promoted Because of Sexual Orientation or Gender Identity



The data show that employment discrimination based on sexual orientation and gender identity is presently occurring in Utah. Close to 30% of LGB respondents and 45% of transgender respondents reported that they experienced some form of workplace harassment on a weekly basis during the previous year. Over 26% of LGB respondents and 37% of transgender respondents reported that they fear discrimination by their current employer. The data further show that Utah's LGBT employees are being discriminated against and harassed no matter how open they are about their sexual orientation or gender identity in the workplace.

Frequency of Homophobia, Transphobia, or Harassment Experienced at Work in the Last Year



The 2010 survey allowed respondents to supplement their responses with more detailed written accounts of their experiences. These responses support the quantitative data and paint a more complete picture of the problem of employment discrimination in Utah. Survey respondents frequently reported verbal harassment and derogatory name-calling in the workplace. Some respondents gave detailed accounts of being subjected to harassment or discrimination, even though they did not discuss their sexual orientation or gender identity while at work, because a supervisor or co-workers discovered their LGBT identity second-hand. Many respondents explained that they are not out in the workplace because they have personally experienced discrimination and harassment. Some respondents reported being fired because they sought employer-sponsored domestic partner benefits for a same-sex partner. Respondents also described a broad range of disparate treatment based on sexual orientation and gender identity, such as being paid less for the same work, being asked to work longer hours, or being assigned less desirable shifts. A few respondents even indicated that they had experienced sexual harassment, sexual assault, and inappropriate physical touching by co-workers after disclosing that they were LGB or transgender.

The results of the 2010 survey are consistent with data gathered from other sources, such as national surveys and reports from state agencies. National surveys indicate that substantial percentages of LGB people report discrimination and harassment in the workplace, and discrimination against transgender employees is even more prevalent. Two recent studies demonstrate that when the underlying population of workers in a protected class is taken into account, the rate of complaints filed with state administrative agencies alleging sexual orientation discrimination in employment is comparable to the rate of complaints filed on the basis of race or sex.

By reviewing the available data on the passage of statewide nondiscrimination laws in other jurisdictions, this report shows that passing such a law would have a beneficial impact on Utah employees and employers, without imposing any significant burdens or costs on the state's enforcement agencies.

Introduction

Utah does not have a statewide law that prohibits discrimination based on sexual orientation and gender identity in employment. For the past three years, state legislators have debated a bill that would add sexual orientation and gender identity to the list of classifications protected by the Utah Antidiscrimination Act. Recent polling has indicated that a significant majority of Utahns support these protections, and in the past year, several cities and counties in Utah have adopted ordinances incorporating them into municipal codes.

As in many debates about nondiscrimination laws, the discussion of these measures has involved two arguments about the incidence of employment discrimination based on sexual orientation and gender identity. The first argument is that the law is not necessary because cases of such discrimination are extremely rare. The second argument is that if the law were passed, employers and state agencies would be inundated with frivolous claims.

To inform these discussions, this report gathers together all existing data on the prevalence of discrimination based on sexual orientation and gender identity in Utah. The report focuses on two questions: First, how frequently do lesbian, gay, bisexual, and transgender Utahns experience discrimination based on sexual orientation and gender identity in employment? Second, what would be the impact of passing a statewide nondiscrimination law that prohibits discrimination based on sexual orientation and gender identity in employment?

To answer these questions, the report begins by analyzing the data collected through a 2010 survey conducted by Equality Utah, which is the state's first survey on discrimination based on sexual orientation and gender identity in employment. Second, the report compares the 2010 survey findings to the relevant findings from national surveys, U.S. Census data, and reports from state agencies. Third, the report analyzes available data to estimate the likely impact of a statewide law on LGBT employees, employers, and state agencies.

By analyzing the data collected in the 2010 survey, Part I of this report presents findings that employment discrimination is a pervasive problem in Utah, as in other states. Nearly half of the LGBT respondents in the survey reported that they have experienced discrimination in employment. Moreover, the survey shows, the problem of employment discrimination is persistent. Many respondents reported that they continue to fear discrimination from current employers, and more than half reported that they have been subjected to verbal harassment in the workplace in the previous year. In the absence of a statewide law, the vast majority of discrimination and verbal harassment against LGBT employees has not been reported to employers, attorneys, or state agencies. Also, LGBT employees in Utah have experienced discrimination across a broad range of personal and socio-economic characteristics, regardless of how open (or "out") they are at work.

Part II shows that the results of the 2010 survey are consistent with data gathered from national surveys, U.S. Census data, and reports from state agencies. National surveys indicate that large percentages of LGBT people report discrimination and harassment in the workplace. U.S. Census data show that in Utah, as in many other states, men in same-sex couples earn nearly one-fifth less than men in different-sex marriages, even though men in same-sex couples are more likely to have a college degree. Reports from state agencies indicate that discrimination against LGBT employees occurs as often as discrimination against female employees, and discrimination against transgender employees is even more prevalent.

By reviewing the available data on the passage of statewide nondiscrimination laws in other jurisdictions, Part III shows that passing such a law would have a beneficial impact on Utah employees and employers, without imposing any significant burdens or costs on the state's enforcement agencies.

I. A Survey on Employment Discrimination in Utah

A. Methods

1. Survey Distribution and Data Collection

In February, 2010, Equality Utah sent an email message to an internal distribution list of 7,521 people asking them to complete an online survey using Survey Monkey. The organization had compiled this distribution list over a period of several years by asking people to sign up through the organization's website, at local events, and by making donations.

In addition, Equality Utah distributed the survey through social networking web sites by posting a link to the survey on the organization's Facebook and Simply Social pages. In February 2010, Equality Utah had established connections with approximately 4,700 individuals on Facebook and 1,000 individuals on Simply Social.

At Equality Utah's request, the survey was distributed through similar means by the Utah Pride Center, an organization that serves the LGBT community in the state. The Utah Pride Center estimates that in February 2010, the survey was made available to approximately 6,200 individuals via email and 10,000 individuals via Facebook.

Neither Equality Utah nor the Utah Pride Center has any way of identifying overlaps among these distributions channels. As a result, it is not possible to calculate the total number of individuals who had access to the survey, or to calculate the overall response rate.

The survey collected responses from 1,199 individuals, 939 of whom are LGBT and living in Utah. Based on data produced by the U.S. Census Bureau, the Williams Institute has estimated that in 2008, there were between 47,000 and 63,000 lesbian, gay, and bisexual people living in Utah.

Because Equality Utah's outreach strategies are not designed to attract a random sample of LGBT individuals, this sample is not likely to be representative of all LGBT people in the state. However, it is the largest sample of LGBT Utahns surveyed to date, and it includes individuals who exhibit a broad range of personal and socio-economic characteristics. As a result, the survey seems to provide a reasonably broad sample of LGBT people and experiences in the state.

2. Data Analysis

The survey contained 24 questions. Many questions allowed for multiple responses, and many of the questions allowed for open-ended responses, i.e. the choice of "Other, Please Specify." In general, questions that allowed for multiple responses were placed into particular categories if respondents chose any of the included answers. When possible, open-ended responses were recoded and placed into the category that most accurately reflected by the response. The majority of the information we used for our study was drawn from sexual orientation and gender identity questions, discrimination

questions, and basic demographic questions (age, race, location, education level, income, and work status).

The sexual orientation question offered several different responses. When we discuss sexual orientation in this report, we are referring to respondents who chose at least one (or more) of the following responses: "Lesbian," "Gay," "Bisexual," or "Queer." We grouped these respondents into a distinct group that we called "LGB," which included 931 people. The respondents who indicated that they were "straight" were dropped from the study unless they were transgender.

Likewise, the gender question offered several different responses. When we discuss gender identity in this report, we are referring to respondents who chose at least one (or more) of the following responses: "MTF" or "FTM." We grouped these respondents into a distinct group that we called "transgender," which included 27 people. Some of the respondents who answered only "Female" or "Male" to this question might also identify as transgender, but we were not able to distinguish those individuals from respondents who identified as non-transgender.

In this survey, "sexual orientation" and "gender identity" were presented as two distinct characteristics in two different questions, so we have treated them separately in our analysis. As a result, there is some overlap between LGB respondents and transgender respondents: Twenty-one individuals identified as both LGB and transgender.

The survey asked the following specific questions about discrimination in employment:

- "Do you believe you have ever been discriminated against in employment (e.g. fired, denied a job, not promoted) due to your sexual orientation or gender identity?"
- "Do you fear being discriminated against with your current employer?"

Respondents had three possible answers to choose from for each of those questions: "Yes," "No," and "Not Sure." In addition, the survey asked respondents who had experienced some form of employment discrimination, "To whom, if anyone, did you report being discriminated against in employment?"

Apart from these specific questions, the survey asked more general questions that included responses that were specifically related to discrimination in employment. For example, the survey asked, "In the last 12 months, please indicate how often, if at all, you have experienced homophobia, transphobia, and/or harassment." Respondents were provided with several different answers, but for the purposes of this report, we have reported only the respondents who indicated that they had experienced such harassment "at work." Likewise, the survey asked, "How open ("out") are you regarding your sexual orientation/gender identity with the following people? (1 being not open, 5 being very open)." Respondents were provided with many different answers, including parents, children, coworkers, and supervisor(s), but for the purposes of this report, we have reported only the respondents who indicated how open they were with "supervisor(s)." Finally, the survey invited respondents to describe incidents of discrimination in "housing" or "employment" in additional detail, and for the purposes of this report, we have reported only the respondents who described discrimination in employment.¹

The "Zip Code" and "County" questions were used together to get a more accurate picture of where our respondents were located. The county question was open ended so all like answers were combined into the correct county. Respondents who listed cities were placed into their corresponding county. For responses that did not fall into either of these groups, the "zip code" question was consulted. Respondents who listed something other than a valid city or county for this question were placed into the county that corresponded to their listed zip code. Because relatively few respondents lived outside

of Salt Lake County, we made the decision to further reduce the groupings to “Salt Lake County” and “Other County.”

Because this study focused on Utah, we dropped from the study the twelve respondents who were found to have listed neither a county, city, nor zip code that existed in Utah.

The race question offered respondents several choices along with the open-ended “Other, please specify” mentioned above. These open-ended responses were placed into their most relevant grouping.² Due to the extremely low number of respondents in the more detailed race/ethnic categories, we made the decision to further reduce the groupings to “White/Caucasian” and “Person of Color/Multi-Racial/Other.”

B. Profile of Respondents

In an effort to document discrimination based on sexual orientation and gender identity in Utah, this report focuses only on respondents who identified themselves as lesbian, gay, bisexual, or transgender and reported that they are currently residing in Utah zip codes. We identified a total of 939 respondents who met these criteria. Below we present two charts that report the personal and socio-economic characteristics of these respondents.

In each of these charts, we have included columns that provide cross-tabs for two different subgroups of respondents: the 931 respondents who identified as lesbian, gay, bisexual or queer, and the 27 respondents who identified as transgender.³

The first column of Chart 1 shows that 57% of LGB respondents identified as male, and 39% identified as female. In addition, 1.2% of LGB respondents identified as MTF, 1.1% identified as FTM, 0.3% identified as intersex, and 1.1% declined to identify as a member of any of these categories. Nearly one-third of LGB respondents were between the ages of 25 and 34, and almost all were between the ages of 18 and 64, the most relevant age range for defining the workforce. Twelve percent of LGB respondents identified themselves as people of color, and 28% reported living outside of Salt Lake County.

The second column of Chart 1 shows that 59% of transgender respondents identified as MTF and 41% identified as FTM. More than one-third of transgender respondents were between the ages of 25 and 34, and all were between the ages of 18 and 64. Thirty percent of transgender respondents identified themselves as people of color, and 33% reported living outside of Salt Lake County.

	Lesbian, Gay, Bisexual (n=931)	Transgender (n=27)
Gender		
Female	39.2%	0.0%
Male	57.1%	0.0%
FTM	1.1%	40.7%
MTF	1.2%	59.3%

	Intersex	0.3%	0.0%
	Other	1.1%	0.0%
Age			
	18-24	19.8%	29.6%
	25-34	31.8%	37.0%
	35-44	23.3%	11.1%
	45-54	18.3%	18.5%
	55-64	5.7%	3.7%
	65 and older	1.2%)	0.0%
Race/Ethnicity			
	White/Caucasian	88.0%	70.4%
	Person of Color/Multiracial	12.0%	29.6%
Location			
	Salt Lake County	71.9%	66.7%
	Other Counties	28.1%	33.3%

The first column of Chart 2 shows that 55% of LGB respondents had earned college or post-graduate degrees, and 70% had full-time employment or were self-employed. Forty percent of LGB respondents earned more than \$40,000 per year.

The second column of Chart 2 shows that 26% of transgender respondents had earned college or post-graduate degrees, and 52% had full-time employment or were self-employed. Twenty-two percent of transgender respondents earned more than \$40,000 per year.

Chart 2: Socio-Economic Characteristics of LGB and Transgender Respondents

	Lesbian, Gay, Bisexual (n=931)	Transgender (n=27)
Education Level		
High School Graduate	8.4%)	29.6%
Trade/Vocational School	36.5%	44.4%
College Graduate	34.1%	22.2%
Post-Graduate or Above	21.1%)	3.7%
Employment Status		
Retired/On Disability	9.6%	14.8%
Unemployed	5.2%	18.5%
Part-Time	14.9%	14.8%
Full-Time	61.4%	44.4%

Self-Employed	8.9%	7.4%
Income		
Less than \$20,000	28.5%	51.9%
\$20,000-\$40,000	31.2%	25.9%
\$40,000-\$75,000	26.4%	14.8%
More than \$75,000	14.0%	7.4%

C. Findings of Employment Discrimination in Utah

The 2010 survey shows that employment discrimination based on sexual orientation and gender identity is a pervasive and persistent problem in Utah that affects many LGBT employees. Below we present both quantitative data from the survey and more qualitative answers to open-ended questions about experiences of employment discrimination.

1. Quantitative Data

Chart 3 shows that 43% of all LGBT respondents reported being fired, denied a job, denied a promotion, or experiencing other forms of discrimination in employment at some point in their lives.⁴ Chart 4 indicates that even today, 26% of LGBT employees continue to fear employment discrimination from current employers. Chart 5 shows that 57% of these workers have been subjected to verbal harassment in the workplace in the previous year, and 29% have experienced harassment on at least a weekly basis.

Each of these charts suggests that transgender workers may be particularly vulnerable to discrimination in employment. Sixty-six percent of transgender workers experienced being fired, denied a job, denied a promotion, or some other form of discrimination in employment, and 37% continue to fear discrimination from current employers. Sixty percent of transgender respondents were subjected to verbal harassment at work in the previous year, and 45% experienced verbal harassment on at least a weekly basis.

Chart 3

Percent Ever Fired, Denied a Job, or Not Promoted Because of Sexual Orientation or Gender Identity

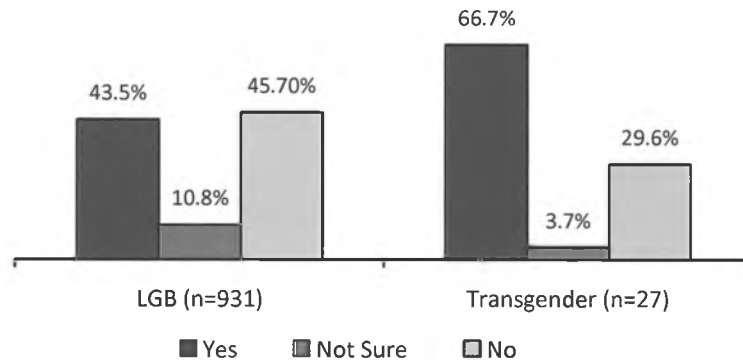


Chart 4

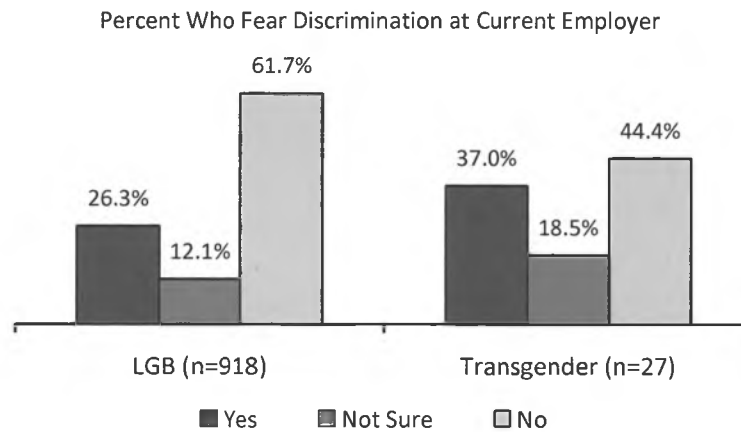


Chart 5

Frequency of Homophobia, Transphobia, or Harassment Experienced at Work in the Last Year

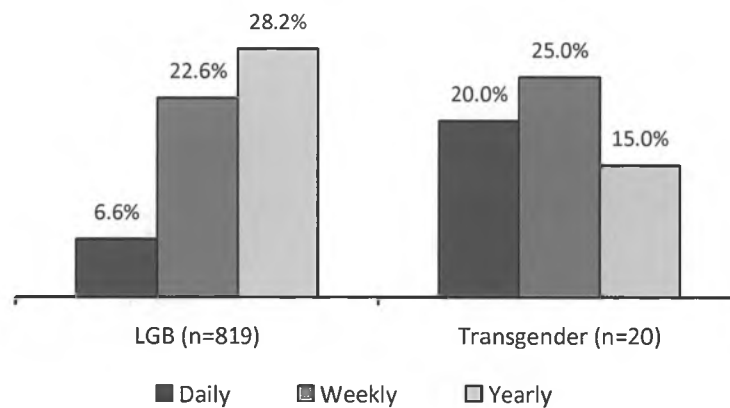


Chart 6 shows the percentages of LGBT employees (of those who previously indicated that they had experienced discrimination) that reported employment discrimination to their employers, to attorneys, to enforcement agencies, or to no one. The data indicates that employment discrimination is rarely reported to employers, attorneys, or state agencies. Nearly 70% of LGB employees and 68% of transgender employees have not reported the discrimination to anyone. Only 20% of LGB employees and 12% of transgender employees who think they have experienced discrimination have reported that experience to their employer. The low rates of reporting to public agencies or attorneys are not surprising given the absence of laws giving workers legal recourse.

Chart 6

Percent Reporting Employment Discrimination to Another, by Report Recipient

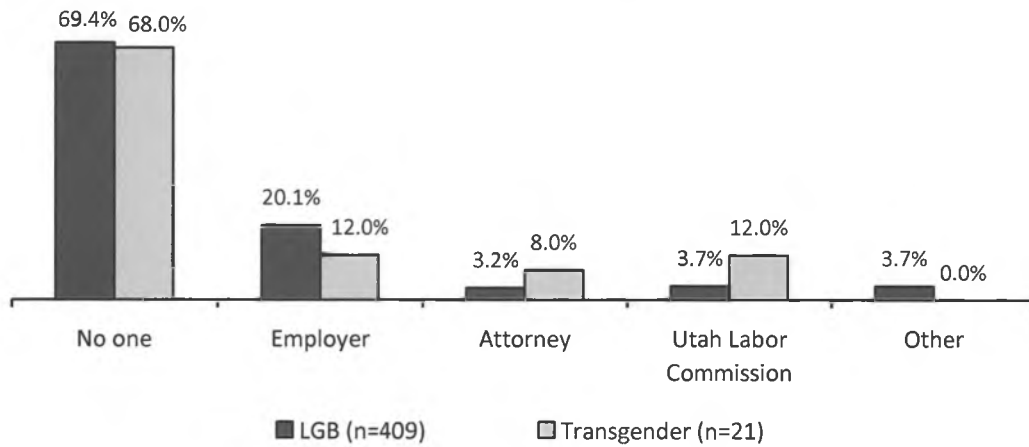
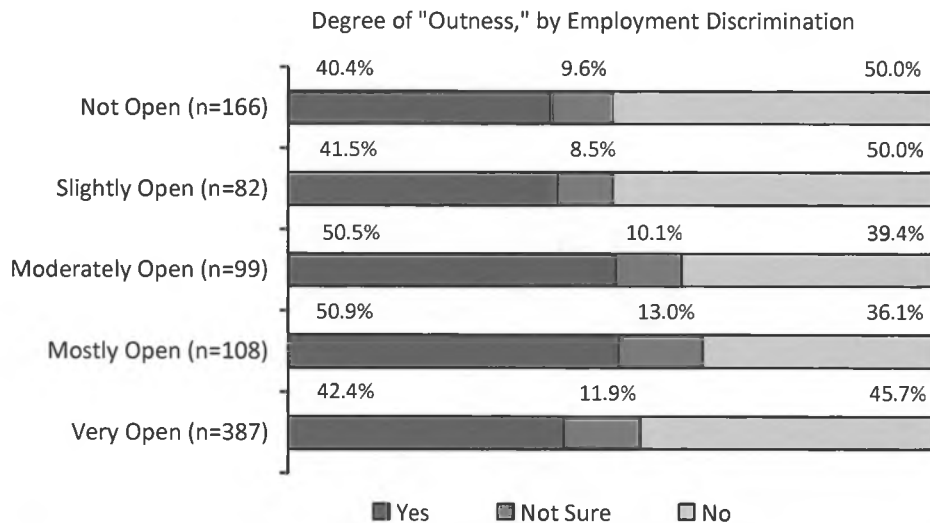


Chart 7 shows that LGB respondents have experienced consistent percentages of discrimination in the workplace, regardless of how open (or “out”) they are to supervisors. The chart connects employees’ responses to the question “Do you believe you have ever been discriminated against in employment (e.g. fired, denied a job, not promoted) due to your sexual orientation or gender identity?” with their responses to the question “How open (“out”) are you regarding your sexual orientation/gender identity with your supervisor(s)?” For example, the first line shows that of the 166 people who answered that they were not open to their supervisor, 40.4% reported that they had experienced employment discrimination, 9.6% were not sure if they had, and 50% had not. The data show that between 40% and 51% of employees reported having experienced discrimination in the workplace, suggesting that these experiences do not vary greatly based on how open the employees are about their sexual orientation or gender identity. This finding belies the popular belief that employment discrimination only happens when employees “flaunt” homosexuality at work.

