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October 2022

Seasons of Change



Dear Friends,

As October winds down, I reflect on the changes the seasons bring and the nature of change. Change can happen slowly — one example that comes to mind in October is an increasing movement of communities and local governments observing Indigenous Peoples Day where many, growing up, may have associated October holidays with Columbus Day and Halloween.

Indigenous Peoples Day reflects the ways our awareness as a people has grown over time. It is a willingness to learn and acknowledge the violence in U.S. history that generations of Indigenous people and communities have experienced. It shows the ways we shift our efforts, however slow it may feel, towards becoming a truly multi-racial, multi-ethnic democracy where everyone is included and honored. For this to happen, we must also understand our differences and histories so that we can create a culture where everyone truly belongs.

As we head into the holiday season that closes out the year, I encourage you to listen to the “Freedom to Be We: On Belonging, Beloved Community, and the Role of Government” keynote speech from the Government Alliance on Race and Equity (GARE) conference earlier this year on how we can all support each other and continue to advance equity values like inclusion and belonging at the Port.

In Community,

Bookda Gheisar

Senior Director, Office of Equity, Diversity, and Inclusion

Working to Make the Construction Industry Inclusive



Have you met Carl Huggle yet? Carl (right) is leading important work at the Port of Seattle by managing our construction pathways workforce development program. As part of OEDI's workforce development team, Carl works with the Port's Priority Hire to provide equitable access for underserved and underrepresented communities to Port industries.

Carl is also leading efforts to ensure job sites are safe for apprentices and that includes difficult, but essential, conversations about workplace hazing, harassment, and bullying. When workplaces become a toxic, especially for individuals who have not been represented in any industry, it affects retention.

For our workforce investments to be more impactful, this means working to ensure job sites are safe for pre-apprentices and apprentices as well as for the individuals who have successfully completed training. A **recent and local incident** of race-based harassment of a Black carpenter is a real-life example of why this conversation matters.

October 17-21 was Construction Inclusion Week. Learn more about Carl's work to bring equity into the construction industries through the **Port's blog** and in **this video**.

In Case You Missed It:

Equity Index Wins an Award



We shared exciting news last month with the Port of Seattle receiving the Lighthouse Award from the American Association of Port Authorities (AAPA) for our Equity Index. Here's our big moment! A big thank you to Luis Navarro, Workforce Development Director, and LeeAnne Schirato, Port Commission Deputy Chief of Staff, for receiving the award on behalf of the Port. [Learn more →](#)

Duwamish Valley Community: Three Years of Partnership

This month brings us to three years of partnership between the Port of Seattle and the Duwamish Valley community. The Port's Christina Billingsley, Environmental Engagement, shares reflections and celebrates milestones on our blog.

[Learn more →](#)



“What Does it Mean to Us to Be Indigenous?”



November marks Native American Heritage Month! Marie Allen-Bell and Sean Anderson of the Port's Native American Committee, an employee resource group, shares their perspectives “What Does it Mean to Us to Be Indigenous?”

[Learn more →](#)

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