

**MOTION 2020-19:
A MOTION OF THE PORT OF SEATTLE COMMISSION**

To direct the Executive Director to examine Port operations and policies for sources of racial bias and discrimination and to develop programs and policies eliminating inequity in all aspects of the organization.

**ADOPTED
OCTOBER 13, 2020**

INTRODUCTION

The mission of the Port of Seattle is to promote economic opportunities and quality of life in the region by advancing trade, travel, commerce, and job creation in an equitable, accountable, and environmentally responsible manner. The Port of Seattle's Century Agenda reaffirms our commitment to creating opportunities and economic prosperity for all in the region by calling for the Port to be a model for equity, diversity, and inclusion.

The Port of Seattle Commission demonstrated its commitment to non-discrimination with the passage of Motion 2018-06, which called for the Port to develop and implement an equity pilot program in 2018 that would support the development of a portwide equity policy directive. With that guidance, the Port established the Office of Equity, Diversity, and Inclusion (OEDI) in 2019. OEDI's mission is to build capacity across the organization to address institutional oppression and to transform Port policies, practices, and processes. In 2020, to support this effort, OEDI presented their 2019-2020 strategic plan and the Commission established the Equity and Workforce Development (EWFD) Standing Committee.

The Port has made progress and taken important steps to become a more equitable organization and recognizes its shared responsibility and commitment to the fight against racism and discrimination in our society. However, in recent months we have been reminded again about the difficult reality of the deep roots of racism in our culture. The tragic deaths of our Black brothers and sisters around the country have demonstrated that we need to recommit with a sense of urgency moving forward our racial equity work and to center the need to uproot anti-Black racism. The Port will continue to urgently reflect on and tackle structural racism and discrimination faced by our employees and communities.

The Port's commitment to non-discrimination and equity, diversity, and inclusion (EDI) must be supported by aligned policies and procedures throughout the institution. This motion takes additional steps beyond what the OEDI Strategic Plan has set out to achieve by directing the Port to align those policies and procedures which will result in the development of a comprehensive policy. This will establish the Port, locally and nationally, as a leader in this work, illustrating our commitment to act, learn, and progress as an organization that values and centers EDI, accountability, and transparency.

TEXT OF THE MOTION

The Port of Seattle Executive Director and the Office of Equity, Diversity, and Inclusion have responded to the recent national uprisings in a very intentional and impactful way that enabled portwide unity, healing and positive institutional change. This motion is intended to support that work while elevating the work for greater transparency, public accountability, and ensuring Commission engagement and oversight.

To support this work, starting January 2021 the Executive Director, or designee, shall, conduct the following actions:

1. Support the efforts of the Office of Equity, Diversity, and Inclusion to convene our employees and offer learnings and deeper analysis of anti-Black racism.
 - a. Support and uplift the Black Lives Matter call to action and engage employees in this work.
2. Require racial equity and unconscious bias training for Commissioners, the Executive Director, the Executive Leadership Team, supervisors, managers, and employees.
 - a. Create curriculum for trainings, tailoring as needed based on different audiences.
 - b. Report to the Commission on staff participation, feedback, and learnings from trainings in October 2021.
3. Establish an internal Change Team with representatives from each division and department within the Port to assess the current state of equity, diversity, and inclusion for all teams.
 - a. Define the assessment through portwide engagement. The assessment will be conducted by the Change Team, who are internal stakeholders that represent each division at the Port, as well as representatives from the Development and Diversity Council and employee resource groups (ERG).
 - b. Assessment as a baseline. The assessment shall be the basis for a landscape equity analysis of each division. That analysis would provide a quantitative and qualitative baseline for Key Performance Indicators and equity metrics that each team will focus on for the year ahead.
 - c. The assessment shall be completed by October 30, 2021.
 - d. Beginning January 2022, each department or division will submit an annual report to OEDI who will then provide a consolidated report to the Commission on progress made toward equity goals on an annual basis.
4. In addition to the portwide assessment conducted by the Change Team, OEDI will consider the policies and issues that have been identified by Port employees as the most challenging barriers to fairly accessing resources and opportunities at the Port.
 - a. The assessment shall include a review of: (1) employee development, promotion and compensation; (2) recruitment, hiring, retention, and promotion of Black, Indigenous, and people of color (BIPOC) portwide; (3) policies and practices impacting BIPOC contractors and WMBEs, with a particular focus on firms owned by Black descendants