Chart 7



In an Appendix to this report, we provide tables that include cross-tabulations comparing the level of employment discrimination across various personal and socio-economic characteristics. These tables demonstrate that a high percentage of LGB employees have experienced discrimination across a broad range of personal and socio-economic characteristics. The percentage of LGB workers experiencing discrimination was substantially higher among those who were unemployed (60%) and those who were high school graduates, with no other training or degree (51%), by comparison to other respondents. In addition, reports of discrimination were slightly more common among those between the ages of 35 and 64 (ranging from 43% to 54%), compared to those between the ages of 18 and 34 (ranging from 38% to 39%). Aside from these predictable differences, however, the percentage of LGB workers experiencing discrimination was similar across other variables such as sex (Male/Female), race/ethnicity (White/Persons of Color), location (Salt Lake County/Other Counties), and income levels.

2. Qualitative Data

In addition to the responses collected from each of the survey's specific questions about discrimination in employment, the survey invited respondents to provide more detailed accounts of the incidents of employment discrimination that they had experienced. Such qualitative responses cannot be summarized in tables or graphs, but they provide concrete support for the quantitative data and paint a more complete picture of the problem of employment discrimination in Utah. Among these responses, verbal harassment and derogatory name-calling in the workplace was often reported. Other employees gave detailed accounts of being subjected to harassment or discrimination, even though they did not discuss their sexual orientation or gender identity while at work, because a supervisor or co-workers discovered their LGBT identity second-hand. Many respondents explained that they are not out in the workplace because they have personally experienced discrimination and harassment. Some respondents reported being fired after trying to sign up a partner for domestic partner benefits. Respondents also described a broad range of disparate treatment based on sexual orientation and gender identity, such as being paid less for the same work, being asked to work longer hours, or being assigned less desirable shifts. A few respondents even indicated that they had experienced sexual harassment, sexual assault, and inappropriate physical touching by co-workers after disclosing that they were LGB or transgender.

A number of respondents have heard coworkers refer to them and others by using homophobic language such as "faggot," "dyke," and other gay slurs. One respondent reported, "I have been called a faggot at a job and told I might as well quit because he was going to make my life hell." Another respondent explained, "I had a co worker that would yell at me, swear at me, bully me"; shortly after he reported these incidents to a supervisor, he was laid off from work. Another respondent explained that because he frequently hears homophobic comments at work, "I have to keep who I am to myself or face being ostracized," and "to sit there and endure it or fake laughing it off." Another reported that the homophobia at her current employer is "so rampant" that she has decided not to disclose her bisexuality to her supervisors or coworkers.

Some respondents indicated that although they had not intended to discuss sexual orientation or gender identity at work, they had been exposed or "outed" by a supervisor or coworker, which often led to discrimination and harassment in the workplace. One respondent reported that in 2009, he was exposed by a supervisor, who made rude comments. Another explained that he was let go from his previous job after being outed by a coworker. He reported, "It was made clear to me that

homosexuality was not welcome in that field,” and, “I was not the first person this happened to.” Another respondent reported that he was outed and harassed by coworkers. After he was denied a promotion, he quit the job rather than continue to be subjected to the daily harassment.

Many respondents described specific incidents in which they had been fired, laid off, and denied promotions because they were lesbian, gay, bisexual, or transgender. In most of these instances, respondents learned of the reason for the employer’s action from supervisors or coworkers. For example, one respondent reported being laid off from a production company in Orem in 2009. When he was terminated, he was told that the official reason for his departure was “a slow economy.” After his departure, however, the company held a meeting in which his coworkers were informed that he was let go because he was gay. Because he remained close to his coworkers, they told him the real reason that he was terminated.

In other instances, respondents were never directly told of the reason for the employer’s action, but they were able to surmise it from surrounding circumstances. For example, one respondent was fired three days after receiving a raise to six figures pre-bonus. He later discovered that two days before he was terminated, his sexual orientation has been inadvertently disclosed to his supervisor by a neighbor. When he asked why he was being terminated, his supervisor answered, “You know why, and I don’t want to get into it.”

Many respondents explained that they are still afraid of discrimination at a current employer, either because they have personally experienced discrimination and harassment, or because they have heard coworkers making negative comments. One respondent reported that in 1999, he lost his job for disclosing his sexual orientation. After this experience, he explained, “I’ve kept quiet at work ever since.” Another respondent reported that she had lost her previous job when a coworker learned that she was dating a woman. In light of this experience, she decided:

“I didn’t have anything I could do about it so I found a new job and now refuse to talk about my personal life to ANY of my current coworkers. I need an income. I need this job. Until I can be guaranteed I’ll be safe this time I am not going to feel comfortable talking with people about my personal life.”

Another respondent explained:

“At work, I am not out at all. It is clear in some management circles that non-hetero sexuality is something awkward and suspicious. I do not share my orientation out of fear of losing respect from peers and subordinates. Additionally, I feel that my upward mobility would be greatly compromised if I was out.”

In addition, the qualitative responses highlighted other forms of discrimination that were not specifically addressed in the survey questions. For example, several respondents indicated that they had experienced discrimination after inquiring about antidiscrimination policies or benefits for unmarried partners. One respondent claimed that although his company offered domestic partner benefits, he was let go for no cause after trying to get them for over a year. Respondents described a broad range of disparate treatment based on sexual orientation and gender identity, such as being paid less for the same work, being asked to work longer hours, or being assigned less desirable shifts. One respondent reported that he had been “paid less than straight men in the same position and [with] less experience many times,” and has been asked to put in extra work to compensate for straight co-worker’s family duties, based on an expectation that a single person should fill in for them. A few respondents even indicated that they had experienced sexual harassment, sexual assault, and inappropriate physical touching by co-workers after disclosing that they were LGB or transgender.

II. Existing Data on Employment Discrimination Against LGBT People

The findings of the 2010 survey are consistent with evidence available from other sources, which have consistently documented high levels of discrimination against LGBT employees across the United States.

Evidence of employment discrimination faced by LGBT people may be found in several sources. First, on national surveys, LGBT employees and their non-LGBT coworkers report experiences of discrimination in employment. Second, LGBT employees have lower earnings than non-LGBT employees, despite having similar qualifications and experience. Data collected by government agencies show that substantial numbers of LGBT people report employment discrimination. Collected together, current research and surveys of employees from around the country indicate that many LGBT people experience various forms of discrimination in employment, in Utah as well as in other states.

A. National Survey Data

On a national level, a large body of research finds that many LGBT people report experiences of discrimination in the workplace. Fifteen studies conducted since the mid-1990s have found that 15-43% of LGBT respondents experienced discrimination in the workplace.⁵ For example, a 2007 survey found that 16% of lesbians and gay men and 5% of bisexual people reported being fired or denied a job because of their sexual orientation.⁶ Numerous local community surveys of LGBT people find that sexual orientation discrimination is also commonly reported in those areas.⁷

The 2008 General Social Survey, which is a recent national survey, included questions about discrimination on the basis of sexual orientation. This survey found that 37% of gay and lesbian people reported workplace harassment in the last five years, and 12% reported losing a job because of their sexual orientation.⁸

When transgender people are surveyed separately, they report similar or higher levels of employment discrimination. In 2009, the largest national survey of transgender people to date included people from every state in the U.S. The survey found that 97% of the 6,450 people surveyed had experienced harassment or mistreatment at work, and 47% had been discriminated against in hiring, promotion, or job retention because of their gender identity.⁹ Eleven local surveys of transgender people conducted between 1996 and 2006 found that at least 20% and as many as 57% reported having experienced some form of employment discrimination.¹⁰ A 2009 survey of transgender people living in California found that 67% reported experiences with workplace harassment or discrimination directly related to their gender identity.¹¹

B. Wage Inequity

Before the 2010 survey was conducted, very little research on the impact of discrimination against LGBT people in Utah existed. However, data from the U.S. Census allows us to examine the employment and earnings for Utahns living in same-sex couples. While it is not possible to identify single LGBT people on the Census, a large body of research has relied upon Census data to provide a demographic picture of individuals living in same-sex couples.

Census data show that men in same-sex couples in Utah earn less than men married to different-sex partners. On average, men in same-sex couples in Utah earn \$42,938 each year, significantly less than \$56,569 for men married to different-sex partners.¹² The median income of men in same-sex couples in

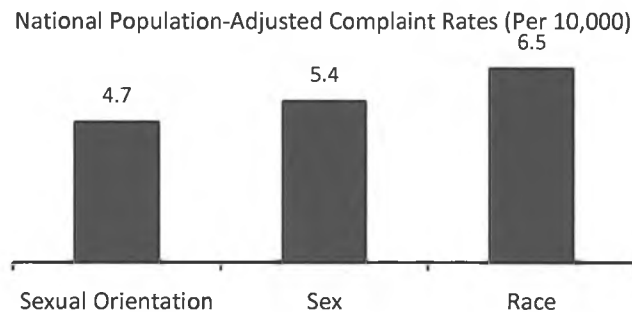
Utah is \$36,000, or 20% less than that of men married to different-sex partners (\$45,000).¹³ Men with same-sex partners earn lower wages despite the fact that they are more likely to have a college degree than men married to different-sex partners,¹⁴ a comparison that supports the possibility that people in same-sex couples are not treated equally by employers. Women in same-sex couples in Utah earn less than married men and men in same-sex couples. Women in same-sex couples earn more than married women with average yearly earnings of \$36,821 and \$26,225, respectively, at least in part because women in same-sex couples work more hours.¹⁵ However, women in same-sex couples earn less than men in either kind of couple.



These findings are not unique to Utah. Analyses of national data consistently find that men in same-sex couples and gay men earn 10-32% less than similarly qualified men who are married to different-sex partners, or men who identify as heterosexual.¹⁶ Surveys of transgender people find that they have high rates of unemployment and very low earnings.¹⁷ A recent study suggests that the wage gap for gay men is smaller in states that implement nondiscrimination laws, suggesting that such laws curb discrimination against LGBT people.¹⁸

C. Reports to Utah State Agencies

Evidence of employment discrimination against LGBT employees is also observed through data on the filing of discrimination complaints with state agencies. Currently, 21 states and the District of Columbia prohibit employment discrimination on the basis of sexual orientation, and 12 states and the District of Columbia also prohibit discrimination based on gender identity. A 2008 study examined complaints filed by employees in these states and found that LGB workers filed complaints at similar rates as women filing sex discrimination complaints.¹⁹ In both groups, LGB people and women filed complaints at a rate of 5 complaints per 10,000 employees. Race complaints were filed at a slightly higher rate of 7 complaints per 10,000 employees who are people of color.



Although the Utah Antidiscrimination Law currently does not prohibit employment discrimination on the basis of sexual orientation or gender identity, the Utah Antidiscrimination & Labor Division began tracking complaints filed on the basis of sexual orientation or gender identity in 2007.²⁰ Between June 2007 and September 2008, the UALD reported an average of three sexual orientation and gender identity employment discrimination complaints filed per month.²¹ The UALD no longer tracks this data.²²

III. Assessing the Impact of Nondiscrimination Laws

In debates about nondiscrimination laws, some claim that employees and employers would not gain significant benefits and that state enforcement agencies would be inundated with frivolous claims. Previous experience in other jurisdictions suggests otherwise. Recent estimates suggest that there are tens of thousands of LGBT people working in Utah. Numerous studies show that when LGBT workers are protected by nondiscrimination laws, they experience greater comfort in the workplace and higher productivity levels. From the perspective of employers, nondiscrimination policies increase the ability to recruit and retain qualified employees. Based on the size of the state's LGBT workforce and the rate at which discrimination complaints are typically filed, it is not likely that the passage of a nondiscrimination law would impose significant burdens or costs on state enforcement agencies.

A. Impact on LGBT Employees

Data from the 2008 American Community Survey suggest that there are between 32,000 and 43,000 lesbian, gay, and bisexual people working in Utah.²³ Because these instruments do not ask people if they identify as transgender, it is not possible to approximate the size of the transgender workforce from Census and National Survey of Family Growth data. However, some studies suggest that 0.25% of the population might identify as transgender.²⁴ Applying this figure to Utah's adult population of 1,886,191,²⁵ there may be over 4,700 transgender individuals living in Utah. Data suggest that the LGBT people in Utah are racially and ethnically diverse, live throughout the state, and actively participate in Utah's economy.²⁶

Several studies from various academic disciplines suggest that LGBT workers will enjoy greater job satisfaction and be more productive workers if they have legal protection from discrimination.²⁷ Without legal protection, employees are not confident enough to be themselves in the workplace.²⁸ Researchers have found that the negative effects of this discomfort include stress, anxiety, lowered performance, and an increased desire to leave the job.²⁹

B. Impact on Utah Employers

Currently, Salt Lake City, Salt Lake County, West Valley City, Park City, Summit County, Taylorsville, Logan, Murray, Moab, and Grand County already prohibit employment discrimination on the basis of sexual orientation and gender identity by local ordinance.³⁰ Utah State University, University of Utah, and Weber State University have policies against employment discrimination based on sexual orientation.³¹ Several other cities and counties are currently considering measures to prohibit sexual orientation and gender identity employment discrimination.³² Additionally, several Utah-based private corporate employers have adopted policies prohibiting discrimination based on sexual orientation and/or gender identity, among them Ameritech Library Services, Corel/Word Perfect Corp., Franklin

Covey, Gastronomy Inc., and Parr Brown Gee & Loveless, and Zions Bank.³³ Finally, many national and international corporations with large local offices, such as Goldman Sachs, American Express, Adobe and E-Bay, have adopted policies that prohibit discrimination on these grounds.

These Utah employers are adopting nondiscrimination policies that place them in the mainstream of corporate practice in the United States. More than two-thirds of Fortune 1000 companies prohibit discrimination on the basis of sexual orientation and one-quarter prohibit discrimination on the basis of gender identity.

The widespread adoption of these policies suggests that nondiscrimination policies make good business sense. Nondiscrimination policies increase the ability to recruit and retain qualified employees and can improve the productivity and satisfaction of employees.³⁴ Businesses are most successful when they can recruit, hire, and retain employees on the basis of talent, not personal characteristics that have no impact on an employee's ability to perform a job well.

C. Impact on State Agencies

Some question whether a sexual orientation and gender identity anti-discrimination law would create an increased burden on government agencies. However, a 2008 national study of data from 1999-2007 estimated that for every 10,000 LGB workers, there are approximately 5 complaints filed on the basis of sexual orientation per year.³⁵ Using our estimate of the number of LGB people working in Utah (32,000-43,000), we predict that in a given year, approximately 16 to 22 LGB workers would file a complaint alleging sexual orientation discrimination. This estimate is consistent with the Utah Antidiscrimination & Labor Division's data on actual complaints of sexual orientation and gender identity discrimination filed in the absence of a state law—approximately 3 per month.³⁶ Given these numbers, there is no evidence that expanding employment protections to LGBT people would encumber the services of existing agencies. Even if LGBT people filed complaints at the same rates that women file sex discrimination complaints or minorities file racial/ethnic discrimination complaints, government agencies would not be overwhelmed.

Currently, there are not enough data to do a similar analysis of gender identity discrimination complaints. However, complaints of discrimination based on gender identity were collected from two states and the District of Columbia. The data obtained support the position that passing protections for gender identity in employment will not result in a flood of complaints to enforcement agencies—6 complaints were filed with the District of Columbia in 2006, 4 complaints were filed with Oregon from 2003 through 2006, and 2 complaints were filed with Rhode Island from 2006 through 2007.³⁷

Conclusion

The 2010 survey shows that employment discrimination is a pervasive and persistent problem for Utah's LGBT workforce. Nearly half of LGBT employees reported that they have experienced discrimination in employment, and nearly one-third continue to fear discrimination from current employers. These results confirm what had previously been established by national surveys, U.S. Census data, and reporting from state agencies. Passing an antidiscrimination law in Utah would have a beneficial impact on Utah employees and employers, without imposing any significant burdens or costs on the state's enforcement agencies.

About the Authors

Christy Mallory is a Legal Research Fellow at the Williams Institute. She studies sexual orientation and gender identity discrimination against state and local government employees.

Jenni Smith is a Research Assistant in the Center for Public Policy & Administration at the University of Massachusetts – Amherst. She is pursuing a MPPA with a concentration in Advanced Feminist Studies.

Clifford Rosky is a Senior Research Fellow at the Williams Institute and an Associate Professor of Law at the University of Utah S.J. Quinney College of Law. He studies the relationship of sexism to homophobia, biphobia, and transphobia.

M.V. Lee Badgett, PhD, is the Research Director at the Williams Institute, and Director of the Center for Public Policy and Administration at the University of Massachusetts – Amherst, where she is also a Professor of Economics. She studies family policy and employment discrimination related to sexual orientation.

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Appendix: Employment Discrimination Reported by LGBT Respondents -- Personal and Socio-Economic Characteristics

(n=939)	Percentage "Yes"	Number reporting "Yes"
Gender		
Female	40.0%	146
Male	45.1%	240
FTM	72.7%	8
MTF	62.5%	10
Intersex	33.3%	1
Other	41.7%	5
Age		
18-24	38.4%	71
25-34	39.5%	118
35-44	46.3%	101
45-54	54.1%	93
55-64	42.6%	23
65 and older	36.4%	4
Race/Ethnicity		
White/Caucasian	44.4%	367

Person of Color/Multiracial	38.1%	43
Location		
Salt Lake County	44.2%	297
Other Counties	42.3%	113

Table 10: Employment Discrimination -- Socio-Economic Characteristics

(n=939)	Percentage "Yes"	Number reporting "Yes"
Education Level		
High School Graduate	50.6%	41
Trade/Vocational School	42.7%	146
College Graduate	42.5%	136
Post-Graduate or Above	44.4%	87
Employment Status		
Retired/On Disability	48.3%	43
Unemployed	59.6%	31
Part-Time	33.8%	47
Full-Time	42.5%	245
Self-Employed	53.0%	44
Income		
Less than \$20,000	42.5%	114
\$20,000-\$40,000	43.3%	127
\$40,000-\$75,000	44.1%	109
More than \$75,000	45.8%	60

¹ In addition, the survey asked the following questions about housing discrimination and verbal abuse: "Do you believe you have ever been evicted or denied housing due to your sexual orientation or gender identity?"; "To whom, if anyone, did you report being evicted or denied housing?"; "Do you fear being evicted from your current residence?"; "Do you believe you have ever been a victim of verbal abuse as a result of your sexual orientation or gender identity?"; and "To whom, if anyone, did you report the verbal abuse?" Because this report is focused on the issue of employment discrimination, it does not address information collected in response to these questions.

² There were 15 respondents in the category, "Race: Other, Please Specify." The answers were as follows: "1/8 Native American," "all other," "Irish and American Indian/Mexican/Italian"; "BIRACIAL"; "European - greek"; "Homo Sapien"; "Human"; "Iranian-American"; "Japanese?/ Spanish"; "Middle Eastern"; "Romani"; "asian and native american"; "biracial"; "mixed"; "race is a social construct."

³ Because "sexual orientation" and "gender identity" were presented as two distinct characteristics, there is some overlap between LGB respondents and transgender respondents. In Tables 1 and 2, both columns include twenty-one individuals who identified as both LGB and transgender.

⁴ Tables 3 through 5 report the percentage answering "Yes," "Not Sure," and "No" as a percentage of all individuals who answered the question, rather than all individuals who responded any of the survey questions.

⁵ M.V. Lee Badgett, Holning Lau, Brad Sears & Deborah Ho, the Williams Institute, *Bias in the Workplace: Consistent Evidence of Sexual Orientation and Gender Identity Discrimination Executive Summary* (June 2007), available at <http://www.law.ucla.edu/williamsinstitute/publications/Bias%20in%20the%20Workplace.pdf>.

⁶ Gregory M. Herek, *Hate Crimes and Stigma-Related Experiences Among Sexual Minority Adults in the United States: Prevalence Estimates from a National Probability Sample*, 24 *J. INTERPERSONAL VIOLENCE* 54, 54-74 (2009).

⁷ See Badgett et al., *supra* note 5.

⁸ Analysis conducted by The Williams Institute, unpublished (2009).

⁹ National Center for Transgender Equality & the National Gay and Lesbian Task Force, *National Transgender Discrimination Survey: Preliminary Findings 1* (Nov. 2009), available at http://transequality.org/Resources/NCTE_prelim_survey_econ.pdf.

¹⁰ Badgett et al., *supra* note 5.

¹¹ Transgender Law Center, *The State of Transgender California* (Mar. 2009), available at <http://www.transgenderlawcenter.org/pdf/StateofTransCAFINAL.pdf>.

