



Anchorage Chamber of Commerce presents...

DIVERSITY IN REVIEW
2020

DIVERSITY FOCUS AREAS

Thriving and Inclusive Business Community

#DIVERSITYACC

The Anchorage Chamber positions diversity and inclusion as critical for business maturation and growth.

We endorse the development and implementation of diversity and inclusion strategies that advance productivity, innovation, and economic growth.

Our Diversity Initiative drives economic competitiveness, highlights diverse employee populations, and promotes inclusive growth throughout the Anchorage Bowl.

PART A

Infusing diversity in the workplace, workforce and marketplace

PART B

Concerted effort to recruit qualified employees from traditionally underrepresented groups.

PART C

More deeply involve minority-owned enterprises and consumers in the regional economy and recognize the enormous purchasing power of minority groups.

PART D

Adopting policies and practices that include people who have historically been absent from your organization.



"If there is no diversity, we would just be talking to ourselves all day long. A voice is only heard when someone speaks and I believe we should be among the ones sparks conversation!"

– Jin Chen, Alaska Skylar Travel and Anchorage Chamber Board Member

OUR CHAMBER MEMBERSHIP

Our Mission is to Better Serve and Advocate for the Business Community by Becoming a More Open, Inclusive, and Diverse Organization Reflective of the Make-up of Anchorage



BUSINESS SIZE

Employees	%
Self-Employed	11.1%
1-10	26.3%
11-50	28.3%
50-200	18.2%
201-500	8.1%
501-1000	4%
1001+	4%

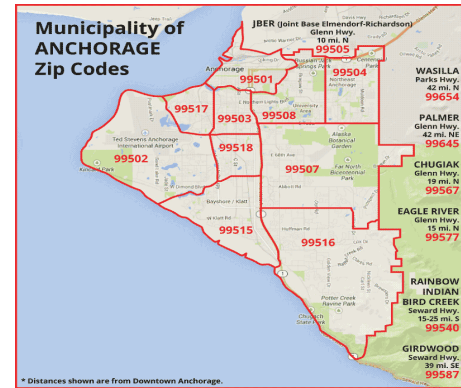


INDUSTRIES

Government	Healthcare
Oil, Gas, Mining	Social Assistance
Construction	Accommodations
Manufacturing	Food Services
Retail	Media
Transportation	Tourism/Travel
Telecom	Non-Profit
Financial/Insurance	Education
Professional/	Entertainment
Business Services	Waste Management



LOCATION



Zip Code	%
98517	1.02%
99501	25.51%
99502	1.02%
99503	32.65%
99504	2.04%
99507	3.06%
99508	6.12%
99510	1.02%
99515	7.14%
99516	3.06%
99517	3.06%
99518	7.14%
99519	2.04%
99524	1.02%
99577	2.04%
99645	1.02%
99709	1.02%

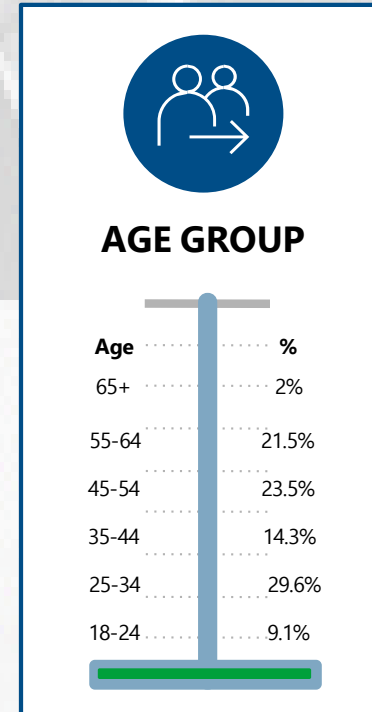
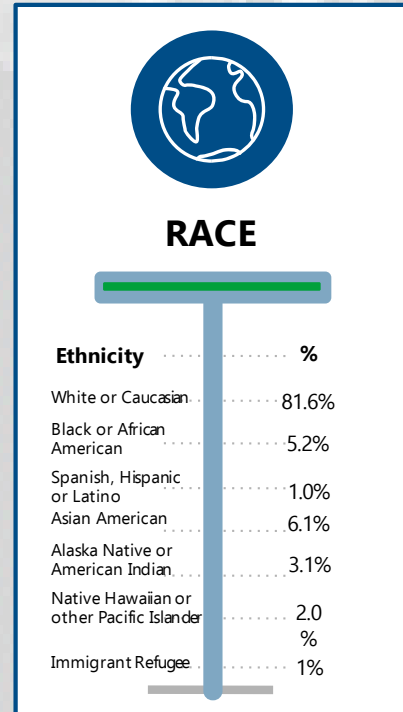
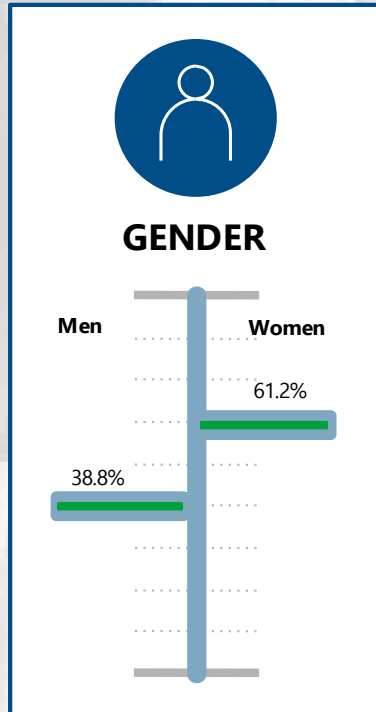
"Diversity makes our businesses – and the larger business community around us – stronger. The ideas, opinions and contributions that come from people of different backgrounds and experiences can only have a positive effect on the economic growth of Anchorage and the personal growth of the people who work here."