- of slaves; (4) contracting and procurement policies and practices impacting community organizations' and contractors' access to Port resources; and (5) other areas identified through OEDI employee engagement.
- b. The assessment shall recommend a set of strategies and measurable outcomes that will address identified barriers.
 - c. The assessment shall be completed by October 30, 2021.
 - d. The EWFD Committee shall use the assessments conducted by the Change Team and OEDI to inform the development of an Equity, Diversity, and Inclusion Policy Directive per Motion 2018-06.
5. Create a Community Advisory Board to ensure the Port is accountable to the public in the integration of equity principles into the Port's work. The Community Advisory Board shall, among other clear deliverables to be developed by OEDI:
- a. Using the Equity Index, work with OEDI to inform the use of Port resources and investments.
 - b. Inform the assessment process and provide policy recommendations to the Port on addressing inequities.
 - c. Advise Port leadership (Port Commission and Leadership) on implementation of internal and external Port equity efforts.

STATEMENT IN SUPPORT OF THE MOTION

Systemic oppression and institutionalized racism have existed in our country since its founding. Events on a national level propelled by the outrage of the killing of George Floyd by Minneapolis police – one of the most recent murders in a long history of unjust taking of Black lives in our country – and locally actions taken against those protesting against racism and inequality have highlighted the long ignored structural bias and institutional discrimination that is present but not visible to all in our institution. Throughout American history, Black, Indigenous, people of color and immigrants have led the struggle for equity and social justice. From voting rights to civil rights to LGBTQ rights, BIPOC and immigrant communities have fought for generations to strengthen our nation and perfect our democracy. This moment builds upon the immeasurable sacrifice and contributions of those communities while recognizing that we all benefit from the eradication of social injustice.

Bias and oppression are embedded in our society, systems, and our organization. By failing to acknowledge inequities, we play a role in perpetuating them. We can and must do better. It is time for the Port of Seattle to look introspectively and do its part in tackling these systemic inequities. To achieve equitable outcomes for all our communities, we must be accountable for equitable policies that ensure racial, social, environmental, and economic justice are achieved in principles, strategies, practices, and projects. One of the most important steps in becoming a more equitable organization is to provide more opportunities and possibilities for communities to provide input into programmatic, policy, and investment decisions.

OEDI created an Equity, Diversity, and Inclusion strategic plan that includes a robust combination of long-term, short-term, transactional, and transformational strategies. To create this plan, OEDI held a series of six roundtable discussions in 2019 and 2020 with representatives from over 65 organizations. OEDI captured input from more than 800 Port staff.

The Port of Seattle Executive Director and the OEDI have begun to implement the recommendations as outlined in the EDI 2019-2020 Strategic Plan by employing a framework developed by the Government Alliance on Race and Equity (GARE) – Normalize, Organize, and Operationalize:

1. Normalize: Foster discussions about race and equity at the Port by having leadership, management, and all staff model behavior, hosting learning events, and setting the tone for leadership and employee dialogues.
2. Organize: Build infrastructure and capacity to implement equity practices by creating policy and completing an equity planning process. This process will include establishing definitions, vision and values and creating staff capacity, and strengthening relationships with community partners.
3. Operationalize: Develop all the elements that allow equity principles to be fully integrated into day-to-day operations including budgeting with an equity lens, creating accountability mechanisms, and ensuring engagement by both Port staff and the public.

This approach has positioned the Port to effectively respond to the recent national uprisings in a very intentional and impactful way that enabled portwide unity, healing and positive institutional change, and underscored the significant progress made toward becoming a more equitable and inclusive organization.

The direction of this motion builds upon the EDI Strategic Plan, the 2018 Equity Motion, and input by Port staff, including the Port's Development and Diversity Council, Employee Resource Groups, and external stakeholders. Additionally, ERGs, the Development and Diversity Council, and employee caucusing groups have been instrumental in providing input and working to build a culture of inclusion throughout the Port.

This motion acknowledges that the fight against racism and oppression is a horizontal issue and should be taken into account in all areas of our policies and practices. This motion also recalls that all employees and community members must be entitled to protection from these inequities, both as individuals and as a group, including positive measures for the promotion and the full and equal enjoyment of their rights and benefits.

Despite our current economic, health, and racial justice crises, the Port maintains its commitment to identifying and dismantling structural barriers to ensure that historically oppressed communities, particularly communities of color, have access to the resources they need to thrive. Together, we will get through these trying times; and if we center the needs of those most

impacted by these crises, we will emerge with a deeper understanding of why our social justice efforts are so critical and with stronger conviction to keep them driving forward.