¹² Jody L. Herman, Christy Mallory, M.V. Lee Badgett & Gary J. Gates, the Williams Institute, *Census Snapshot: Utah 2* (September 2010).

¹³ *Id.*

¹⁴ *Id.*

¹⁵ *Id.*

¹⁶ Badgett et al., *supra* note 5.

¹⁷ *Id.*; *The State of Transgender California*, *supra* note 11.

¹⁸ Gary J. Gates, *The Impact of Sexual Orientation Anti-discrimination Policies on the Wages of Lesbians and Gay Men* (April 2009), available at <http://papers.ccpr.ucla.edu/papers/PWP-CCPR-2009-010/PWP-CCPR-2009-010.pdf>.

¹⁹ Christopher Ramos, M.V. Lee Badgett & Brad Sears, *Evidence of Employment Discrimination on the Basis of Sexual Orientation and Gender Identity: Complaints Filed with State Enforcement Agencies, 1999-2007* (Nov. 2008), available at <http://www.law.ucla.edu/williamsinstitute/pdf/PACR.pdf>

²⁰ Salt Lake City Human Rights Commission, *Discrimination Report 22* (July 2009), available at <http://www.slcgov.com/mayor/divHR/extra/discrimination2009.pdf>.

²¹ *Id.*

²² *Id.*

²³ We computed this range by first estimating the number of LGB people in the U.S. workforce (4,720,323-6,293,831, which is 3%-4% of the U.S. workforce). Next we assume that the same percentage of LGB workers live in Utah as the percentage of same-sex couples living in Utah (0.68%). In other words, we multiply the U.S. workforce by 3% and 4% and then multiply that figure by 0.0068. Multiplying the percentage of the country's same-sex couples that live in Utah (.68%) by the estimated number of LGB people in the U.S. workforce. The U.S. workforce total for 2008 is 157,345,776 (2008 ACS Table S2301: Employment Status). Percentage of same sex couples calculated from U.S. Census Bureau, 2008 American Community Survey, *Unmarried Partner Households by Sex of Partners, B11009*. The 3%-4% range is based on findings from the 2002 National Survey of Family Growth and the 2008 General Social Survey (See Gary J. Gates, the Williams Institute, *Same-sex Couples and the Gay, Lesbian, Bisexual Population: New Estimates from the American Community Survey*, p. 11, apx. 1 (Oct. 2006), available at <http://www.law.ucla.edu/williamsinstitute/publications/SameSexCouplesandGLBpopACS.pdf>; Gary J. Gates, the Williams Institute, *Sexual Minorities in the 2008 General Social Survey: Coming Out and Demographic Characteristics*, p. i (Sept. 2010).)

²⁴ The Human Rights Campaign, *Transgender Population and the Number of Transgender Employees*, available at <http://www.hrc.org/issues/9598.htm>.

²⁵ U.S. Census Bureau, 2008 American Community Survey, *Universe: Population 18 Years and Over: Total, Utah, B15001*

²⁶ Adam P. Romero, Clifford J. Rosky, M.V. Lee Badgett & Gary J. Gates, the Williams Institute, *Census Snapshot: Utah 1* (June 2008), available at <http://www.law.ucla.edu/williamsinstitute/publications/UtahCensusSnapshot.pdf>.

²⁷ Nancy E. Day & Patricia Schoenrade, *Staying in the Closet Versus Coming Out: Relationships Between Communication About Sexual Orientation and Work Attitudes*. 50 *PERSONNEL PSYCHOL.* 147 (1997); Jeanine M. Driscoll et al., *Lesbian Identity and Disclosure in the Workplace: Relation to Occupational Stress and Satisfaction*, 48 *J. OF*

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²⁸ Employees who have been discriminated against or fear discrimination often hide their sexual orientation in the workplace. LAMBDA LEGAL & DELOITTE FIN. ADVISORY SERV. LLP, 2005 WORKPLACE FAIRNESS SURVEY 4 (2006), available at <http://data.lambdalegal.org/pdf/641.pdf>; TASK FORCE ON DIVERSITY IN THE PROFESSION, MINN. STATE BAR ASS'N, 2005 SELF-AUDIT FOR GENDER & MINORITY EQUITY: A RESEARCH STUDY OF MINN. LAW FIRMS, NON-FIRM EMPLOYERS AND INDIVIDUAL LAWYERS 8 (2006), available at <http://www.ncbp.org/2009/Handouts-2-09/1B/2005%20Self-Audit%20for%20Gender%20and%20Minority%20Equity%20Report.pdf>.

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³⁰ Utah, Salt Lake City Code §§ 2.53.035, 10.04 (2009) (prohibiting discrimination in city's private sector and local government employment); Utah, Salt Lake County Code § 2.08.110 (2009) (prohibiting discrimination in county government employment); Michael Aaron, *West Valley City Passes Non-Discrimination Ordinances*, QSALT LAKE, June 10, 2010, available at <http://qsaltlake.com/2010/06/10/west-valley-city-passes-non-discrimination-ordinances/> (discussing the passage of West Valley City's ordinance which has not yet been codified); Six Down, *Four to Go*, SALT LAKE TRIBUNE, June 17, 2010, available at <http://blogs.sltrib.com/lgbt/archive.php> (discussion of Summit County and Logan ordinances); Associated Press, *Taylorsville Passes LGBT Anti-Discrimination Ordinance*, KSL.COM, Aug. 5, 2010, available at <http://www.ksl.com/?nid=148&sid=11872009>.

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³² Taylorsville, Murray, and Ogden. Rosemary Winters, *Gay-Rights Push Spreading Out to Other Locales*, SALT LAKE TRIBUNE, Feb. 11, 2010, available at http://www.sltrib.com/news/ci_14384305.

³³ Human Rights Campaign, supra note 31.

³⁴ Gail Robinson & Kathleen Dechant, *Building a Business Case for Diversity*, 11 THE ACADEMY OF MANAGEMENT EXEC. (1993-1995) 21 (1997); Elizabeth A. Deitch, Adam Barsky, Rebecca M. Butz, Suzanne Chan & Arthur P. Brief, *Subtle Yet Significant: The Existence and Impact of Everyday Racial Discrimination in the Workplace*, 56 HUMAN RELATIONS 1299 (2003).

³⁵ Ramos et al., supra note 19.

³⁶ Salt Lake City Human Rights Commission, *Discrimination Report*, supra note 20.

³⁷ Ramos et al., supra note 19.

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1016 W. Sixth Ave., Suite 303
Anchorage, AK 99501
phone (907) 272-2401
fax (907) 272-4117
info@anchoragechamber.org
Anchoragechamber.org

President
Andrew Halcro

Magazine Staff
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Publisher
Amanda Combs

Designer
Stephanie Johnson

Advertising Sales
Amanda Combs
phone (907) 563-4881
amanda@nwstrat.com

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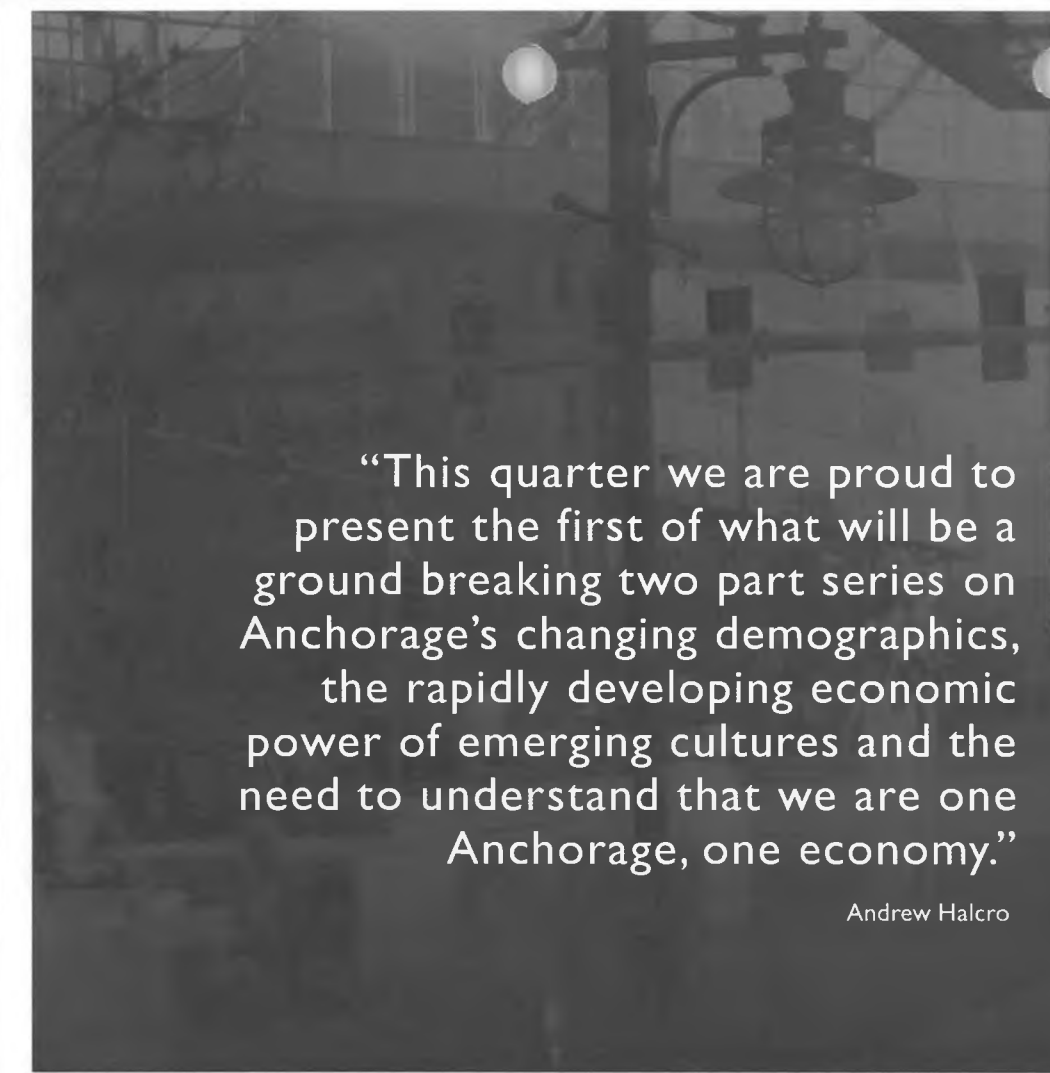


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letter from
the president

“This quarter we are proud to present the first of what will be a ground breaking two part series on Anchorage’s changing demographics, the rapidly developing economic power of emerging cultures and the need to understand that we are one Anchorage, one economy.”



Andrew Halcro

This quarter we are proud to present the first of what will be a ground breaking two part series on Anchorage’s changing demographics, the rapidly developing economic power of emerging cultures and the need to understand that we are one Anchorage, one economy.

In this issue we focus on Anchorage’s GLBT community and their growing economic cohesiveness. Over the last few years, the issue of equal rights for GLBT individuals has been centered on social issues, so we decided it was time to investigate the economic power of Anchorage’s growing GLBT population.

In keeping with that theme, our small business spotlight highlights the contributions to the Anchorage economy by Art Services North, the premier special event planners in Alaska for more than thirty years. In the profile, owner Darl Schaaff talks about his experiences as a gay business owner and the economic benefits of inclusion.

Also in this month’s *Advancing Anchorage Magazine*, our CEO profile is on Wells Fargo President Joe Everhart. His extensive involvement with key Anchorage non-profits like United Way and the Anchorage Economic Development Corporation shows a strong commitment from Wells Fargo on improving everything from education to economic growth.

In our community section, Paul Fuhs of the Fairview Business Association writes about the Gambell re-development project that would brighten the entrance to the Fairview neighborhood. The area is primed for re-development and investment, however the area needs a long-term vision from Anchorage’s policy makers.

In our finance section, Northrim Bank talks about the options they offer to make it easy to find a local bank that works for your business. Speaking of business, the Ted Stevens Anchorage International

Airport is profiled, and we hear about the growth and future challenges faced by Alaska’s biggest airport, that hosts millions of travelers and thousands of cargo flights per year.

Our issue also features a pitch by Anchorage’s valuable Green Star program, as they explain their E-3 program (Economy-Energy-Environment) and how you can get involved. Finally, check out our regular features including the Anchorage Chamber calendar and the opportunities for members to get involved with one of our committees that work on everything from legislative and military engagement, to working on improving public schools outcomes.

We hope you enjoy this issue of *Advancing Anchorage Magazine*, and we welcome your feedback on how we can continue to make this publication relevant to the economy and informative to the reader.

The Commerce of Diversity

In this issue of Advancing Anchorage Magazine, the Anchorage Chamber will explore the steps members of the business community are taking to ensure the city moves to be the No. 1 place to live, work and play in a two part series entitled "The Commerce of Diversity." In January, we will look at more emerging cultures that are changing Anchorage's economic landscape.

One Anchorage, One Economy

As a young city entering its centennial in 2015, Anchorage's nearly 300,000 residents know this is a community where you can live close to work, enjoy vast economic opportunities and have a plethora of options for entertainment and outdoor activities. However, to grow and develop Anchorage's economy into the future, we need a greater understanding of what comprises our economy today.

Resources, jobs, adventure and discovery are all interwoven with the fabric of

the city's cultural and social backgrounds, and over the last twenty years, Anchorage has become an urban melting pot. But could it be more?

Live. Work. Play., a grassroots effort put forward by the Anchorage Economic Development Corporation's (AEDC) board of directors, is focusing on just that – sustainable community improvement and engagement for the people living in Anchorage, with a hefty goal: to make Anchorage the No. 1 city in America to live, work and play by 2025.

"In 2008, the available workforce in Anchorage was tight," said Bill Popp, president and CEO of AEDC. "Many of our investors were finding it difficult to hire skilled, qualified and experienced workers in the city. Because of this, many businesses were looking outside of Anchorage to hire young professionals in the Lower 48 and bring them up to Alaska."







Victoria Green, Department of Veteran Affairs, has frosty fun at New Sagaya's City Market.

The challenge for these businesses, Popp said, was dispelling the “cold and dark” myth of Alaska. As a recruiting tool, AEDC partnered with the Alaska Channel and a handful of businesses in Anchorage to create a video showcasing why Anchorage is such a great place to live, work and play.

“That video is where the seed for the Live. Work. Play. grassroots initiative was planted,” he said.

Six areas of focus were developed as a starting point for Live. Work. Play. action phases: housing, education, community safety, creative place making, big wild trails and workplace well-being. To date, representatives from 58 private,

nonprofit and public sectors have signed on to participate in the project.

The Three T's

One group involved in Live. Work. Play. is a collection of government and business leaders called “One Anchorage, One Economy,” which is an effort to build a more robust economy by promoting inclusivity—the commerce of diversity.

“Anchorage has one economy and it's becoming more and more diverse every year,” said Andrew Halcro, president of the Anchorage Chamber of Commerce. “The new companies that are joining the Anchorage Chamber are small businesses, many of whom represent the emerging

cultures comprising Anchorage's new economy.”

Halcro points to all three of the Anchorage Chamber's priorities on how to grow the local economy: advocacy, education and networking. “An economy grows stronger when constructive dialogue, understanding and input is exchanged between our emerging cultures, nonprofits and business owners.”

According to Richard Florida, American economist and social scientist at the University of Toronto, America's “Creative Class” (today's younger workforce demographic) will be the leading force of growth in the future economy, expected to grow by more than 10 million



Photos © Frank Flavin

Shalem Mathew and Mitch Kitter, partners and owners of Treft.Punkt Studios shopping local at New Sagaya.

jobs in the next decade. This Creative Class includes almost 40 percent of the current population.

For a city to attract the Creative Class, Florida argues, it must possess “the three T’s”: Talent (a highly talented/educated/skilled population), Tolerance (a diverse community, which respects human and economic rights), and Technology (the technological infrastructure necessary to fuel an entrepreneurial culture).

With Anchorage’s unemployment rate at a low 4.7 percent, many Anchorage Chamber members have found themselves looking outside for talent.

In a January keynote address during the 2013 AEDC Annual Economic Forecast

Luncheon, Florida stated that members of the Creative Class value meritocracy, diversity and individuality, and look for these characteristics when they relocate to a city.

One piece of Anchorage’s changing economic puzzle being examined by One Anchorage, One Economy is the gay, lesbian, bisexual and transgendered (GLBT) community, and for good reason.

According to the 2010 U.S. Census, the number of GLBT households in Alaska grew by about 57 percent over the last decade to nearly 1,900 with a majority living in Anchorage. The Williams Institute estimated Alaska’s GLBT adult population in 2012 to be roughly 25,000

individuals, or 3.5 percent of the state’s total population.

It’s Showtime

For thirty years, many of the best events in Anchorage have been produced with the help of one man, Darl Schaaff. As the owner of Art Services North, Schaaff has had a heavy influence on some of Anchorage’s most celebrated yearly extravaganzas. From the city’s Fourth of July celebration to the Alaska Pacific University annual fundraiser, Schaaff is considered one of Anchorage’s favorite sons. He is also arguably the best in his field. He is also one of many gay business owners in Anchorage.



Phyllis Rhodes (left) and Victoria Green try on threads at Kaladi Bros. Coffee

Schaaff believes the commerce of diversity is critical and believes Anchorage has already become a more welcoming and encouraging place for the GLBT community to live, regardless of the equal rights initiative that was voted down on last year's municipal ballot.

"The recent loss of Prop One was more about a vocal minority on the wrong side of history than a city of repression," he said. "Business in Anchorage has worked because we include our best, encourage the new, and support our ongoing business community. My faith in this community assures me that we will continue to grow and evolve because we genuinely care about all of the people."

According to the National Gay & Lesbian Chamber of Commerce, there are an estimated 1.4 million (NGLCC) busi-

ness owners in the U.S. with a consumer impact of more than \$800 billion in 2010.

"Ten years ago, the GLBT business community did not have a national voice," Justin Nelson, president and co-founder of the NGLCC based in Washington D.C. said. "As a community, we had strong local chambers, but we weren't working together. In just ten years, our community has really come together and realized that we are stronger when we unite our voices."

The NGLCC has fostered relationships with more than 140 global corporations, including companies in Alaska's business hub, like Wells Fargo, Verizon and Chevron, through the NGLCC Supplier Diversity Initiative.

"Our work with the federal government has been truly trailblazing," said Nelson.

"We work closely with the Department of Labor, Department of Commerce, and the U.S. Small Business Administration. Last year, we hosted the first-ever LGBT Federal Procurement Fair at the Department of Commerce."

In July, at the annual NGLCC Conference in Dallas, Texas, more than 600 business professionals, suppliers, chamber executives and corporate leaders, converged to do business with each other, gather best practice tools, and showcase the recent trends that commerce is more diversified than ever.

According to Nelson, the organization uses a variety of programs to reach GLBT business owners where they live, work and play. One program offers access to more than 140 corporate partner procurement and supply chains. Through this benefit,

the opportunities to enrich leadership and executive business development skills through education, scholarship and mentoring programs, are growing.

One Anchorage, One Economy

"The GLBT population is an important part of our community and an important contributor to our economy, present and future," said Glenn Cravez, a local Anchorage attorney and member of One Anchorage, One Economy.

Cravez said the feeling has been building over the last year, as business leaders recognized that the defeat of last year's ballot proposition on equal rights unfairly dragged the business community into the debate.

"Some of the opposition to the ballot initiative was based on threats that if passed, the new laws would be 'bad for business,'" Cravez said. "This simply wasn't true," he added. One Anchorage, One Economy's goal is to reframe the focus on where it needs to be, the positive economic impacts of inclusivity.

More and more local Anchorage's businesses are seeing economic returns from partnering with GLBT events. This past June, thousands of Anchorage residents partook in the annual PrideFest Week with numerous events held throughout Anchorage. The week culminated with a celebration at the Delaney Park Strip, showcasing more than 70 local allied businesses, such as Humpy's Great Alaskan Alehouse, Kaladi Brothers Coffee, Wells Fargo and Alaska Airlines. These Anchorage Chamber members came out to show their support for the GLBT community and their contribution to the economy.

Behind the Numbers

Anchorage's Mary Elizabeth Rider of Rider Consulting, is co-editor of the Grrlzlist, a virtual women's community in Southcentral Alaska comprised of more than 1,600 subscribers and contributors.

Rider has been compiling her own data that shows not only who the GLBT business owners and consumers are in



"We're just finding our economic voice in a lot of ways. We have to start by looking at our own tolerance within the community."

Anchorage, but where they shop, what health providers they trust and what business are GLBT friendly. Her data collection from Grrlzlist is extensive and exclusive.

She said it's important for the GLBT community to feel inclusive within its community, but that there's a long road ahead. "We're just finding our economic voice in a lot of ways," Rider said. "We have to start by looking at our own tolerance within the community."

Rider said that while the business community is doing the best it can, many who support the GLBT community are reluctant to show public support, fearing a backlash. "In a lot of ways, we're invisible, not fully integrated," she said. "We provide valuable services and generate millions of dollars to the local economy, but there's

still a gap. Over the course of time, all of our efforts will come together, but we have to gain a little more traction first.

Attracting and Retaining

Mitch Kitter and Shalem Mathew of Treft.Punkt Studio are young, innovative and widely sought after wedding photographers in Anchorage. Both have traveled the world to photograph weddings and experienced a wide scope of economic inclusivity.

