

ANCHORAGE CHAMBER OF COMMERCE

2026/27 Diversity Work Plan

Committee Chairs: TBD

Staff Liaison: Jacki Oliver

Revised Date: 08/21/2026

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

Background & Context:

Anchorage, Alaska has a diverse population, with the largest racial group being White at approximately 54.3%, followed by various other racial and ethnic groups.

Racial Composition

Based on the most recent data, the racial demographics of Anchorage are as follows:

- **White: 54.3%** (approximately 158,232 residents)  [censusdots.com+1.](#)
- **Black or African American: 4.7%** (around 13,777 residents)  [censusdots.com+1.](#)
- **Asian: 9.4%** (about 27,000 residents)  [censusdots.com+1.](#)
- **Hispanic or Latino: 9.1%** (approximately 26,953 residents)  [neilsberg.com+1.](#)
- **Native American or Alaska Native: 11.8%** (around 34,000 residents)  [censusdots.com+1.](#)
- **Multiracial: 10.7%** (approximately 37,809 residents)  [neilsberg.com+1.](#)

Diversity and Distribution

- Anchorage has a diversity score of 99 out of 100, indicating a high level of racial and ethnic diversity compared to other U.S. cities [BestNeighborhood.org.](#)
- The most diverse areas are typically found in the northeast of the city, while the least diverse areas are in the northwest [BestNeighborhood.org.](#)

Minority-Owned Business Data

Nationally, minority-owned businesses are about **21% of all employer firms**, with significant shares in certain industries. For Anchorage, the exact city-level breakdown is not available in public datasets, so we would need to request local or regional data from state or federal agencies to get a precise comparison.

Summary

Overall, Anchorage is characterized by a significant White majority, but it also has a notable presence of other racial and ethnic groups, contributing to its diverse cultural landscape. The city's demographics reflect a blend of various backgrounds, making it a unique place within Alaska and the broader United States.

Priorities:

- Support and broaden companies' and organizations' DEI efforts in the community.
- Enhance the Chamber's outreach to underserved business leaders from diverse communities.
- Board composition with the directors representing the diversity of the community and with a balance of male and female participants while maintaining a representation of the community's business sectors.
- Continue to develop and use existing programming that would better serve new businesses, especially entrepreneurs.

Goals for the year / Measurable Outcomes:

Goal	Measurable Outcomes
1. Evaluate the makeup of the Board of Directors and committee rosters.	Increase as needed the number of diverse board members to include gender proportionality, equitable racial/ethnic representation, LGBTQ, and persons with disabilities.
2. Recruit and engage committee members and Diversity Ambassadors.	Increase in the number of committee members and designated Diversity Ambassadors.
3. Better communicate the use of the membership directory categories (woman-owned, Black-owned, Hispanic/Latinx-owned, Asian/Pacific Islander, etc.).	Increase in membership use of directory categories.
4. Include valuable educational presentations in each monthly meeting.	Log and summarize each monthly presentation
5. Connect with other organizations/businesses.	● Attendance at and hosting available networking events like Business After Hours tracked via logging process ● Log intentional outreach to local businesses

6. Help create a pool of diverse nominees for awards like the Anchorage ATHENA Society, Top Forty Under 40, AK YP Summit, and the Gold Pan Awards; and participants in all other programs like the Civics Bee, etc.	Submit nominees/names of participants from diverse backgrounds for all awards and programs, and, track those submissions
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Tactics: (in-person meetings, web, social media, one-on-one engagement) - if applicable

- In-person monthly meetings with the option to call in
- Schedule quarterly “Make it Monday” forums that address diversity-related topics
- Utilize Anchorage Chamber’s social media to share diversity-related news and events
- Participate in and promote local events like Pride, Black Business Expo, Juneteenth, Asian/Polynesian Flag Day, etc.
- Include diverse updates from a variety of organizations in weekly e-news
- Recruit designated Diversity Ambassadors

Resources: (\$, staff, board members, ambassadors, etc.)

- Staff – Jacki Oliver
- Board members
- Municipality’s Chief Equity Officer and other organization leaders
- Chamber Zoom account

Milestones/ key timeline or schedule of events (if applicable):

- Monthly meeting: 1st Wednesday of the month from 1:00 pm - 2:00 pm
- Monthly or quarterly meetups, luncheons, galas, etc., with committee and speakers
- Cultural Calendar
 - **January**
 - Poverty in America Awareness Month
 - World Religion Day (third Sunday in January)
 - Martin Luther King Jr. Day
 - Chinese New Year / Lunar New Year
 - **February**
 - Black History Month
 - National Freedom Day
 - Lunar New Year
 - World Day of Social Justice

- Mardi Gras
- **March**
 - National Women's History Month
 - International Women's Day
 - Irish-American Heritage Month
 - National Developmental Disabilities Awareness Month
 - Greek-American Heritage Month
 - Gender Equality Month
 - International Women's Day
 - St. Patrick's Day
 - International Day for the Elimination of Racial Discrimination
 - International Transgender Day of Visibility
 - Equal Pay Day
- **April**
 - Celebrate Diversity Month
 - Autism Acceptance Month
 - World Autism Awareness Day
 - Arab American Heritage Month
 - Sexual Assault Awareness and Prevention Month
 - The Day of Silence
 - Good Friday
 - Easter
- **May**
 - Asian Pacific American Heritage Month
 - Haitian Heritage Month
 - Indian Heritage Month
 - Jewish American Heritage Month
 - South Asian Heritage Month
 - Cinco de Mayo
 - National Day of Prayer
 - Ramadan
 - International Day Against Homophobia, Transphobia, and Biphobia
 - International Day for Biological Diversity
- **June**
 - Pride Month
 - Caribbean American Heritage Month
 - Black Music Month
 - Juneteenth

- Korea-Alaska Friendship Day
- Race Unity Day
- Juneteenth
- First Nations Day
- **July**
 - French-American Heritage Month
 - Filipino-American Friendship Day
 - World Population Day
 - Americans with Disabilities Act Anniversary
- **August**
 - National Civility Month
 - International Day of the World's Indigenous People
 - Black Women's Equal Pay Day
 - Women's Equality Day
- **September**
 - National Hispanic-Latinx Heritage Month
 - National Guide Dog Month
 - National German Heritage Month (Sept. 15-Oct. 15)
 - Alaska Native Heritage Center Suicide Prevention Subsistence Camp
 - National Day for Truth and Reconciliation #orangeshirtday
 - National Native American Day
 - International Day of Democracy
 - Mexican Independence Day
 - Yom Kippur
 - World Tourism Day
- **October**
 - National Disability Employment Awareness Month
 - European American Heritage Month
 - Filipino-American Heritage Month
 - National Italian American Heritage Month
 - Polish-American Heritage Month
 - Domestic Violence Awareness Month
 - Bullying Prevention Month
 - Family History Month
 - LGBT History Month
 - National German Heritage Month (Sept. 15-Oct. 15)
 - German American Heritage Day
 - International Day of Non-Violence

- National Diversity Day
- National Coming Out Day
- National Indigenous Peoples Day

- **November**

- National American Indian & Alaska Native Heritage Month
- All Saints Day
- Veterans' Day
- World Kindness Day
- Diwali
- Transgender Day of Remembrance

- **December**

- Universal Human Rights Month
 - International Human Rights Day
- Hanukkah
- Christmas
- Kwaanzaa