– Joy Merriner, BDO and Anchorage Chamber of Commerce Board Chair



OUR CHAMBER MEMBERSHIP

Our Diversity Mission is to Better Serve and Advocate for the Business Community by Becoming a More Open, Inclusive, and Diverse Organization Reflective of the Makeup of Anchorage.



"It is our goal at the Anchorage Chamber to have programs and representation that reflects the diversity in our business community. All of this work is framed to support business efforts for our members and to recognize the changing demographics and needs of businesses in our city."

– Bruce Bustamante, President & CEO, Anchorage Chamber of Commerce



OUR DIVERSITY COMMITTEE

We Affirm our Commitment to Reflecting the Diversity of Anchorage and the Members of the Anchorage Chamber

GOAL 4

Continued evolution of the Chamber's diversity and inclusion standards

GOAL 3

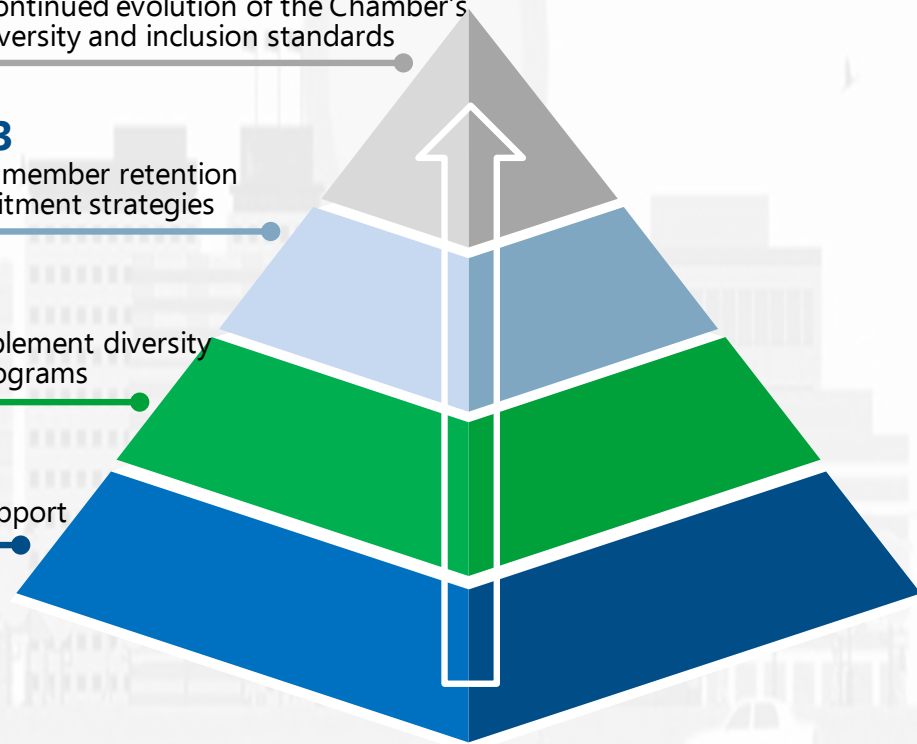
Augment member retention and recruitment strategies

GOAL 2

Develop and implement diversity and inclusion programs

GOAL 1

Provide advice and support



"The Anchorage Chamber endorses the development and implementation of diversity and inclusion strategies that advance productivity, innovation, and economic growth."

– Dr. Jocasta Olp, Diversity Coordinator,
Anchorage Chamber of Commerce



DIVERSITY & INCLUSION

The Anchorage Chamber, in both its values and practices, is committed to inclusion and excellence in the management of all diverse people irrespective of differences. This means that there shall be no barriers to participation in any activity of this Chamber on the basis of gender, race, creed, age, sexual orientation, gender identity, national origin, or disability.

We recognize that diverse perspectives are important and necessary for responsible and representative decision-making. We believe inclusiveness is a fundamental principle of every organization that enhances its ability to respond more effectively to changing demographics and needs. We affirm our commitment to reflecting the diversity of Anchorage and the members of the Anchorage Chamber of Commerce.

**JOIN THE CHAMBER
AND ADD TO OUR
DIVERSITY EFFORTS!**

TO LEARN MORE:
anchoragechamber.org/diversity-inclusion

THANK YOU TO OUR SPONSORS:



ANCHORAGE CHAMBER BOARD MAKEUP

We Envision a Board that Reflects the Demographics of our City and a Growing Membership of Businesses Representing the Diversity of our Business Owners and Entrepreneurs



Ages
32 to 65+

65% Male
35% Female

15 White or
Caucasian; Two
Alaska
Native/American
Indian; One Asian
American; One
Middle Eastern
American

Businesses
represent 31
different
industry
streams

Roles include
Staff, Executive
Management,
and Top-Level
Positions

Number of
employees
range from
self-employed
to 10,000
employees

Businesses are
located all
over the city

Most
members
work in brick
and mortar vs
virtual offices