"As a gay business owner, sometimes there can be a reluctance to open yourself up to a community that isn't outspoken in its inclusion of all backgrounds. This creates unnecessary economic barriers," Kitter said. Many large businesses in Anchorage have already stated their support of GLBT employees.

Kitter and Mathew believe that in order for Anchorage to continue to attract and retain qualified professionals, the trend towards more inclusivity bodes well. "When people feel accepted in their community, they are more likely to support that community with their dollars."

Victoria Green works for the Department of Veteran Affairs. She moved to Alaska in 1998 and lived in Bethel for four years. She was activated with the Alaska Air National Guard for a tour at Eielson Air Force Base and spent a year up in Fairbanks. At the end of her tour, she moved to Anchorage and has been here ever since.

Green was recently appointed as the as the program manager to the Alaska veteran's Affairs Agency of an LGBT Special Emphasis Program, a collaborative effort with local community members to ensure all local veterans feel welcome, are treated with dignity and have economic opportunities. Her involvement with the One Anchorage, One Economy initiative is to help promote to the business community the economic benefits of inclusion and workplace equality.

"This initiative is an exciting one and one that I believe could be successful by encouraging cooperation with the business community and by organizing



Photo © Frank Flavin

Darl Schaaff (left) and Phyllis Rhodes examine the catch of the day at City Market

our community to come together,” Green said.

An Inclusive Economic Power

Another voice to the One Anchorage, One Economy initiative and the understanding of the relation between the GLBT community and the local economy is Phyllis Rhodes, executive director of Identity, Inc., a nonprofit organization that provides programs supporting equality for the GLBT community and its allies.

“Equal and economic rights go hand in hand,” Rhodes said. A resident of Anchorage since 1967, Rhodes noted that while tolerance and economic opportunities have increased over the years, there is still work to do.

“Thanks to our many allies, our voice is being heard in every aspect—in businesses, in organizations and in government services. It is important for the members of the GLBT community to take advantage of every opportunity to engage in dialogue about how we truly become One

Anchorage, One Economy.”

Rhodes said in order to grow the commerce of diversity in Anchorage, more businesses, especially the younger generation, need to take the lead.

At this year’s PrideFest Conference, held on Oct. 12 and hosted by Identity, Inc., the focus will be on Alaska’s next generation of business and community leaders with educational workshops and national speakers themed around entrepreneurship and economic opportunities. Helping deliver the message will be repre-



sentatives from the NGLCC.

For the first time, the conference will give attendants from across the state deliverable tools and information on how they can better develop their business or community into an inclusive economic power. The conference organizers expect record attendance this year.

When you consider the shifting demographics of Anchorage, the greying of the work force and the diverse cultures that are following, the more it becomes evident that we must become One Anchorage,

One Economy. With Anchorage already boasting three of the five most diverse population tracks in the country, beginning to understand the local consumer trends of emerging cultures will be critical, both socially and economically.

"No one entity or organization is going to make Anchorage the number one city in America to Live Work and Play," Popp said. "We need to work together to make Anchorage the best city in America."

GET INVOLVED

The One Anchorage, One Economy committee is asking for your feedback in the area of cultural diversity and economic opportunities by emailing jj@anchoragechamber.org.

Identity, Inc. PrideFest Conference will be held all day on Saturday, Oct. 12 at the University of Alaska Anchorage. For a list of conference seminars, visit Alaskapride.org. Justin Nelson, president and co-founder of the NGLCC, U.S. will be discussing the commerce of diversity at a special "Make it Monday" forum, held at noon on Oct. 14 at the Dena'ina Center. RSVP before Oct. 11 at Anchoragechamber.org.



advocacy
in action

All for One

By Andrew Halcro

ALL FOR ONE. That is the initiative we have adopted to move the Anchorage Chamber of Commerce forward in a rapidly changing economic landscape. It also embodies our push to become one of the elite chambers of commerce in the United States.

Every five years the Anchorage Chamber of Commerce must apply for re-accreditation from the U.S. Chamber of Commerce. The accreditation process includes evaluating a chamber on nine different areas of importance from technology and governance to advocacy, and awards accreditation based on one to five stars. In 2005 and 2010, the Anchorage Chamber was awarded four-star recognition, which placed us in the top four percent of all chambers in the United States. But that simply isn't good enough.

Achieving five-star status would vault the Anchorage Chamber into the top one percent of all U.S. chamber organizations, just in time for 2015 and our 100th Anniversary. The 'All for One' moniker is a nod towards the extra effort it will take to reach the top. This will be achieved by going beyond into every event, community outreach and publication we produce.

A critical part of our move towards five stars is our advocacy efforts. This will include a menu of ground breaking efforts to improve everything from public school outcomes and affordable housing, to a greater understanding of the many moving cultural pieces that are making up a greater share Anchorage's economy.

Over the last eleven months, the Anchorage Economic Development Corporation (AEDC) has hosted two of the most knowledgeable voices on what



will make a successful community in the future. Both Richard Florida and Jim Clifton have written that in the coming years, the most successful cities in attracting the best talent will be those that offer inclusivity, opportunity and a great education system.

In cooperation with AEDC's Live, Work, Play, initiative to make Anchorage the number one city by 2025, the Anchorage Chamber of Commerce has taken the lead in the area of talent and tolerance.

This month we kick off our advocacy efforts by highlighting a growing force in the Anchorage economy, the GLBT community.

For the last year, the debate over equal rights has raged in the political arena, however, no discussion has been paid to

the economic contributions of the GLBT community. This issue highlights GLBT business owners and community leaders who are impacting Anchorage's economy in positive ways.

According to both public and private studies, Alaska's adult GLBT population has grown more than 57 percent in the last decade, and now represents 3.5 percent of

the state's population.

Many of the Anchorage Chamber's long time members, including Alaska Airlines and Wells Fargo, have become examples of how companies are now realizing the growing economic power of the GLBT community, and in response have adopted very successful outreach efforts.

As I look at the next generation of companies that are joining the Anchorage Chamber, they're small, dynamic and have a vested interest in our organization's effort to advocate a greater understanding of the growing segments that comprise our local economy.

The bottom line is that we truly are One Anchorage, One Economy. ALL FOR ONE.

CONOCO PHILLIPS PLANS NEW WORK ON THE NORTH SLOPE

With the recent improvements to Alaska's severance tax system, ConocoPhillips has announced new work on the North Slope, including:

- Bringing an additional rig to the Kuparuk field that supports 95 direct jobs and will generate approximately 700 indirect jobs.
- Initiating engineering and design for new Drill Site 2S at Kuparuk. ConocoPhillips already filed permit applications for this project and plans to seek project approval in the third quarter of 2014.
- Entering the regulatory/permitting activities phase and engineering for GMT1, a drill site in the Greater Moose's Tooth Unit in NPR-A. ConocoPhillips filed permit applications for this project on July 23, 2013, and plans to seek project approval of GMT1 in late 2014.

These are examples of the activities ConocoPhillips has kicked off to help bring new investments and produce more oil from legacy and satellite fields.

We are looking at additional opportunities in the near future.

ConocoPhillips is here for the long term. The new oil tax bill makes the North Slope a more attractive business environment and should lead to more investment in oil-producing projects than has been seen in recent years.

ConocoPhillips

Alaska's Oil & Gas Company

partnership corner



Michelle Wilbur of the Alaska Craftsman Home Program and U.S. Senator Mark Begich demonstrate weather stripping at last year's Weather Strip Mob event

Green Star - Save Energy...Drink Beer

Since 2012, Green Star has partnered with Alaska brewers on the E3 program. E3 (Economy-Energy-Environment) is a technical assistance framework helping communities, manufacturers and manufacturing supply chains adapt and thrive in today's green economy.

In Alaska, there are eighteen breweries crafting amazing products, with many maintaining retail operations. Brewing and distilling beer uses a tremendous amount of energy via electricity, fuel and water. Green Star endeavors to provide technical assistance to local participating breweries, helping reduce their energy costs while still providing an excellent beverage!

Midnight Sun Brewing Company, Kodiak Island Brewing Company, Denali Brewing Company and Seward Brewing Company are currently working through their Green Star Award certification, a component of the E3 program.

Recently, the Seattle-based Pollution Prevention Resource Center provided technical assistance to local brewers, even flying experts to Alaska to conduct site assessments, such as "lean" mapping and training. Through this effort, Bear Creek Winery, operating in Homer and

manufacturing wine, earned their Green Star Award in 2011.

Breweries provide a unique and creative platform to share energy awareness information. In 2012, Midnight Sun Brewing Company hosted a Strip Mob, with energy experts providing weather stripping demonstrations.

Whether it's reducing electricity usage, upgrading appliances or improving your heating system, consumers can expect to drink great limited edition beers while learning more about energy saving during Energy Awareness Month this year.

Green Star, the Alaska Energy Authority/Alaska Energy Efficiency Partnership, and participating breweries will "Save Energy...Drink Beer" during Energy Awareness Month this October.

Green Star is a non-profit organization based in Anchorage that encourages businesses to practice waste reduction, energy conservation and pollution prevention through education, technical assistance and an award-winning voluntary "green business" certification program.

Green Star is an official partner with the Anchorage Chamber, established by the chamber in 1990. For more information, visit Greenstarinc.org/



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A Pearl in the Making

By Paul Fuhs

Most people in Anchorage imagine Fairview as a rundown part of town. There is some truth to that, but it doesn't have to be that way. A group of Fairview businesses, some of the longest standing in Anchorage, have organized the Fairview Business Association (FBA) to revitalize this section of town as a thriving contributor to Anchorage's economy.

They have embarked on an ambitious plan to redesign Gambell Street, convince the Municipality to create a pilot program for tax incentives for developers, promote affordable housing for workers, encourage

the development of a parking facility and hospitality attractions in the area around the Sullivan Arena, and a concerted effort to deal with the problem of public inebriates created by the location of social service agencies in the area.

"We have so much potential in this area" say Heidi Heinrich, Manager of the iconic Lucky Wishbone. "We have underdeveloped properties in Fairview, in a town that has limited land left available, we have a potential customer base of 25,000 people a day driving through our main roads and we are close to downtown. With just a few changes, this area could really take off."

The Fairview area is unique in Anchorage in that it has a combination of retail, banking, hotel, entertainment, restaurant, processing and manufacturing, light and heavy industrial in the Post Road area, training, service, medical, professional and sports businesses. Fairview is also home to the Sullivan Arena and Merrill Field, both of which are substantial economic engines for Anchorage.

Flanking all of these businesses is a mix of primarily single- and multi-family residential housing. The association sees a potential for further higher density housing in the Gambell/Ingra Street corridor and will make developers aware



of the provisions of House Bill 50, sponsored by Representatives Costello and Gara and passed last legislative session, which allows the Alaska Housing Finance Corporation to finance combined commercial and residential developments. One of the needs of local businesses is housing that their workers can afford to live in and is close enough for them to easily get to work.

"Most other areas of town have zoned their commercial and residential area to be separate," says Christopher Constant, chairman of the FBA Board. "In this area it really makes sense to combine them. If you look at the area like we do, as a logical extension of the Downtown core, East Downtown, Fairview is a developer's land of opportunity."

The group is also pushing the Municipality to adopt a pilot program of tax abatement in which developers can write the costs of required municipal infrastructure upgrades against their property taxes until they are paid off, at which time they will revert to full tax payments.

The costs of these public upgrades often burden a project to the point that they just don't get built.

The most immediate signature development being pushed by the Association is the Gambell Street Redevelopment Project, which would make Gambell a three lane highway, the same as all the other streets it connects to, which would allow for wider sidewalks, room for snow storage and removal, compliance with ADA standards, underground utilities and improved access to businesses.

The Association, with the support of Mayor Sullivan, the Legislature and Governor, received a grant of \$200,000 to perform an engineering analysis and traffic modeling for the project. The Association hired CH2MHILL/Kittleson Associates to perform the analysis, and they found that the project would adequately accommodate the traffic levels up to 2035, when a new connection between the Glenn and Seward Highways is slated to occur.

The Anchorage Assembly recently awarded an additional \$83,000 to the

Association to complete cost estimates for undergrounding utilities and rebuilding storm drains so that these improvements would be ready to be incorporated into the resurfacing of Gambell Street in 2015 by the Alaska Department of Transportation.

According to Heinrich, "We know it is our responsibility to take the lead on making the improvements we know we can make in our area of town. At the same time, we recognize we couldn't have come as far as we have in a short time without the support of our Mayor, Assembly, Legislature, the Governor and the Fairview Community Council, and we really thank them for their support. We look forward to lifting ourselves up, while at the same time making a major contribution to Anchorage's economy overall."

For more information on the Fairview Economic Revitalization Plan, go to the FBA website at Fairviewrising.com

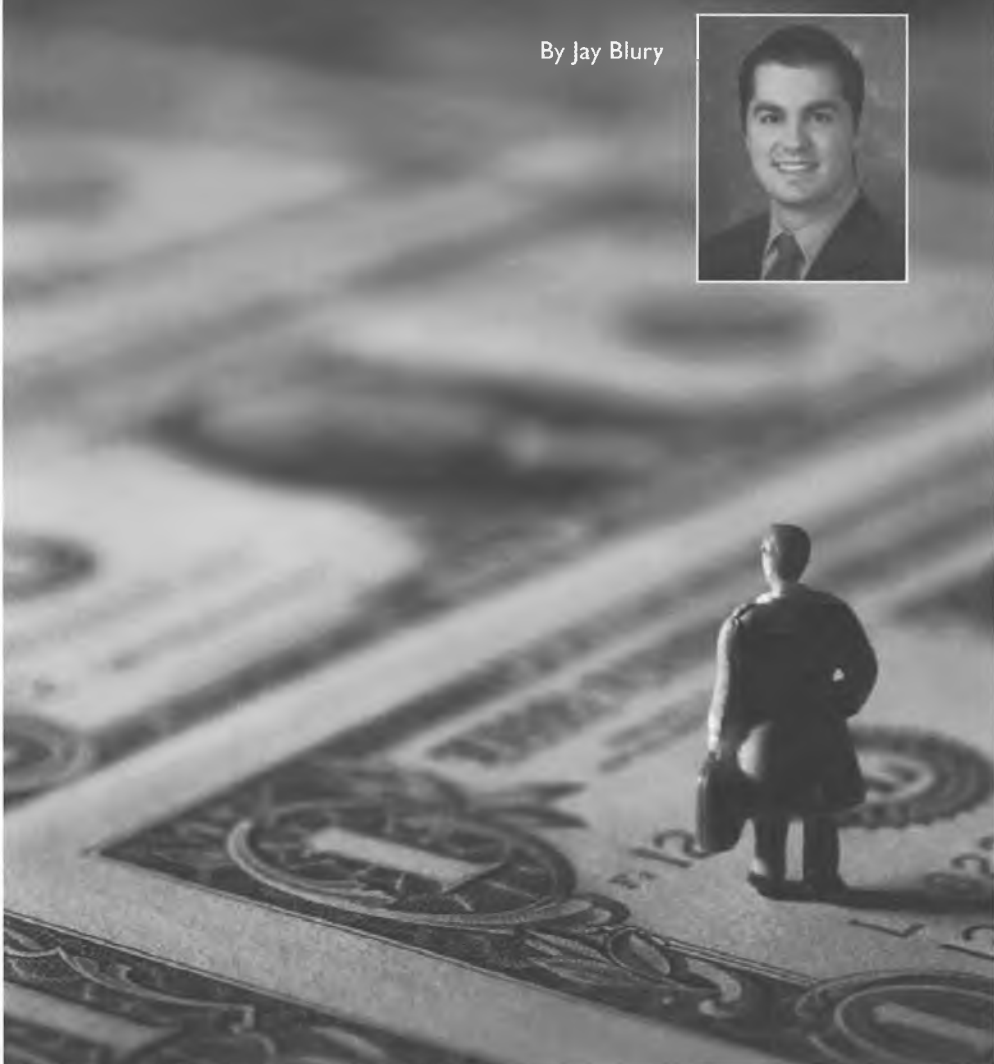
Paul Fuhs is the Project Manager for the Gambell Street Redevelopment Project



finance

Achieve More for Your Business with Local Community Banks

By Jay Blury



Growth is something that many, if not all, businesses are looking for at some point during their lifetime. Finding the right place to aid in this growth is as easy as looking to your local community bank.

Get to Know Your Community Bank

Having a bank with knowledgeable, experienced bankers is key for any business. It's important to seek out a bank that will customize business-banking solutions rather than offer traditional off-the-shelf products. Many local companies lend their successes to doing business with a community bank, or more importantly, those with a customer first service approach to lending.

Questions to ask: Is your loan officer equipped with local industry insight, solid business connections and an ability to present creative solutions? Does your bank help all businesses and have industry expertise in the resource industries, Alaska Native corporations and their subsidiaries, as well as the healthcare industry?

In addition to being your advocate for a strong economy, your bank may support other resources, such as the Small Business Development Center, which provides free one-on-one business counseling, low cost workshops, a business resource library and much more.

Business Lending Options

Every business is unique and has unique financing needs. Offering products and services that help Alaska businesses reach their full potential is key. These include dynamic commercial and small business loans with short- and long-term financing options for various transactions, such as managing your cash cycle, purchasing equipment, converting receivables to immediate cash, company and stock acquisitions, or transitions from renter to owner-occupied real estate. Commercial real estate loans are an additional option for purchasing your space, refinancing, ten-

ant improvements or new construction.

There are numerous specialized lending programs, or government guaranteed loans, that offer additional means to obtain financing. Alaska Housing Finance Corporation (AFHC) allows for some banks to provide financing for multi-family housing, which consists of buildings with at least five units and designed for residential use.

Alaska Industrial Development and Export Authority (AIDEA) is another way for your bank to participate in longer-term financing for new or existing projects, or to refinance existing loans. AIDEA encourages economic growth and diversification in Alaska and proceeds can be used for the purchase or refinance of commercial real estate and/or equipment, not limited to but including office buildings, warehouse and retail space, hotels, commercial vessels and manufacturing facilities.

Small business owners play a vital role in Alaska's economy. Working with a bank that partners with the Small Business Administration (SBA) can provide the financing small businesses need to start, acquire, grow or bolster their business. A community bank can guide you through the SBA loan program, which helps qualified businesses obtain financing even when collateral may not meet conventional lending standards. SBA loans can be used for many purposes – to start or acquire a business, buy land and equipment, renovate, refinance, or acquire inventory or working capital.

Other Services Beyond Deposits and Loans

A community bank is much more than deposits and loans. This includes sophisticated electronic and online services that can take your business truly mobile. And, as you know, there are many other aspects to your business other than bank accounts. Your community bank should showcase a suite of products and services for your business, including residential mortgages, employee benefit health insurance programs, and investment advisory and wealth management services.

Reach Your Goals Successfully

Every day, businesses work to be a part of Alaska's most trusted financial institutions. After all, this is your home, too. From tellers and loan officers, to board and executive management, a community bank should provide your business with products and services for Alaskans, working closely

with you to help you reach your goals and advance a successful business climate.

Jay Blury is vice president, marketing/communications director for Northrim Bank and an active member of the Anchorage Chamber's Anchorage Business Committee. To contact him, email blury,jay@nrim.com



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chamberology



Membership Matters

By Patrick H. McGaughey, CPF

The first step in being a great member of the Chamber of Commerce, or any organization for that matter, is to know what you expect from them. If you are like me, you don't really have a definitive expectation. Sure, we want more business to walk through our doors and we want the community to have a strong economy, but seldom have we taken the time to be specific in what we expect for our annual membership payment.

To help define our expectations, we need to look within the mission of any Chamber of Commerce and it usually will say the mission is "to serve, protect and promote our members." It is much easier to find our expectations by understanding the Chamber is an information center, an issue center and a marketing center for its members.

If you want to be a great member, start by taking a few moments and list what information and data is important to your annual budgeting and planning process. We should expect updated demographics and trends from our Chamber of

Commerce as a working tool for our businesses. If we actually start using the information provided by the Chamber, the odds are that we will tell others and they too will utilize the information. Implementing what an organization offers is being a great member.

Next, identify the issues and regulations that are the key roadblocks to your business. Are they local or state issues? Are there regulations you hate but don't know how to fight? If you can identify them and let the Chamber know, it's the first step for the organization to start prioritizing the issues they face. The public affairs committee is guessing what's important to us until we take a moment to call or email our input. Listing your issues is being a great member.

The third step in being a great member is the first lesson taught to newly elected board members; show up. Eighty percent of a board member's job is simply showing up. If we truly expect to increase business and acquire new customers through our membership, we (or a representative) have to show up at the various events and programs to make that happen. Showing up

is being a great member. If the programs and events offered don't interest you, take a moment and call the Chamber executive directly and let them know. That's being an even greater member. The truth helps as much as it may hurt.

Telling the truth here isn't complaining, it's allowing the organization to stop assuming. Great members take the time to call and recommend what would be more useful to them. We don't want the Chamber assuming what we want, but they have to assume what we want until we tell them.

Be a great member by knowing what you expect and being sure the Chamber knows as well. It doesn't work if you keep it a secret. Imagine what would happen at the next planning session if you, and every other member, took the time to share their true expectations of the Chamber of Commerce.

Patrick H. McGaughey, CPF is an international business speaker and certified professional facilitator. For more, visit Activatingpeople.com or Chambermentor.com.

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industry news

Air Cargo Continues to Take Off

The Alaska International Airport System (AIAS), is comprised of Ted Stevens Anchorage International Airport (ANC) and Fairbanks International Airport (FAI). Anchorage lays claim to being one of the busiest air cargo centers in the world and is the main hub for all air freight into and out of Alaska.

The airport, originally established by Congress in 1948 as a small outpost on the outskirts of Anchorage, is now home to 50 carriers; Lake Hood Seaplane Base—the largest floatplane base in the world; UPS and FedEx transpacific sorting hub facilities; and cargo facilities that take the majority of goods that are

needed in rural Alaska communities, from grocery items to snow mobiles.

There is always a lot going on in the air around ANC involving everything from J-3 Cubs to Boeing 747-8's. Twenty-one passenger destinations are served from the airport, providing service to almost five million passengers annually. This activity contributes mightily to the economy in Anchorage. According to a recent Economic Impact Study conducted by the McDowell Group, the airport is responsible for 15,577 jobs—1 in 10 jobs—in the Anchorage area, earning \$1 billion in payroll.

Cargo is the mainstay of the Ted Stevens Anchorage International Airport.

Located equidistant from Tokyo and New York, ANC is located just 9.5 hours from 90 percent of the industrialized world. The location is one of the reasons that Ted Stevens Anchorage International Airport is the fifth largest airport in the world in terms of cargo throughput and the second largest in the United States for landed weight of cargo aircraft.

Although cargo traffic has been down since 2008, ANC continues to hold its place among the world's busiest airports. ANC is economically attractive for international cargo carriers, from sort operations to those which simply require technical stops.

The airport serves 49 cargo destinations, and in the 2011 financial year, handled approximately 5.75 billion pounds of cargo and an average of 500 wide-body cargo aircraft landings per week.

John Parrott, airport manager at ANC says, "We have shown that our airport is committed to working together with our cargo tenants to ensure the system remains competitive and operates safely and efficiently." "The airport has won awards consistently for airfield maintenance and snow removal, even in the winter of 2011-2012, a year of record snowfall! In addition, ANC has been recognized consistently by air carriers with the Air Cargo World's Air Cargo Excellence Award."

Cargo carriers that fly between Asia and North America maximize their payload by using the airport for a fuel and technical stop. "A cargo carrier can increase their revenue significantly with a stop at the airport, as they can carry cargo instead of fuel," Parrott said. A carrier could easily carry up to \$90,000 more worth of cargo by stopping here, if they come through ANC 5 times a week, 52 weeks a year, this would increase their annual revenue by \$23,400,000."

The future of air cargo at ANC lies in the expanded air cargo transfer rights. Carriers can create new opportunities for global cargo logistics and integrated alliance partner networks by taking advantage of expanded cargo transfer rights in Alaska.

Expanded air cargo transfer rights permit foreign flag carriers the capability of domestic carriage of international freight. There are numerous global logistics efficiencies inherent in an Alaska location, too. Alaska is a suitable location for central customer service and repair hubs, final product assembly, packaging, and testing and distribution operations, as well as international warehousing and distribution of high-value, time-sensitive products.

With 4,612 acres and space available for development, there is tremendous opportunity for new innovation and industry.

For more information on air cargo and the Anchorage International Airport, visit Dot.alaska.gov/anc



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Online vs. Face-to-Face Networking



By Dan Newman

Networking—it really is a numbers game.

Whether it's face-to-face or through digital channels, the goal is the same: to get out there and meet people. But in today's no-hassle business environment, which method is best for you, or better yet, more worth your time?

Facebook, LinkedIn and Twitter

When it comes to online-networking, thousands of websites are used that business professionals frequently visit for mingling.

For time's sake, let's focus on a top three that can be used for business networking: Facebook, Twitter and LinkedIn.

Facebook is thus far the 800 pound gorilla in the room with the most users, but it is easy to get lost on this platform as a business person. To be "seen," a certain amount of dedication and time is needed each day, unless you hire someone to run an effective business page that is constantly growing and engaging users with your brand.

Common practices for engaging Facebook users are posting new pictures, links, surveys and updates with relevant and open-ended questions, incentivizing users to interact with your page.

Twitter is another great tool for accumulating followers and generating interaction, if you have something of interest or value to share to these followers. On Twitter, everyone is their own little celebrity, so attracting an audience can be tricky.

You can get an inside scoop on a businesses by retweeting their news, which can be useful when eventually reaching out to meet them. Knowing more about what goes on behind the scenes at a company is crucial in making contact to do business with this person, especially in an intimate community like Anchorage.

With LinkedIn, a social media site catered specifically to business professionals, you want to make sure that you have fully updated your company's profile, as well as your own. Placed on an "all work, no play" stage, LinkedIn won't be filled with hundreds of game requests, but rather local job seekers and recruiters that are looking to make connections with other like-minded business people that they can add to their network and hopefully reach out to when making connections. As a business manager potentially looking to hire for a position, you can really find a lot of qualified individuals in many different types of fields. And as a sales person, you never know when linking up with the marketing director or CEO of company might come in handy in helping you get connected with the decision maker when trying to pitch a new product.

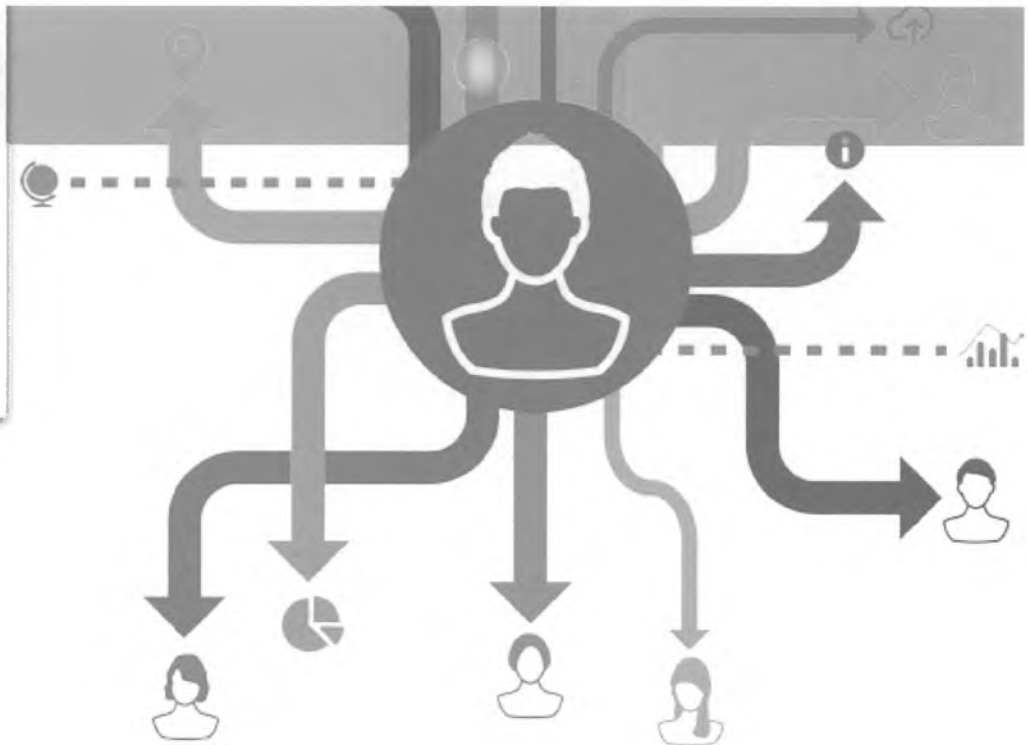
Online networking enhances both your personal and professional worlds while giving you the best access to the right type of people, the ones you are trying to connect and engage with.

Rather than finding new friends, find a niche that will help better refine the type of connections you are making as well as save you some time when it comes to networking online.

What's in a Face?

With face-to-face, or traditional networking, the ball game changes. While online networking can be done at 3 a.m. in your pajamas, face-to-face is where you have to bring your "A" game.

There are several different types of networking functions to meet and do business with other people, so you want to try and focus in on a niche group of people that can help further you or your business. There is no real point in going to an auto industry networking convention if you are trying to meet people that offer great daycare services. Tap into organizations and their networking events that are going to provide you with the best odds of making meaningful connections. Examples of networking organizations include BNI, the Spenard Chamber of Commerce, Anchorage Rotary, Yukon Toastmasters, Anchorage Urban League of Young Professionals and the Anchorage Chamber. All of these provide weekly and monthly networking



events for business professionals.

If you are a seasoned networker, try stepping up as a volunteer at one of these organizations and help others make new connections, because a lot of the time people are out there just looking for what they can get out of others, so you can really set yourself apart if you are the person that is out there more to give than to receive. I'm a huge fan of the saying that you have two ears and one mouth and you should use them proportionately. If you stop and listen, you can oftentimes find out a lot more about people rather than if you spend the entire time talking about who you are and what you think you might have to offer.

With this type of networking platform, I personally like to balance my time with a combination of both hard and soft networking organizations. When I look at organizations for hard networking I tend to focus on organizations like BNI, the Anchorage Chamber, Visit Anchorage and a few others. These types of organizations have individuals that are out there looking to make connections specifically for business. There is no disguising that everyone is there to hand out a business card, smile and shake hands and hopefully set-up the opportunity to find those two or three new people that would be worth setting up a secondary meeting with after the networking event.

For soft networking, organizations like Rotary International, church or a local riding club would be great examples of places that people come together for a cause other than networking. And hopefully just because eventually people are going to want to know more about you, in the process of building a relationship over time with these individuals, you might get some good business networking out of it because at the end of the day people tend to do business with someone they know and trust. And if not, that is OK too, because a lot of time the friendships you are creating and the community services you are performing can be worth a lot more than the monetary gains.

So to wrap things up, networking is a numbers game. There are many different ways to network, and the key is finding

a good balance between the types of networking, whether it is online or in person, the amount of different sites or organizations you are involved with and the overall amount of time you spend doing it can really make a difference in how successful you become. Like all things, practice makes perfect, so get out

there join a few clubs, polish up those profiles and hopefully when the time is right, people remember who you are, what you do and how to get ahold of you.

Dan Newman is an account executive with KTUU – Channel 2 and co-chair of the Anchorage Chamber Ambassador Council.

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entertainment

All Out Extravaganza – Darl Schaaff & Art Services North

By J.J. Harrier

In Anchorage, attracting people to a fun and worthwhile event when out-of-the-office time is critical, and often spent in the wilds of Alaska, can be life or death for any event-organization business.

But if you're a company like Art Services North (ASN), it's a walk in the park.

ASN was built in 1982 in response to a growing need in the community for a quality event organization. ASN's owners, Darl Schaaff and Brook Corkery, along with recent partner, Michael Zoske, don't just throw parties – they host entertainment extravaganzas.

For Schaaff, his career was the result of a fortunate series of events. Most of his childhood was spent battling severe ADD. At five years old, his parents, fed up with his energy, took him to a clinic in search of solutions.

"Fortunately for me, the clinic had closed and in its place was the Eborn School of Dance," Schaaff laughs. "My mother was convinced that I needed physical activity to quiet down."

Thirty years later, Schaaff is still dancing, singing and performing in touring shows out of New York, but that early experience gave him a strong appreciation of the arts and a desire to host spectacular productions.

Schaaff's first real job in Anchorage

was as the director of development for the Anchorage Arts Council where he immediately started establishing relationships with the local corporate and business community.

"Money was plentiful in those days," Schaaff said. "I was fortunate to be part of a growing establishment of arts and cultural groups, as well as programs that encouraged and supported innovative projects in Anchorage."

Schaaff said working with these early artisans taught him to help encourage the dreams of others in his field, some coming to Anchorage to follow their dreams. "There is a new talent here that didn't exist before," he notes.

With his team of visionaries, ASN now produces more than 100 major events annually, along with roughly 50 smaller productions in between. This is a staff of six, he chimed, who work tirelessly to ensure quality is No. 1 on the list.

His colleagues claim he is his worst critic, but still, some of Schaaff's personal favorites include the annual Associated General Contractors events, the over-the-top Anchorage July 4th Celebration, and his newest joy, the Alaska Pacific University Gala held in June. At this particular fundraising event, attention is given to grandiose, yet classy entertainment—a style synonymous to ASN's mission of presenting the biggest and the best.



At the APU Gala this year, Schaaff's team transformed a dark warehouse into a magical cirque-themed extravaganza almost overnight, with aerial performers dazzling the audience as they performed edgy acrobatics to a stunned audience.

With ASN's success came an opportunity for the team to give back to the community in a way not many could. Schaaff and his team are notorious for providing pro-bono consulting and free event organizing for noteworthy local causes, including the 4th of July Celebration, an effort produced mostly from their own pockets.

This community awareness gesture was recognized by the Anchorage Chamber in 2010, when ASN was awarded the Gold Pan Award for community service from a small company.

"My personal greatest accomplishment is watching people experience real joy and accomplishment because of my help," Schaaff said. "ASN will always pride itself on the high quality of our work, but it is our clients and their passion for a cause that generates the real success. We just help them realize their vision."

Schaaff's vision for his community goes beyond throwing fabulous events and parties.

Openly gay, the entrepreneur has given 20 years of service to causes close to his heart, like the International Federation of Gay Games (originally dubbed the Gay Olympic Games), a movement that has brought together hundreds of thousands of people from all over the world to discover they are not so different.

"With the Gay Games, we use sports and culture to bring about enormous change," Schaaff said. "We have led the fight to have federal AIDS laws changed, equality in the workplace and eventually, equal rights in all cases."

Out of this volunteer effort, Schaaff was selected to speak before the International Olympic Committee in Jyvaskyla, Finland. Before 500 members, representing more than 50 nations, he spoke of the

thousands of disenfranchised gay, lesbian, bisexual and transgendered (GLBT) athletes who were victims of homophobia in the sports industry. Since that meeting, several European countries have changed their charters and the London Olympics embraced diversity, encouraging 23 international athletes to come out.

"It was a good first step," he said.

As a gay business owner, Schaaff believes Anchorage has always been a diverse, welcoming and encouraging place for the GLBT community to live.

"Business in Anchorage has worked because we include our best, encourage the new, and support our ongoing business community," he said. "My faith in this community assures me that we will continue to grow and evolve because we

genuinely care about all of the people."

Schaaf will volunteer at the next Gay Games in 2014, held in Cleveland.

"I will retire from that work next year to find a new cause," he chimed. "I remain in love with Anchorage. It is being single that I really hate!"

Art Services North is a full-service event company specializing in event design, management and production. Their ideas and technical knowledge bring to life events that meet the diverse needs of non-profit, corporate and community organizations. ASN has been a member with the Anchorage Chamber since 1988.

Visit Artservicesnorth.com for more information and to book your next event.

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Join a Committee! Get Involved!

Members are an integral part of the Anchorage Chamber's annual advocacy and networking efforts. Dedicated volunteers who lend their voice to advance a successful business climate in Anchorage drive our committees. Interested in becoming active and getting involved? Here's how:

Anchorage Business Committee

By monitoring progress in legislation, municipal issues and the concerns of our

membership, the Anchorage Business Committee develops and implements advocacy for members and prioritizes proposals brought before the Anchorage Chamber. The group also takes action on or lends support to these efforts.

FOR YOU IF: Influencing action and supporting other members are your goals.

Legislative Committee

Working closely with the board of

directors, this committee gathers legislation from the local, state and national arenas, and examines how it may impact Anchorage-area businesses, while developing advocacy and action that ensures a continued, successful business climate.

FOR YOU IF: You enjoy policy-making, governance and advocacy.

Citywide Cleanup Committee

As the stewards of our annual Citywide



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Cleanup Week, this committee actively coordinates all programs and participation in Cleanup events. Committee members are active, valued volunteers and engage the community to increase business and school participation.

FOR YOU IF: Volunteerism, a clean, beautiful city, and community service are important to you.

Ambassador Council

Whether it's at a monthly Business After Hours or gala events like the Gold Pan Awards, you may have met one of our Ambassadors. This group of enthusiastic volunteers serves to put a friendly, professional face to the Anchorage Chamber by engaging members and non-members at events and reaching out



From Left: Dawn Carmichael of Providence Alaska Medical Center; Tom Wardhaugh of Morris Communications; Kathie Anderson of Office Products Services; Rochelle Marshall of GCI; and Joy Bunde of Bloom Brand Strategies represent the Anchorage Chamber's Membership Committee, actively recruiting new Anchorage Chamber members from business, civic and educational sectors of the Anchorage area.

to the membership regularly.

FOR YOU IF: Networking, outreach and member engagement interest you.

Membership Committee

This group of outgoing volunteers assists the Membership Sales Director in

recruiting and welcoming new members. They also help develop new membership benefits while promoting the Anchorage Chamber around the community.

FOR YOU IF: You'd like to spread your enthusiasm for the Anchorage Chamber through recruitment.

ECONOMIC ENGINE



Ted Stevens Anchorage International Airport (ANC) is an important contributor to Alaska's economy and a critical link between Alaska communities, U.S. and international destinations.

- 1:10 Anchorage jobs is directly or indirectly related to ANC
- \$8 of every \$10 spent with Alaska's private sector
- 265 operating businesses
- Less than 9.5 hours from 90% of the industrialized world
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school
business
partnership

Driving the Future with Perfect Attendance

By Cheri Spink

Observing a student speak with a potential employer at a career exploration fair this past spring, I was struck by the answer to a student's question, "What job skills and qualities are you looking for in a new employee?" The answer was "We can train an employee how to do the job, what we are looking for is someone who will show up on time, every day, ready to learn." Since then, I have heard employers from many different fields say this.

In the summer issue of *Advancing Anchorage Magazine*, Anchorage School District Superintendent Ed Graff said "Simply put, our students cannot learn

if they are not in school. The data clearly shows that students who attend school regularly have higher achievement rates."

School Business Partner Troy Jarvis of Lithia Chrysler Jeep Dodge of South Anchorage relates attendance to his work force. "It is difficult to hire young employees that are committed to coming to work every day. If I knew a student had made the effort to attend school every day, even if he or she wasn't a straight-A student, that would make him or her a more attractive candidate."

Combined with his interest in helping students succeed in the workplace and sharing Graff's concern and focus on increasing attendance, Jarvis devised a plan

to provide a major incentive to high school students to encourage perfect attendance for the 2013-14 school year.

All ASD junior and seniors who have perfect attendance this school year will have their names put into a drawing to win a 2013 Jeep Patriot.

Jarvis wanted to open the contest up to all high school students and even to those who may have to miss a few days of school so he reached out to other potential businesses to support the effort. GCI enthusiastically jumped on board as a co-sponsor.

GCI will bring advertising support for the campaign, multiple round trip tickets on Alaska Airlines and mobile phones as prizes. The Alaska Aces and Pizza Hut

have also pitched in to support the incentive. Drawings will take place quarterly and the grand prize drawing will happen at the end of the year.

Another School Business Partner, Dora Wilson of the International Brotherhood of Electrical Workers, Local 1547 (IBEW), met with Graff to discuss ways in which their union could provide support for the elementary schools. "Habits start young" they both agreed and Graff wanted to start an attendance incentive that would engage the parents as well as their children. He suggested a kindergarten awards program.

Wilson, who heads up partnerships with several elementary schools, did not want to limit the program to one grade so instead came back with an offer to include all elementary students with the largest prizes going to the classes with the largest need, kindergarten and 5th-6th grades. One lucky kindergarten student and one fifth or sixth grade student will win a trip for four to Disneyland for completing a year with no unexcused absences. A Macintosh computer will be drawn for all grades, K – 6th.

Lithia Chrysler Jeep Dodge, GCI, IBEW Local 1547, Pizza Hut and the Alaska Aces want to make a difference in the lives of children and help them create habits that will be beneficial when they enter the work force. They all hope to see these incentive programs increase attendance, raise the achievement levels of the students and teach them the value of showing up on time, every day and ready to learn. Sound familiar?

There are many challenges that our district faces and there are many ways that you and your business can help. Consider partnering with one of your neighboring schools. Partnerships are created based on the need of the school and the resources that the business can share. The best gift you can give is your time.

For more information, visit Asdk12.org/sbp or call 339-7278. Cheri Spink is executive director of the Anchorage School Business Partnerships.

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business leader profile



Joe Everhart, Wells Fargo Bank N.A.

Name

Joe Everhart, Wells Fargo Bank N.A.

Though a native of New York, Joseph C. Everhart is a long-time Alaskan and regional president for Wells Fargo Bank N.A. This John Wayne fan and former Wendy's employee currently oversees 600 Wells Fargo employees in 49 bank locations and is no stranger to leadership in Alaska.

Everhart serves in the community as vice-chair for the Anchorage Economic Development Corporation, vice-chair for the Alaska Bankers Association, secretary for the United Way of Anchorage, treasurer for Big Brothers Big Sisters of Alaska and board member for the Alaska State Chamber of Commerce.

The U.S. Wells Fargo and Company was ranked No. 25 on Fortune's 2013 rankings of America's largest corporations.

Birthplace?

Upstate New York

How long in Anchorage?

Seven and a half years in Anchorage, 23 years in Alaska living in King Salmon, Dillingham, Fairbanks, Kotzebue, Barrow, Homer, Ketchikan and Juneau. This has given me great experience understanding the diversity of Alaska.

First Job?

My first management job was working as a night manager at Wendy's.

What did you carry with you from that job?

I learned how to manage money, pay bills on time, deliver a quality product and the importance of customer service to generate sales.

What did you go to school for?

I attended Gonzaga University and earned a Bachelors of Arts in Business Administration. My major was Finance.

How did you get involved in the banking industry?

I started my banking career with Seafirst Bank in Spokane cleaning credit card machines. I moved to Alaska in 1990 and joined National Bank of Alaska's Management Training program. My first management role was in Kotzebue as branch manager.

How many Alaskans bank with Wells Fargo?

Wells Fargo has a 52 percent market share among banks in Alaska. We have maintained the majority of market share in Alaska since the late 1960s. Deposits have more than doubled since the National Bank of Alaska merger, from \$2.4 billion

in 2001 to \$5.6 billion in 2012.

What has been your biggest challenge running Wells Fargo?

I am challenged every day working hard with our 900 Alaska team members to meet our customers' financial needs and help them succeed financially. That is the beauty of this job, it always keeps you on your toes.

What has been your greatest reward?

The greatest reward is seeing our Alaska customers and team members succeed.

Favorite recent book?

Anything by James Patterson

Favorite recent movie?

My wife and I watch older movies, especially classic Westerns like Lonesome Dove or John Wayne flicks.

How do you de-stress from work?

I love to enjoy Alaska's great outdoors, whether it's hunting, fishing or snow machining. Spending time with my wife Gayla, always helps me unwind.

Perfect retirement location?

Somewhere in Alaska near the water.



ambassador
of the quarter

Advancing a Successful Business Network

The Anchorage Chamber's Ambassador Council promotes membership within the organization while developing and expanding personal business networks.

Each quarter, one Ambassador is celebrated for his, or her, above and beyond service to the organization, helping the Anchorage Chamber advance a successful business climate. We are happy to present the honors to Christine Gibbs of R&M Consultants this quarter!

Christine Gibbs joined R&M as a marketing coordinator in 2012, bringing with her five years of experience in business-to-business marketing, including strategic planning, graphic design, website design and public communications. At R&M she is responsible for proposal writing and external communications, as well as supporting the firm's many marketing initiatives.

Christine has dedicated many hours to

Anchorage Chamber causes, from greeting new members at monthly Business After Hours networking events, to reaching out to members to gain input on their benefit satisfaction. She has truly invested in her membership and never hesitates to help the organization in its mission to advance a successful business climate.

Congratulations, Christine!

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around town calendar

OCTOBER

Oxygen & Octane Expo

Friday, October 4 to Sunday, October 6
Dena'ina Civic and Convention Center

Oxygen & Octane Expo is Alaska's premier winter adventure show! Included in the multiple events at the expo are a ski and snowboard swap meet; snowmachine and gear swap meet; ski dealers; Iron Dog meet-n-greet with current and former champs; and much more.

Martin Short

Sunday, October 6
7:30 p.m.

Atwood Concert Hall

Comedian Martin Short will perform at the Alaska Center for the Performing Arts in Anchorage on Sunday, Oct. 6 as part of the Anchorage Concert Association's 2013-2014 event series lineup. Tickets are \$42 - \$92.

Make it Alaskan Festival

Friday, October 4 to Sunday, October 6
Friday - Noon -8 p.m.

Saturday - 10 a.m.-7 p.m.

Sunday - 11 a.m.-6 p.m.

Sullivan Arena

The Make It Alaskan Festival is the oldest and largest event of its kind in Alaska. First established in 1989 as Display Alaska, the event has grown to be the No. 1 location to find and purchase unique Alaska-made authentic products.

Anchorage Mayor's Charity Ball

Saturday, October 12

Cocktails & Dancing, Silent Auction - 5:30 p.m.

Dinner Seating - 6:45 p.m.

Toast from Mayor, Introduction - 7 p.m.

Live Auction, Silent Auction Closing - 8:30 p.m.

Dena'ina Civic and Convention Center

The 20th Annual Mayor's Charity Ball at the Dena'ina Center is a black-tie dinner with live music and dancing throughout the evening, including live and silent auctions.

Alaska Pride Conference

"Reshaping our State of Pride:
Live. Work. Play."

Saturday, October 12

8 a.m.-5 p.m.

UAA Student Center

Identity, Inc. will host its annual Pride Conference with workshops geared towards business professionals in the GLBT community. Andrew Halcro will be the morning keynote, while Justin Nelson, president of the National Gay & Lesbian Chamber of Commerce will present at lunch. Workshops will include presentations from Ed Graff (Anchorage School District), Carol Gore (Cook Inlet Housing Authority), Neal Fried (Department of Labor) and Wells Fargo. Visit Alaskapride.org to register.

Trick or Treat Town

Friday, October 25 to Saturday,

October 26

Friday - 5:30-9 p.m.

Saturday - 11 a.m.-8 p.m.

Alaska Communications Garage

Trick or Treat Town is a family-friendly Halloween celebration that provides a safe, warm environment for little ghosts

and goblins to trick or treat in their costumes. One hundred percent of Trick or Treat Town proceeds will benefit Boys & Girls Clubs - Alaska.

Zoo Boo

Thursday, October 31

5-8 p.m.

The Alaska Zoo

Come trick-or-treating on the wild side! Walk through the zoo and see what the animals do for Halloween as you collect tasty treats. Open to all ages.

NOVEMBER

Bad Girls of the North Holiday Unique Boutique

Friday, November 1 to Saturday,

November 2

Friday - 4-9 p.m.

Saturday - 10 a.m.- 5 p.m.

Millenium Alaskan Hotel

Enjoy a glass of wine, delicious hors d'oeuvres, and find a collection of exceptional art and craft items for all your holiday gift giving.

26th Annual Holiday Food & Gift Festival

Saturday, November 9 to Sunday,

November 10

Dena'ina Civic and Convention Center

The Holiday Food & Gift Festival is a fun and family oriented event featuring a wide variety of unique gifts, handmade arts and crafts, clothing, jewelry, bath products, home decor, gourmet food and so much more!



Anchorage Symphony Classic Concerts

Saturday, November 16
8 p.m.

Alaska Center for the Performing Arts

Nature has long been the artist's muse. Beethoven's Symphony No. 6 musically expresses his deep appreciation for nature. Jazz masters Chris and Dave Brubeck created a symphonic tribute to another iconic artist—renowned photographer Ansel Adams. More than 100 striking images of or by Adams will be projected on screen above the orchestra. The ASO also proudly features one of their own—principal violist Anne Gantz Burns in a charming suite by Vaughan Williams.

Crafts Weekend/ReadAlaska Book Fair at Anchorage Museum

Friday, November 22 to Sunday,
November 24
Friday & Saturday – 10 a.m.- 6 p.m.
Sunday – Noon-6 p.m.
Anchorage Museum

Buy local, save money and beat the holiday rush at Anchorage's premier juried crafts event. Nearly 50 Alaska artists offer a wide array of jewelry, pottery, wearable art, glass, woodwork and more. The 19th annual ReadAlaska Book Fair returns featuring Alaska authors and illustrators reading, signing and selling their work. A portion of each sale helps support the Anchorage Museum.

AT&T Holiday Tree Lighting Ceremony

Saturday, November 23
5-6:15 p.m.
Town Square

Meet Santa and his reindeer and watch the lighting of the tree in Town Square. Concert at 5 p.m. is followed by ceremony from 5:30 - 6:15 p.m. followed by Santa

and his reindeer. Free hot cocoa and cookies.

35th Annual Arts & Crafts Emporium

Saturday, November 23 to Sunday,
November 24
Saturday – 10 a.m.-6 p.m.
Sunday – 11 a.m.-7 p.m.

Dena'ina Civic and Convention Center

The Arts & Crafts Emporium is Anchorage's Premier Showcase for Alaska artists and crafters to display and sell their products during the holiday season. This event has become a tradition for many Alaska artists and crafters. Don't miss an opportunity to participate! With attendance of 15,000+ people in only two days, Arts and Crafts Emporium is the largest Alaska-made products show!

DECEMBER

Winter Wonderland Walk and Community Tree Lighting

Friday, December 6
5:30-8 p.m.
Eagle River Commons

Downtown Eagle River Commons is the site for the annual tree lighting and features the elementary school choirs. Santa and a team of his eight real reindeer visit the event. Free horse-drawn sleigh rides along with lots of giveaway treats and fun. Share in the spirit of the season with donations of food to the E.R. Food Pantry and donations of gifts to families in need through the Sleeping Lady Lions. Just bring your canned goods or unwrapped gifts to the event!

Merry Merchant Munch

Friday, December 6 to Saturday,
December 7
Friday – 2-6 p.m.
Saturday – 11 a.m.-4 p.m.
Downtown Eagle River

Bring the whole family and get in the holiday spirit! Join us in downtown Eagle River for the Annual Merry Merchant Munch. Enjoy two days of decadent goodies, holiday decorating competition, caroling and festive merry-making.

NECA/IBEW Fire & Ice New Year's Eve Celebration

Tuesday, December 31
5-8 p.m.
Town Square

The NECA/IBEW Fire & Ice New Year's Eve Celebration is a fun, family friendly and FREE event in Town Square. Enjoy Live music, fireworks and much more.

New Year's Eve Torchlight Parade & Fireworks Display

Tuesday, December 31
8 p.m.
Alyeska Ski Resort

The Steamboat Ski & Snowboard School treats tourists and locals to spectacular on-snow parades down the mountain lit only by torches. The parades are in celebration of a holiday or local event throughout the season. In conjunction with the torchlight parades, a fireworks display will illuminate the sky providing a perfect ending to the evening.

Want to add details of an upcoming event for your organization and invite other members? Visit Anchoragechamber.org and click on "Chamberline." This service is for members only. Call 272-2401 for more information.

chamber events



Annual Train Ride – “Cinema through the Century”

Friday, October 4

Anchorage to Spencer Glacier and back
Cost: \$70 per member

The Anchorage Chamber invites you to come aboard the Alaska Railroad during the Annual Anchorage Chamber Train Ride with nearly 300 other networking members.

The Annual Train Ride is the organization’s premier networking event. Network, dine and enjoy frosty beverages while viewing sights along Turnagain Arm, with a brief stop at beautiful Spencer Glacier, an Alaska wonder accessible only by train.

This year’s theme is “Cinema of the Century” where members are encouraged to dress in the theme of their favorite movie character or theme.

RSVP at Anchoragechamber.org



Chamber Academy

3-5 p.m.

Wednesday, October 23

Anchorage Chamber board room

Cost: \$25 (Members only)

Each quarter, the Anchorage Chamber offers useful, hands-on educational opportunities to its members with Chamber Academy, a two-hour educational workshop that concentrates on providing tools members can use to improve their bottom line. At this Chamber Academy, The Growth Company will conduct managerial assessments and help local business leaders develop a game plan for professional development.

Light food and refreshments provided.

RSVP at Anchoragechamber.org.



Member Orientation

3:30-5 p.m.

Wednesday, October 30

Anchorage Chamber board room

Cost: Included in the cost of your membership

Member Orientation is an opportunity for members to learn more from Anchorage Chamber staff and board members about their investment with Alaska’s No. 1 business organization. Discover how the Anchorage Chamber got its start, our mission today and how you can get the most out of your benefits, all while networking with other Anchorage Chamber members.

Visit Anchoragechamber.org or call 677-7118.

Hosting an Upcoming Open Holiday Party?

The Anchorage Chamber encourages our member businesses to send us details on their upcoming open holiday party information. Want to meet other Anchorage Chamber members during your holiday party? Visit Anchoragechamber.org and submit an event on Chamberline at no additional cost.



Taking your business from plans to profits



When you're ready to build on your achievements, our trusted experts are ready to support your personal and professional goals. Our business bankers live and work in your community and know that good relationships make us all stronger. With our customized tools and services, we can help you grow your enterprise and build a legacy of wealth and success.

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new members

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walkerrichards.com

Automobile Dealers

Chevrolet of South Anchorage
AnchorageChevrolet.com

Banks, Financial Institutions and Services

American Express OPEN Small Business Credit Cards
americanexpress.com/us/small-business/credit-cards

Biodegradable Disposable Products

Green Alaska Solutions LLC
greenalaskasolutions.com

Dentists

Frost Dental
thefrostdental.com

Flags & Banners

Pacific Coast Flag
pacificcoastflag.com

Government Services

Alaska Commission on Postsecondary Education (ACPE)
acpe.alaska.gov

Department of Transportation & Public Facilities Civil Rights Office
dotcivilrights.alaska.gov

Health Care Services

ProCare Home Medical
procarehm.com

Human Resources Consultants

WhiteWater LLC
whitewaterhr.com

Labor Organizations

Alaska AFL-CIO
akafclcio.org

Insurance

Justin Goodman Agent, State Farm Insurance
jgoodmanins.com

Legislator

Mia Costello - Representative Alaska State Legislature
repmiacostello.com

Management Consulting/Support Services

Peak 3, Inc
Peak3Inc.com

Non-Profit Organizations, Associations

Alaska Brain Injury Network, Inc
alaskabraininjury.net

Arctic Slope Community Foundation
arcticslopecommunity.org

Identity, Inc.
identityinc.org

Oil & Gas Consultants

The Global Edge Consultants
theglobaledgeconsultants.com

Public Relations Agencies

PS Strategies
psstrats.com

Retail

ColorTyme
ColorTyme.com

Value Village - Northern Lights
valuevillage.com

Value Village - South Anchorage
valuevillage.com

Services

Alaska Restoration Services (ARS)
alaskarestserv.com

Title Insurance/Escrow Services

Alaska USA Title Agency
alaskausatitle.com

Waste Management, Recycling and Composting

Bin There Dump That - Alaska
bintheredumpthatusa.com/alaska/anchorage-dumpster-rental

Members share tips, network and do business with each other on many social media platforms. Do a search of these companies and start doing business today. Like the Anchorage Chamber's Facebook page and look for Facebook Friday Trivia each week, giving you an opportunity to win a lunch at a future "Make it Monday" forum.





UPTIME IS A VITAL PART OF MY BUSINESS PLAN.

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“ **Going smokefree**
was the right decision for us,
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— Jay Ramras
Pike's Landing,
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Good for health. Great for business.

Smokefree policies have been shown to not only improve the health and productivity of employees, but also decrease business costs for insurance, cleaning and maintenance. Research shows that smokefree laws are routinely positive or neutral in their economic impact.*



Alaska Tobacco Control Alliance

Alaskatca.org



*Alaska Department of Health and Social Services,
Tobacco Prevention and Control in Alaska FY08 Report



Alaska State Commission for Human Rights

Enforcing Alaska's Human Rights Laws

What is the Human Rights Commission?

The Alaska State Commission for Human Rights is the state agency that enforces the Alaska Human Rights Law, AS 18.80. The Commission consists of seven commissioners appointed by the Governor and confirmed by the Legislature. The Commission employs a staff and maintains an office in Anchorage. The Commission has statewide powers, and accepts and investigates complaints from individuals across all regions of the state.

For information on the complaint process, including how to file a complaint, [click here](#).

Mission Statement

"Discrimination not only threatens the rights and privileges of the inhabitants of the state, but also menaces the institutions of the state and threatens peace, order, health, safety, and general welfare of the state and its inhabitants. Therefore, it is the policy of the state and the purpose of this chapter to eliminate and prevent discrimination. It is also the policy of the state to encourage and enable physically and mentally disabled persons to participate fully in the social and economic life of the state and to engage in remunerative employment."

-- Alaska Human Rights Law, AS 18.80.200.

In Alaska it is illegal to discriminate in:

- Employment
- Places of Public Accommodation
- Sale or Rental of Real Property
- Financing and Credit
- Practices by the State or its Political Subdivisions

Because of:

- Race
- Color
- Religion
- Sex
- National Origin
- Physical or Mental Disability

And in some instances because of:

- Age
- Marital Status
- Changes in Marital Status
- Pregnancy
- Parenthood

-----Original Message-----

From: Susan Tow [<mailto:soosantow@gmail.com>]

Sent: Saturday, February 22, 2014 9:43 PM

To: Sen. Bert Stedman

Subject: Requesting your support of SB131

Senator Stedman,

Good evening. I am emailing you tonight to ask for your support of SB131/HB139. This much needed bill would add sexual orientation and gender identity to Alaska's non-discrimination law.

My name is Susan Tow. I have been a resident of Anchorage, Alaska for almost 14 years. And yes, I plan to stay here. I represent the Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) community of Alaska. Any discrimination against a person is wrong. The legal right to discriminate is wrong. The legal discrimination of our Alaskan LGBT families and individuals, simply because of who they love, is ridiculous. Our LGBT community lives in fear of losing jobs and housing. This continuous and legal discrimination threatens the stability that every American and every Alaskan deserves.

Imagine how you would feel if there was a possibility that your boss could look at you one morning, and say, "You know what...I don't like the fact that your spouse was born without a left arm, so I'm going to have to let you go." Now, you have no source of income, and this usually means that you have no recommendation to use for your next job. Not to mention that now, you have to explain to possible new employers, why you were fired. All because of who you loved.

Or, your landlord could just one day send you an eviction notice, because they simply don't like the fact that your spouse is

Asian. Now, you have thirty days to relocate your family...children, pets, possibly in-laws, to a new residence. You need to find somewhere to live that you can afford, and is hopefully in the same school district, so that your children are not affected by this...again. All because of who you loved.

How unfair! Your spouse cannot change the fact that they were born without a left arm, just as your spouse cannot change the fact that they were not born the same race as you. This is exactly why it is against the law to discriminate towards the disabled, and individuals of other races. Individuals do not "choose" their sexual orientation or gender identity. We truly are born this way.

The above scenarios sound ridiculous, don't they? Many in our LGBT community have had to deal with the loss of jobs/promotions and housing, because their boss didn't like who they loved. We are met with uncertainty whenever we have to apply for loans or credit, regardless of the credit scores that we have, simply because of who we love.

This is the discrimination that our LGBT community lives with daily here in Alaska. This discrimination not only sits in the hearts of each adult in our LGBT community, it sits in the hearts of our children. Our children have to hide who they are. They live in fear of "outing" their parents. They are forced to lie about the two people that have raised them, and loved them unconditionally. How many of you on this committee, have ever had to teach your child to "hide" who they are, and who their families are? Seems a bit backwards doesn't it? How do you teach your child to lie about their family so their mommies or daddies don't lose their job, or so they have a place to live...but not lie about other things? This is very stressful for the children and it makes them conflicted. It makes them feel as if they are not as important as their friends, it lowers their self-esteem. They suffer.

Discrimination of our LGBT community in Alaska must stop.

Discrimination of our LGBT in Alaska is not healthy.

We keep hearing in the news that our Alaskan representatives in Juneau do not feel there is any discrimination against the LGBT community. Then we hear in the news that there just aren't enough LGBT individuals in Alaska for this to be a problem. We also keep hearing that the small number of LGBT individuals that are in Alaska, do not have families. None of the above statements is correct. There are thousands of LGBT in the State of Alaska. Many have families that they love and support. Most of them CANNOT e-mail you today because they are afraid. They are afraid of losing jobs, housing, and the livelihood they have worked so hard to achieve.

I am a retired, disabled, Master Sergeant of the United States Air Force. I have deployed numerous times for contingency and humanitarian missions. I have left my children, my wife, my siblings, and my parents over and over again, to serve my country. I have missed birthdays, school functions, holidays, ballgames, and funerals, to serve my country. I have carried the wounded in Iraq and Afghanistan from helicopters, and I have stood patriot detail at the end of C17s as caskets were loaded for their final journey home. I am a proud American, and a proud Alaskan.

Thankfully, because of my military service, I can afford to own a home. Thankfully, I work for a company that accepts my family, and values me for the job that I do. However, I know the pain that my friends, and fellow Alaskan LGBT community members feel each and every time they are discriminated against because of who they love. For 22 years of military service, I had to lie about who I loved. My children had to lie about their personal lives, and their "other mommy." We had to rent housing that had an additional bedroom, so that no one would think my partner and I shared a room. I had to attend special occasions (promotions, award ceremonies, graduations) with a male friend, so that no one would see me with my significant other. I taught "integrity first" to the airmen under me, yet I had to lie constantly. Those 22 years were the best, and the worst of my life.

Thankfully, the repeal of DOMA has corrected the legal discrimination in the military, and my lesbian and gay sisters and brothers can serve openly.

It is time for Alaska to change. We need equality for all Alaskans.

We need your help. We need your support. Now is the time to put an end to this discrimination and allow all Alaskans to live equally.

Support for the equality of the LGBT community is increasing daily in the United States and other countries. It is now time for you to support the LGBT community in this great state. I am asking for your support of SB131/HB139.

Thank you for your time.

Susan Tow
5507 Big Bend Loop
Anchorage, Alaska, 99502
907-444-4456

Good afternoon. My name is Josh Hemsath and I'm speaking to you today as an Alaskan resident and as the Regional Development Organizer for Pride Foundation urging you to vote in favor of adding sexual orientation, gender identity, and expression to Alaska's Human Rights Act.

Pride Foundation supports Alaskans' ability to be who they are, where they are, by providing grants, scholarships, and sponsorships to lesbian, gay, bisexual, transgender, and allied students and organizations. But Pride Foundation's vision is something greater than a scholarship or grant-making program.

We envision a world in which all LGBTQ youth, adults, and families enjoy the freedom to live safely, openly, and genuinely. So when we know that Alaskans can still be fired or evicted for being who they are, Pride Foundation will continue to work tirelessly with our community partners to ensure that all Alaskans are protected.

I've never thought that my story is all that special, unique, or as heartbreaking as some of my friends testifying today. My family moved to Alaska 20 years ago, when my dad was transferred to work on the slope. My brother and I both graduated from Chugiak High School. Alaska and the Northwest have been home for me for the majority of my life. I have always been proud to call myself Alaskan Grown.

When I was 14, my story started changing from my brother's. In eighth grade, I told someone in my class that I was gay. Within a week, I was sitting in the vice principal's office, petrified. I thought I was in trouble, but she wanted to tell me that if I ever felt unsafe or threatened that I could let the administration know, and they would take action. Of course, given that my parents didn't know I was gay, I didn't want to draw more attention to myself. Not every student has this option.

Later, I graduated from Chugiak, attended school in Montana and organized on behalf of LGBTQ people there. When time came to graduate and start looking for employment, wanting to be honest and authentic to who I was, I included my experience in mobilizing volunteers, facilitating training, and implementing grants. It just so happened that these experiences were for the LGBTQ community in Montana. As you might imagine, this made it immensely difficult to find gainful employment back in my home state of Alaska. Eventually, since I couldn't find work at home in Alaska, so I accepted a position in

Montana with an organization willing to take me on. When funding for that position ran out, I knew I wanted to return home for good.

Between May 2012 until May 2013, I interviewed for over 20 positions across Alaska, some with the State itself. With every application and resume I sent including my experience, I was coming out to strangers. Certainly in some cases, I'll admit I wasn't a good fit. In other cases, I legitimately believe that my openness about who I am and my experience raised concern with the hiring teams.

As you've heard today, discrimination against LGBTQ individuals isn't nearly as subtle or unspoken as this; more often, it's blatant and overt.

We know that equality is good for business and the health of our community. Eighty-eight percent of Fortune 500 companies prohibit discrimination based on sexual orientation and nearly six-in-ten prohibit discrimination based on gender identity. Seventeen states prohibit discrimination based on sexual orientation and gender identity, and another four states prohibit discrimination based on sexual orientation. If Alaskan lawmakers truly want to recruit and retain a talented workforce, and prevent "brain drain," then you need to make our state attractive and welcoming to as many people as possible. Alaska needs every kind of talent, skill, and person we can recruit in order to move our state forward and remain competitive in the 21st century.

In closing, while a non-discrimination policy in and of itself does not prevent discrimination, it is a crucial first step. The Health and Social Services committee has this amazing opportunity to provide leadership for the state and be the models for how you expect other members of the legislative body to act. And with this standard in place you'll help create an environment in which all Alaskans will feel safe enough to do the rest of the work necessary to make Alaska a truly inclusive environment for everyone.

For all these reasons, I urge you to vote to add sexual orientation, gender identity and expression to Alaska's Human Rights Act.

Thank you very much.

Theda S. Pittman

1641 Eastridge Drive, #102; Anchorage, AK 99501
907-222-5974; tspittman@aci.net

2/24/14

RE: SB 131

My name is Theda Pittman –

I think we would all agree that SB 131 is one of the easiest statutory proposals to read. My congratulations to the co-sponsors for the simple and direct nature of this bill which adds to the list of quote classes unquote against which it is illegal to discriminate.

I've lived in Anchorage since 1976 and it was my misfortune to be present during 2 events which demonstrated just how badly this legislation is needed.

In the first instance, the Anchorage Assembly successfully passed an ordinance after hours and hours and days and day of testimony. Mayor Sullivan vetoed it and the Assembly was not able to override the veto. I'll skip the part where some Assembly members managed to have it both ways. Yes, I voted for it. No, I voted against it.

What was truly sad was the extent to which people who say they hate the sin but love the sinner behaved. I asked several people who were all wearing the same t-shirt signifying opposition and carrying the sign 'no special rights' what that sign meant. The answer was 'I dunno.'

The sponsor statement notes that an administrative order FROM 2002 (emphasis added) provides protection against sexual orientation discrimination for state employees. And, in 2010 University of Alaska policy was amended to do the same.

It's always been interesting to me when someone who doesn't want all employees to have protection, will allow – or require – that the state protect or provide for its own employees. The same thing happened with Family and Medical Leave.

I urge the Committee to pass SB 131. If it passes out of committee and some members sign no recommendation or do not pass, then I hope – if they run for re-election, they will use their campaigning to explain why they support discrimination.

Thank You.

Good afternoon – thank you for this opportunity to speak in support of Senate Bill 131 expanding the current anti discrimination statutes to include the LGBT community.

My name is Victoria Green and I have been a resident of the State of Alaska since 1998. I am a full time employee of the federal government, I am a US Veteran recently retired from the US AF/ANG, a full time student working towards a new degree in social science and I am in a committed relationship raising 4 children ages 7, 8, 9 and 12, with my partner of 11 years. I am and advocate for foster and adoptive children and for the rights of children to have a loving, stable and permanent home, I am a national spokesperson for AdoptUS kids, my partner and I were nominated by our Republican Senator Lisa Murkowski as in 2012 as Angels in Adoption for our work with children in foster care, and for the role we have played in adoption in Alaska. I am a member of the PTA at my children's school, members of a local church, ~~am~~ a property owner, and an educator teaching health classes and doing presentations for various civil rights issues and trainings both at work and in the community. And I am a lesbian.

To have to add that last part in is tough. Tough because that is not who I am, and it is not how I typically introduce myself. But it is of the utmost importance today. It is important because this is at stake today. I am at stake today. My freedom and my children's freedom to live, work and enjoy the liberties afforded every other citizen in this country. The liberties that our constitution promised me I could enjoy. All because I am a lesbian.

Anchorage is my home. ~~To promote this city I will add in that~~ this is where my family lives, where we work and where we play. It is where my children will grow up and where one day my partner and I hope to retire. Where we can sit back and watch our children and our grandchildren give back to this community for what they have received throughout their lives. Anchorage has always been at the forefront of protecting the rights of all its citizens. You have heard the statistics, the history with other testimonies, so I won't take up that time. But, this is where the importance lies, in continuing that tradition of respect and equality to our citizens. When I am at work, as a Federal employee, I am safe from discrimination. I am respected for what I do and for the person I am. But at the end of my work day, my rights to enjoy a life free from discrimination in our city, in our State end at the property line.

This bill, SB 131 is a step in the right direction. IN the continued direction of a State that prided itself on equality for those that have made this their home, starting with the right to vote for women in 1913. Please support this decision to ensure that ALL Alaskans have the right to live safely, securely and without fear of discrimination based on who they love, and who they have as their life partner. For us, for our children and for our community.

Thank you.



February 24, 2014

AMERICAN CIVIL LIBERTIES UNION
OF ALASKA
1057 W. FIREWEED LANE, SUITE 207
ANCHORAGE, AK 99503
TEL: 907-258-0044
FAX: 907-258-0288
ACLUAK.ORG

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GALEN PAINE, Sitka
SUSAN REED, Anchorage

The Honorable Bert Stedman, Chair
The Honorable Peter Micciche, Vice-Chair
Senate Health and Social Services Committee
Alaska State Senate
State Capitol
Juneau, AK 99801

by email: Senator.Bert.Stedman@akleg.gov
Senator.Peter.Micciche@akleg.gov

Re: **Senate Bill 131—Sexual Orientation Discrimination
ACLU of Alaska's Review**

Dear Chair Stedman and Vice-Chair Micciche:

Thank you for the opportunity to testify in support of Senate Bill 131, which would add "sexual orientation, gender identity or expression" to Alaska's nondiscrimination law.

The American Civil Liberties Union of Alaska represents thousands of members and activists throughout the State of Alaska who seek to preserve and expand individual freedoms and civil liberties guaranteed by the United States and Alaska Constitutions. In that context, we appreciate the opportunity to support this Bill, which would help protect more Alaskans from discrimination.

Alaska's nondiscrimination law and the State Human Rights Commission, Alaska Stat. § 18.80 *et seq.*, help guarantee that Alaskans will be judged on who they are, by their individual talent and skills, and not on what they are, such as their sex, religion, or national origin. We are pleased that this Bill, if passed and signed into law, will help ensure that lesbian, gay, and transgender individuals will be judged on the content of their character.

Official discrimination and animus against LGBT persons is unconstitutional,¹ and we have seen that it is similarly impermissible to

¹ *Romer v. Evans*, 517 U.S. 620 (1996).

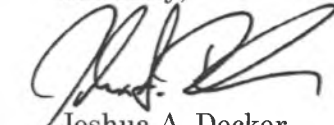
deny them the benefits of marriage² or employment,³ or other civil rights, such as the right to sit on a jury.⁴

By helping LGBT Alaskans avoid discrimination on the basis of an immutable—and to an employer, landlord, or business, irrelevant—characteristic, this Bill will further align Alaska with these important constitutional decisions. We hope that the Committee and the Legislature will pass this Bill.

We hope that this letter of support aids the Committee in its evaluation and passage of this Bill. If you have any questions or if you want any additional information, please feel free to contact us. We are always happy to answer any questions through written or oral testimony, or to answer informally any questions that Members of the Committee may have.

Thank you again for the opportunity to testify.

Sincerely,



Joshua A. Decker
Interim Executive Director

cc: Senator Kevin Meyer, Senator.Kevin.Meyer@akleg.gov
Senator Pete Kelly, Senator.Pete.Kelly@akleg.gov
Senator Johnny Ellis, Senator.Johnny.Ellis@akleg.gov
Senator Berta Gardner, Senator.Berta.Gardner@akleg.gov
Senator Hollis French, Senator.Hollis.French@akleg.gov

² *United States v. Windsor*, 133 S. Ct. 2675 (2013); *Kitchen v. Herbert*, No. 2:13-cv-217, 2013 WL 6697874 (D. Utah Dec. 20, 2013), *appeal docketed*, No. 13-4178 (10th Cir.); *Bishop v. United States*, No. 04-cv-848, 2014 WL 116013 (N.D. Okla. Jan. 14, 2014), *appeal docketed* (10th Cir.); *Bourke v. Beshear*, No. 3:13-cv-750, 2014 WL 556729 (W.D. Ky. Feb. 12, 2014); *Bostic v. Rainey*, No. 2:13-cv-395, 2014 WL 561978 (E.D. Va. Feb. 13, 2014); *Garden State Equality v. Dow*, 434 N.J. Super. 163 (N.J. 2013); *Griego v. Oliver*, 316 P.3d 865 (N.M. 2013).

³ *Alaska Civil Liberties Union v. State*, 122 P.3d 781 (Alaska 2005).

⁴ *SmithKline Beecham Corp. v. Abbott Laboratories*, 740 F.3d 471 (9th Cir. 2014).

Written Testimony of Sarah Warbelow, State Legislative Director for the Human Rights Campaign, in Support of Senate Bill 131: An Act
Relating to and Prohibiting Discrimination Based on Sexual Orientation or Gender Identity or Expression
to
The Alaska Senate Committee on Health and Social Services
February 24, 2014

Chair Stedman and Members of the Committee:

My name is Sarah Warbelow, and I am the State Legislative Director for the Human Rights Campaign, America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender (LGBT) equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all. On behalf of our more than 1,500,000 members and supporters nationwide, including more than 6,519 in Alaska, I am honored to submit this statement in support of Senate Bill 131: An Act Relating to and Prohibiting Discrimination Based on Sexual Orientation or Gender Identity or Expression.

Alaska has a proud history of valuing freedom, integrity, and hard work. Anti-discrimination laws put those values into practice. They send a strong message that all of Alaska's residents will be given a fair opportunity to compete in the marketplace, rent or own a home, and enjoy all Alaska has to offer. Today it is time to ensure discrimination doesn't trump merit by extending civil rights protections to cover sexual orientation and gender identity and expression.

Discrimination against lesbian, gay, bisexual, and transgender people continues to be a very real problem. Far too often, LGBT Americans have lost their livelihoods simply because of some combination of an employer's fear, ignorance and intolerance. Some are highly skilled professionals who, though seemingly irreplaceable in their positions, suddenly become expendable when they wish to live openly in their communities or are outed by colleagues. Others are people forced into whatever jobs they can find, some scraping together money for the tremendous medical costs of gender transition, which are rarely, if ever, covered by health insurance. They are people in every walk of life – doctors and lawyers, plumbers and bus drivers. Many are parents and spouses, whose efforts to find secure, fulfilling employment are also a struggle to provide for their families. The time has long since passed when we as a nation ought to tolerate arbitrary discrimination against any group of people. I cannot understate the real-life implications for Alaska. That any hardworking LGBT Alaskan should be denied the ability to contribute to the economy and support his or her family is simply unacceptable.

In addition to guaranteeing a level playing field in employment, Senate Bill 131 would ensure that housing opportunities are made available to all, individuals are free from discrimination in securing credit, and no one has to forego basic needs such as telephone

services based solely on who they are. It is well-documented that LGBT people are shown less desirable properties for purchase or rent, are excluded from schools activities, receive less favorable customer service, or encounter outright refusal of service. This bill does not prevent employers from firing incompetent employees nor does it prevent landlords from turning down unqualified renters. Instead, this bill simply makes sure that all employees get a fair chance at working hard to get ahead without discrimination or bias and that no one is singled out for arbitrary discrimination when it comes to areas like housing, public accommodations, and access to credit.

Passing SB 131 will place Alaska in good company. Beginning with an ordinance passed in Minneapolis in 1975, 17 states, the District of Columbia, and more than 190 cities and counties have enacted laws prohibiting discrimination based on sexual orientation and gender identity. More than 500 private businesses across the United States, including 61% of Fortune 500 companies and 79% of Fortune 100 companies, have voluntarily adopted policies that prohibit discrimination based on sexual orientation and gender identity. Addressing discrimination on the basis of sexual orientation and gender identity is not new for Alaska. Many of Alaska's largest employers have adopted similar policies. These corporations include major household names such as: Walmart, Safeway, Alaska Airlines, BP, FedEx, UPS, McDonalds, Wells Fargo, and Home Depot.

The time has come for Alaska to act and ensure that discrimination has no place in this great state. Please vote in favor of Senate Bill 131.

-----Original Message-----

From: Susan Tow [<mailto:soosantow@gmail.com>]

Sent: Saturday, February 22, 2014 9:43 PM

To: Sen. Bert Stedman

Subject: Requesting your support of SB131

Senator Stedman,

Good evening. I am emailing you tonight to ask for your support of SB131/HB139. This much needed bill would add sexual orientation and gender identity to Alaska's non-discrimination law.

My name is Susan Tow. I have been a resident of Anchorage, Alaska for almost 14 years. And yes, I plan to stay here. I represent the Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) community of Alaska. Any discrimination against a person is wrong. The legal right to discriminate is wrong. The legal discrimination of our Alaskan LGBT families and individuals, simply because of who they love, is ridiculous. Our LGBT community lives in fear of losing jobs and housing. This continuous and legal discrimination threatens the stability that every American and every Alaskan deserves.

Imagine how you would feel if there was a possibility that your boss could look at you one morning, and say, "You know what...I don't like the fact that your spouse was born without a left arm, so I'm going to have to let you go." Now, you have no source of income, and this usually means that you have no recommendation to use for your next job. Not to mention that now, you have to explain to possible new employers, why you were fired. All because of who you loved.

Or, your landlord could just one day send you an eviction notice, because they simply don't like the fact that your spouse is

Asian. Now, you have thirty days to relocate your family...children, pets, possibly in-laws, to a new residence. You need to find somewhere to live that you can afford, and is hopefully in the same school district, so that your children are not affected by this...again. All because of who you loved.

How unfair! Your spouse cannot change the fact that they were born without a left arm, just as your spouse cannot change the fact that they were not born the same race as you. This is exactly why it is against the law to discriminate towards the disabled, and individuals of other races. Individuals do not "choose" their sexual orientation or gender identity. We truly are born this way.

The above scenarios sound ridiculous, don't they? Many in our LGBT community have had to deal with the loss of jobs/promotions and housing, because their boss didn't like who they loved. We are met with uncertainty whenever we have to apply for loans or credit, regardless of the credit scores that we have, simply because of who we love.

This is the discrimination that our LGBT community lives with daily here in Alaska. This discrimination not only sits in the hearts of each adult in our LGBT community, it sits in the hearts of our children. Our children have to hide who they are. They live in fear of "outing" their parents. They are forced to lie about the two people that have raised them, and loved them unconditionally. How many of you on this committee, have ever had to teach your child to "hide" who they are, and who their families are? Seems a bit backwards doesn't it? How do you teach your child to lie about their family so their mommies or daddies don't lose their job, or so they have a place to live...but not lie about other things? This is very stressful for the children and it makes them conflicted. It makes them feel as if they are not as important as their friends, it lowers their self-esteem. They suffer.

Discrimination of our LGBT community in Alaska must stop.

Discrimination of our LGBT in Alaska is not healthy.

We keep hearing in the news that our Alaskan representatives in Juneau do not feel there is any discrimination against the LGBT community. Then we hear in the news that there just aren't enough LGBT individuals in Alaska for this to be a problem. We also keep hearing that the small number of LGBT individuals that are in Alaska, do not have families. None of the above statements is correct. There are thousands of LGBT in the State of Alaska. Many have families that they love and support. Most of them CANNOT e-mail you today because they are afraid. They are afraid of losing jobs, housing, and the livelihood they have worked so hard to achieve.

I am a retired, disabled, Master Sergeant of the United States Air Force. I have deployed numerous times for contingency and humanitarian missions. I have left my children, my wife, my siblings, and my parents over and over again, to serve my country. I have missed birthdays, school functions, holidays, ballgames, and funerals, to serve my country. I have carried the wounded in Iraq and Afghanistan from helicopters, and I have stood patriot detail at the end of C17s as caskets were loaded for their final journey home. I am a proud American, and a proud Alaskan.

Thankfully, because of my military service, I can afford to own a home. Thankfully, I work for a company that accepts my family, and values me for the job that I do. However, I know the pain that my friends, and fellow Alaskan LGBT community members feel each and every time they are discriminated against because of who they love. For 22 years of military service, I had to lie about who I loved. My children had to lie about their personal lives, and their "other mommy." We had to rent housing that had an additional bedroom, so that no one would think my partner and I shared a room. I had to attend special occasions (promotions, award ceremonies, graduations) with a male friend, so that no one would see me with my significant other. I taught "integrity first" to the airmen under me, yet I had to lie constantly. Those 22 years were the best, and the worst of my life.

Thankfully, the repeal of DOMA has corrected the legal discrimination in the military, and my lesbian and gay sisters and brothers can serve openly.

It is time for Alaska to change. We need equality for all Alaskans.

We need your help. We need your support. Now is the time to put an end to this discrimination and allow all Alaskans to live equally.

Support for the equality of the LGBT community is increasing daily in the United States and other countries. It is now time for you to support the LGBT community in this great state. I am asking for your support of SB131/HB139.

Thank you for your time.

Susan Tow
5507 Big Bend Loop
Anchorage, Alaska, 99502
907-444-4456

To Whom It May Concern:

I am a licensed physician assistant in Juneau, Alaska and have been a healthcare practitioner for 11 years.

I am writing in support of HB 139 to add my voice to those of numerous other healthcare professionals, including the American Academy of Family Physicians, the American Academy of Pediatrics, and the Alaska Academy of Family Physicians, who all favor anti-discrimination legislation.

The medical community recognizes the negative health impacts that discrimination causes for lesbian, gay, bisexual, and transgender citizens of our country.

In Alaska there is a high suicide rate, and it is a fact that suicide rates among young people are much higher for those whose sexual orientation is not heterosexual.

Medical science has shown us that sexual orientation is determined by genetics and is not, therefore, a lifestyle choice that an individual makes of their own free will.

To discriminate against a citizen of this country based on sexual orientation is the same as discrimination based on race or gender – it has no place in a civilized society. Our country and the individual 50 states should pass legislation to end discrimination and create a society that is safe and healthy for all citizens regardless of sexual orientation.

Sincerely,

Amanda Arra, PA-C

UAS Health Center

11120 Glacier Highway

Juneau, AK 99801

Phone: (907) 796-6000

Fax: (907) 796 -6020

I am a licensed physician in Alaska and have practiced in Juneau since 1993. The LGBT discrimination that has been reported to me in confidential exam rooms is too numerous to share with you.

One case was a teen girl who was humiliated and thrown out of a local Juneau restaurant because she kissed her girlfriend inside the restaurant. She and her girlfriend were told to never return to the restaurant again. With her parents' blessings the girl ultimately moved away from Juneau after she reached 18, partly because Alaska was an unfriendly and unsupportive place for her.

It is a well-known fact that we are losing LGBT youth to suicide in large proportion compared to non-LGBT youth. Here in Alaska we have one of the highest suicide rates in the country and it is stripping our villages.

More than once I have been at patients' bedsides here in Juneau waking from a drug overdose attempt and been told by the young person that they tried to kill themselves because they thought they were gay.

Alaska is not a safe place to be gay.

The American Academy of Family Physicians, the American Academy of Pediatrics, and the Alaska Academy of Family Physicians all support legislation to end discrimination against LGBT persons, thereby promoting a healthier society.

PLEASE pass HB139 without reservation! Doctors' Orders!

Respectfully,

Maureen Longworth, M.D.

Juneau, Alaska

TESTIMONY IN SUPPORT OF HB 139

TO: Honored Members of the Alaska State Legislature

RE: House Bill 139 relating to and prohibiting discrimination based on sexual orientation, gender identity or expression

My name is Marsha Buck and I am the treasurer PFLAG Juneau. PFLAG stands for Parents, Families, and Friends of Lesbians and Gays. I am the mother of two adult bisexual daughters, one who is married to a woman and one who is married to a man. I am happy to report that each of my daughters' and spouses' families has given me a granddaughter and a grandson. Families and family ties are very important to all of us.

I would like you to imagine what it would be like if each morning, when you woke up, the first thing on your mind was fear. What would it be like if you had to ask yourself, "Are the places I need to spend time today safe - my job, my apartment? Will I be faced with rude looks or taunts today, and if so, how will I handle that - again? Can I safely go out to lunch with my friends?"

Many of my closest friends are lesbian, gay, bisexual, transgender or intersex and many of them face each day with these fears because they live and work in Alaska, where they are not protected against discrimination based on who they are and the way they were born.

I will never forget when I received a phone call in the middle of the night from a lesbian friend who rented a home with her female partner here in Juneau. She had just been told that she was evicted from her home simply because she was a lesbian. Her landlord said to her, "If I had figured it out before, I wouldn't have rented to you, but now I know what you are up to and you need to get out." No Alaskan should have to neither experience that discrimination nor live in fear that it could happen to them too.

Please support HB 139 for your own family members and friends who are gay, lesbian or bisexual, even if you don't yet know they are - as well as for my daughters. Thank you.

Marsha Buck
8445 Kimberly St.
Juneau, AK 99801

April 6, 2013

The Honorable Representative Beth Kerttula
State Capitol Room 404
Juneau AK, 99801

Dear Representative Beth Kerttula:

I've lived my entire adult life in Alaska and my nine grandchildren live here. Five of my seven grown children live here. One daughter has a thriving career in Oregon and one son is serving in Afghanistan. I am the Executive Director of a home care agency with branches in seven regions and I vote. My partner and I have been together for almost 29 years. We raised all of our children here in Anchorage and we love living here. However, I am not able to insure my spouse on my medical insurance, which is a hardship on our family. We have both been victims of discrimination from employers who had bias against GLBT persons. I have been harassed on the job by a supervisor due to bias regardless of my award-winning job skills. Prejudice is alive and well in Alaska against GLBT people. I believe HB 139 will assist our family to get the benefit of legal protection when overt discrimination occurs for concrete actions based on bias that has no bearing on one's work. Bias should not interfere with my ability to take care of my family. HB139 can help.

My spouse has medical issues which have resulted in disabilities that did not exist years ago. We are in a precarious position because it is entirely legal to discriminate against me. If I lose my job as sole bread winner, we could lose our home. It is not illegal to fire me simply because I am a lesbian. I can be doing a fantastic job at work but if a new manager is installed, if they harbor bias, I am at risk of losing my job.

When we have experienced bias, it was not a crime. When a landlord harassed us, it was not because we did not pay rent on time or were not excellent tenants; it was because I was "out" in the media and they decided it was open season on us. They towed our vehicle parked in our own parking place. They left ugly notes on the door. They sneaked around our windows. When I went to the building owner, she exerted no pressure on the manager to change. We had to move to protect our privacy. What they did was unethical and immoral but not illegal.

When my school district boss (a new principal) after 7 years of doing a great job decided she had an issue with me, it was not because I was not doing an excellent job. She never considered my skill, productivity, effectiveness, or successes. She told colleagues, "I'm not having anyone with that lifestyle in my building!" What life style do you think she was referring to? I worked hard; I made a positive difference supported by the measurable benchmarks of my job; I was respected by colleagues and a 'go to' leader in the schools; I vote; I pay my property tax; I abide by all the laws; I am a dedicated parent and partner. The people she told this to knew exactly what she meant. She did not want a lesbian on the staff. The other members of the staff who were GLBT were all very closeted and lived in fear as a result of her attempts to discredit or eliminate me. I eventually transferred to another school but what she did was not illegal and my labor contract did not protect me.

My spouse experienced discrimination on her job prior to her becoming disabled. I believe her disability was brought on because of the stress at work homophobia caused and the resulting termination was bias-based and not related to job performance. There is no way to sue for wrongful termination when the boss is biased. Those biases are essentially supported by the law. Could we have risked financial ruin to sue a huge employer? Yes, but we do not have the deep pockets of an airline, thus we are no match for their legal prowess. Being "out" in Alaska can cause one to lose their job, be harassed, lose one's apartment, or worse. [See Identity Reports and Prima Facie documents at Identityinc.org]

I am writing to you in support of HB 139, a bill which prohibits discrimination based on sexual orientation, or gender identity or expression. As a citizen of Alaska, I urge you to support this bill. HB 139 will allow injured Alaskans to come forward and expose the bias perpetrated on GLBT citizens. This exposure will go a long way to help GLBT Alaskans help non-GLBT Alaskans increase their awareness of bias and to change the behavior of persons with biases so the playing field is level for all Alaskans.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill.

Sincerely,

Jacqueline Buckley
PO Box 230733
Anchorage, AK 99523
907-349-0046

P.S. My current employer would not be OK with me taking time off work and testifying at the hearing, so this letter is the best I can do at this time.

To Representative Beth Kerttula:

My name is Richard Carter and I am a junior at the University of Alaska Southeast here in Juneau. I am the president of the UAS Gay-Straight Alliance. If I do not get the chance to speak when House Bill 139 is presented, I want it to be known that I am a hardworking student and activist who places in the top percentile of his class. I have worked incredibly hard my whole life to become the best at what I consider one of the most influential professions in society, teaching. I just hope the future that lies ahead of me is one that enables me to teach, inspire and mentor our future generations without the fear of being discriminated against.

I hope we can find common ground and can look past traditional moral stances which are not relevant to the success of and progress towards equality in our society.

Thank you,

Richard

03/29/2013

The Honorable Representative Beth Kerttula
Member of the Alaska State Assembly
State Capitol Room 404
Juneau AK, 99801

Dear Representative Beth Kerttula:

My name is Lucy Peckham, and I live in Anchorage. I work several jobs; as a veterinary clinic assistant manager, a live sound engineer, and theatre sound designer. If you have been to Perseverance Theatre, or attended the Alaska Folk Festival you have probably heard me at work.

I am writing to you in support of HB 139, a bill which prohibits discrimination based on sexual orientation, or gender identity or expression. As a citizen of Alaska and member of the lesbian, gay, bisexual, transgender, and allied community, I am writing to bring the positive effects of this bill to your attention.

In my working life in the arts, there is little discrimination, but outside of the safety of the theatre and music community, it is different. At my workplace, Hillside Pet Clinic, my bosses signed on as a business in support of Prop. 1 last year. Our many wonderful GLBTQ clients needed to know that they were welcome at our business in a public way. Sadly, they are routinely subjected to discrimination at other businesses, as tenants, and as employees.

I believe that passing HB139 will bring Alaska in line with the growing awareness that we are all the same human beings. Alaskans will acknowledge the equal rights guaranteed to all citizens by the Constitution of the U.S.A.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill, though I admit I am not hopeful...

Sincerely,

Lucy Peckham
8900 Jupiter Drive
Anchorage, AK 99507-3714
(907)346-4615

Dear Representative Kerttula,

"Alaska is one of 29 states with no laws protecting LGBT people from discrimination in employment, housing, public accommodation, medical care and otherwise," states the Alaskans Together website. Alaska is not a safe place to grow up LGBT. For 15 years I worked at the Juneau Job Center helping Alaskans get good jobs. In my work I met many LGBT people who were experiencing employment discrimination, especially if they could not easily pass for straight. If they were gay and also a person of color, their employment discrimination was compounded. I know that many transgender Alaskans have had to leave the state because of ongoing negative attitudes, medical care discrimination and concern for their safety.

Alaska needs each of our bright, talented young people. There is so much creative work needed to help Alaska prosper. Our Alaskan economy will suffer greatly if these young LGBT people feel forced to leave the state and find welcoming communities down south.

Here in Juneau, there remains the legacy of a dark period of history in the 1960's when 30-40 gay men were given one-way "Blue or Pink Tickets" and had to leave town immediately. We have heard that so much fear was generated by the JPD and Coast Guard interrogations that those exiled and others who left town because of the witch hunt mentality have been afraid to ever return to Juneau. Alaska has yet to declare respect and protection for this vulnerable and disfavored group of citizens.

As gay Alaskans, it is easy, as the Huffington Post video shows, for our fellow Alaskans to laugh at us. I knew I was a lesbian in 1955 and have had a lifetime experience of disrespect, contentiousness, horrible and ignorant things said about me. Now is a good time for us to request respect, fairness, equal opportunities, and the equal protection that non-LGBT Alaskans enjoy.

Thank you, Representative Kerttula, for bringing forth HB139 which will bring Alaska back into the main river flow of fairness and justice and hospitality toward all of us residents.

Thank you for your courage and vision.

Sincerely,

Lin G. Davis

Juneau resident for 20 years

Representative Kerttula,

Thank you very much for sponsoring HB 139 to try to prevent discrimination based on "sexual orientation, gender identity or expression." This is an important addition to the current anti-discrimination statute.

I figured out I was gay 23 years ago, when I was 19. Looking back, I tried to pinpoint a specific incident of discrimination. Nothing came to mind, so I thought about it for a few days. Unfortunately, I realized that I couldn't pinpoint specifics because it is all around me. As a 19-year-old, I tried hard to run the opposite direction of being gay. I made some really bad choices along the way, including abusing alcohol and putting myself in unsafe situations with men to try to prove I wasn't gay. Wouldn't it be great if today's youth didn't feel the same hesitance, fear and low self-esteem? I need to decide every day who I will share details about my personal life with. Who do I trust to come out to, without fearing some sort of negative reaction? This is my reality, and it has been for my entire adult life. I don't even recognize it anymore.

There are three specific experiences that I'd like to share:

- In the early 90's, the City & Borough of Juneau added similar language to their anti-discrimination ordinance. I remember standing at the back of the Assembly Chambers during a hearing on the issue. The chambers were packed with a group of people wearing red shirts. I was surrounded by this organized group that was passionately opposed to adding language and basic protections for an under-represented minority group. Fortunately, the Juneau Assembly had the strength and conviction to do the right thing. It was very forward thinking at the time.
- Sometime in the mid-2000's, the legislature wanted to pass a constitutional amendment defining marriage as between one man and one woman. There was a poll asking voters for their opinion on the issue. It was a very difficult time. The "vote" didn't mean anything but it brought out lots of vocal opposition to homosexuality. It reminded me that many people still had strong negative feelings towards LGBT Alaskans.
- Last year, the Municipality of Anchorage put a similar anti-discrimination issue on their ballot. I was horrified by the stories I heard about how negative that campaign was. I saw some of the TV ads, and they were awful and truly hateful. Discrimination against LGBT people is alive and well in Alaska, sadly.

As I write this, I feel the need to say that I have evolved to a point where I feel very proud of who I am and the life I've created. I have an amazing 11-year-old daughter. I married my partner of 6 years in February in Seattle. I have surrounded myself with a wonderful group of friends and family who love and fully support my family. Juneau and everywhere else has

pockets of such people, and it's important to mention that. Still, there is much room for progress in the general attitudes towards LGBT Alaskans and that is why HB 139 is so important.

Thank you for your efforts.

Jennifer Mannix
8496A Thunder Mountain Rd.
Juneau, AK 99801

Dear Beth;

I would love to testify in favor of HB 139, but at 8am on Tuesday morning I will be doing what most parents of 8 and 6 year olds will be doing: getting my precious children up and ready for school, packing lunches and feeding them a healthy breakfast, so they can grow and learn. My children complete me and they are a gift to their other Mother, and to me, their MAMA. We are so blessed to have supportive families and friends in Alaska. Thank you for all your hard work over the years, but particularly as we struggle through this last civil rights battle in America.

Respectfully,

Jean Craclun

CEO/President

Craclun Research Group

907.279.3982

206.708.4500

April 4th, 2013

Re: HB 139

Dear Ms. Bolling,

I'm writing this letter in support of the merits in House Bill 139, which will allow persons of the LGBT community to be freed of hiding their sexual orientation and receive all protections and support that the straight community has always experienced. I am straight, but since childhood have had friends and experiences with this community. Today, as a musician, I am with many of these folks. I watch them share their many talents, live in committed relationships, raise children and stand up for what is right in our community and the world. They should not be discriminated against any longer and Alaska is the state to do the right thing.

Thank you,

Jacque Farnsworth

907-364-2505

Sara Boesser
PO Box 34285
Juneau, AK 99803
bsara.alaska@gci.net

In support of HB-139

April 5, 2013

Regarding: Support for ending discrimination on the basis of Sexual Orientation and Gender Identity

Dear Alaskan Representatives:

I'm an Alaskan since Statehood, and I'm writing to urge you to bring Alaska's non-discrimination statute in line with our U.S. Military's policies.

Since the U.S. military now hires, promotes, houses, and otherwise equally treats its soldiers regardless of sexual orientation or gender identity, it is only right that when those vets come home, Alaska should continue to treat them as the full and equal citizens that they have proven themselves to be through their service to us all.

Now is the time for Alaska to tune up its non-discrimination laws, so we can include yet another group that continues to suffer due to people's untrue stereotypes about them. Now is the time to once again be a leader in civil rights, as we were before when Alaska granted women's vote and equal citizenship regardless of race.

The old, tired, uneducated, untrue stereotypes that some people continue to use to inaccurately paint non-heterosexual persons as less-than or dangerous are, fortunately, quickly passing away, as the majority of our younger generations affirm they have no problem with equal rights (even marriage) for all, regardless of sexual orientation and gender identity.

Regarding those with religious concerns: let churches who oppose us continue to discriminate against us in the practice of their religion -- the same as they are already allowed to discriminate on the basis of gender or religion itself, even though gender and religion are protected by the human rights statute (i.e., for example, Catholics can legally discriminate by not hiring women or non-Catholics as priests).

But in the public realm, all Alaskan citizens should be treated equally. Now, far too often, those of us who are not heterosexual or gender-normative are not safe in hiring, jobs, housing, accommodations, financing, and credit. And why? Just because of who we love and which gender we perceive ourselves to be. Those two conditions in no way affect how we serve and participate in our Alaskan communities.

We are an integral part of the fabric of Alaska's law-abiding, working, volunteering, industrious, racially and religiously diverse people. We are of every ability and age and parental and marital status. We expect to be treated equally in our state, and hope you will help make that possible by voting for HB-139.

Sincerely yours,



30 March 2013

The Honorable Representative Beth Kerttula
Member of the Alaska State Legislature
State Capitol Room 404
Juneau AK, 99801

RE: Prohibits discrimination based on sexual orientation, gender identity or expression - HB 139

Dear Representative Beth Kerttula:

Thank you for standing up for all Alaskans and ensuring we all have the same rights and protections. As a member of the LGBT community, it is very disheartening to know that I am "second class" in a state that I have not only called home but have invested an immense amount of time and resources towards making it better for everyone. All I ask is to be treated the same as my fellow non-LGBT Alaskan. After the loss of One Anchorage, it was not long before we began to get reports of people being refused services because they were LGBT. Two young ladies, graduating from high school, wanted their high school graduation pictures together - several photographers denied them - yet they did it for their straight clients. I personally was judged on my ability to do my job in the late 90's in Alaska partly because I was a gay man.

Today, I am writing to you in support of HB 139, which prohibits discrimination based on sexual orientation, gender identity or expression. As a citizen of Alaska and member of the lesbian, gay, bisexual, transgender, and allied community, I am writing to bring the positive effects of this bill to your attention.

If passed, HB 139 will ensure all Alaskans, no matter sexual orientation or gender identities have the same, I say again - the same rights as all other Alaskans.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill.

Sincerely,

Trevor Storrs

8831 Rendon Dr/Anchorage AK 99507

**State of Alaska
House of Representatives**

My partner and I are writing in support of House Bill 139, protecting citizens from discrimination in employment, housing, public accommodations, financing or credit based upon sexual orientation.

We are a lesbian couple in our 60's. We work at the University of Alaska, Fairbanks and at the Fairbanks North Star Borough. While officially, as employees of the state and a political subdivision of the state, we have been "protected" against sexual orientation discrimination in the workplace, we both have experienced the unofficial "passing over" for job promotions and exclusion from decision-making that comes with personal bias against people of a different sexual orientation.

Alaskans, as individuals, have long supported the right to be different; to think and live their lives as they see fit. It is our right to be different. The State of Alaska needs to make lack of tolerance against the law in employment, housing, public accommodations and financing.

Kerry Quillin
Jean Richey, Ph.D.

Dear Representative Kerttula,

I am writing to personally express my support for HB 139. If we were all better human beings, this legislation wouldn't be necessary; we would judge people by the content of their character, not the clothes they wear or who they love.

Passage of HB 139 makes an affirmative statement that discrimination on the basis of fear or hate is wrong. Discrimination based on sexual orientation, gender identity or expression is wrong – in the same way that discrimination based on skin color is wrong.

As an employer, I am looking for skills, experience and whether a person is a good fit with the organization and the program. I find it impossible to understand how a person's sexual orientation, either homosexual or heterosexual, has anything to do with those characteristics. I don't employ them because of their personal sex lives.

I hope that you can enlist your fellow legislators to support common sense. We have so many more important and real problems to deal with.

Thank you very much, and good luck.

Anna Nelson

P.O. Box 283/2545 Livingston Loop, Fairbanks

Ester, AK 99725

907-457-1230

Anna Nelson

Executive Director

Interior AIDS Association

(907)452-4222 ext. 115

P.O. Box 71248

Fairbanks, AK 99707

www.interioraids.org



AARP Alaska
3601 C Street
Suite 1420
Anchorage, AK 99503

T 1-866-227-7447
F 907-341-2270
www.aarp.org/ak

February 26, 2014

Senator Bert Stedman
Chair, Senate Health and Social Services Committee
State Capitol, Room 30
Juneau, AK 99801

Re: SB 131 – An act prohibiting discrimination based on sexual orientation or gender identity or expression (Sen. Berta Gardner, Sponsor)

Dear Sen. Stedman,

AARP Alaska offers our appreciation to you and the members of the Senate HSS Committee for consideration of SB 131. I was able to listen in to the committee hearing on February 24, and was moved by the testimony offered by so many individuals. On behalf of AARP Alaska's members, I ask that SB 131 be passed out of committee and moved through the process to enactment.

After hearing the comments offered during public testimony, I wish to provide yet another aspect of the importance of non-discrimination protections for LGBT individuals. AARP, nationally, has begun a partnership with SAGE USA (Services and Advocacy for GLBT Elders) to help shine a light on the little understood situation LGBT individuals face as they grow old.

In short, the very unfortunate choice older LGBT individuals must face is whether they must go "back in the closet." As people age, we typically experience a series of losses which create varying degrees of dependency on others, and a consequent sense of vulnerability. The need to feel safe (including the need for respect and dignity) increases when having to depend on persons or systems other than one's self. While research on the experience of older LGBT individuals is only now beginning to describe their situation, results show some patterns that underscore the need for increased protection. We know, for instance, that LGBT older adults are:

- Five times less likely to access senior services
- Experience higher poverty rates than senior heterosexual counterparts
- Significantly more likely to delay or not seek needed medical care
- More likely to have problems with substance abuse
- At higher risk for cancer and other serious health conditions (including depression)
- Half as likely as heterosexual elders to have family members to call for help, and are three times less likely to have children.
- Hesitant to disclose sexual orientation to their primary care provider

Many of these disparities can be attributed to the effects of historical prejudice, including disruption to families (who are so necessary to our long term care system), and diminished opportunities to earn a living and save for retirement (often due to lifelong employment discrimination). Ongoing stigma often interferes with full participation in community and society, leaving a significant number of LGBT older adults reluctant to seek needed services and support from potentially hostile aging and health service providers. Almost a third of gay and lesbian Baby Boomers identify discrimination as their greatest concern about aging....as if aging weren't concerning enough!

The experience of discrimination over a lifetime (remembering today's LGBT elders could have been a victim of violence, or seen their expressions of love labeled a psychiatric disorder, a criminal activity, anti-family, immoral, and a security risk) takes a toll and predisposes to being highly vigilant and cautious. When faced with the vulnerabilities of long term care, one might have to "sweep the house" of all evidence if a home health aide is due to pay a visit; or if living in an assisted living home or nursing home, one would have to make continuous decisions about whether this person or that one, whether staff or other residents, might be safe enough with whom to share the stories of one's life. For all persons coming to the end of life, the story of that life is among the most precious things a person has. It is hard to imagine the sense of loss and grief if that story had to be kept secret or denied. Furthermore, to live in a dependent care situation might have implications about whom the LGBT elder is able to have in to visit, or whether those friends would themselves feel comfortable coming into that environment to visit...all of which has the potential to increase an unnecessary sense of loneliness and isolation.

The protections most people take for granted are urgently needed for LGBT older adults, especially with regard to public accommodations, which would include senior centers, health care facilities, assisted living homes, and skilled nursing facilities. No one should have to feel unsafe when they are old and vulnerable, and when so few choices may remain. Nor should anyone have to hide their own life out of fear of what others might say or do. SB 131 is a long-needed and crucial part of Alaska's proud history of self-determination and respect for individual human beings.

AARP Alaska offers our thanks to you and the Senate HSS Committee, and we furthermore offer our strong support for the passage of SB 131 out of committee. Please feel free to contact us if we can be helpful with any further information.

Respectfully,



Ken Helander
Advocacy Director
762-3314
khelander@aarp.org

CC: Sen. Berta Gardner
Sen. Peter Micciche
Sen. Kevin Meyer
Sen. Pete Kelly
Sen. Johnny Ellis