



# THE PORT OF SEATTLE OFFICE OF EQUITY, DIVERSITY, AND INCLUSION 2020 SUCCESSES

During the past 18 months, the Port took significant steps to advance racial equity and become an anti-racist organization. The events of 2020 – namely, the coronavirus global pandemic and nationwide protests and activism in support of Black Lives and racial justice – significantly influenced the work of OEDI. Both crises accelerated and refocused our work, especially with regards to our economic recovery efforts and our work to normalize and organize racial equity within the Port.

The Port of Seattle is committed to leading regional and national efforts to achieve equity and social justice. Below you will find examples of our work to identify and dismantle structural barriers to ensure that historically oppressed communities, particularly communities of color, have access to the resources they need to thrive.

Join us in creating transformational change that will improve economic opportunities and quality of life for all.

-Bookda Gheisar, Senior Director, Office of Equity, Diversity, and Inclusion



# A YEAR IN REVIEW: OFFICE OF EQUITY, DIVERSITY, AND INCLUSION HIGHLIGHTS

- 1** In 2019, Port established the Office of Equity, Diversity, and Inclusion (OEDI) to address institutional racism and increase equity, diversity, and inclusion in Port policies, programs, and processes. Port of Seattle became the first Port in North America to create an Office of Equity.
- 2** Updated the Port's Century Agenda by adding a goal for the Port to "Become a Model for Equity, Diversity, and Inclusion." Through this goal, the Port of Seattle will ensure that equity is at the core of all our work and the principles the Port embodies.
- 3** Developed a new Environmental Equity Map based on Washington State Tracking Network's Environmental Health Disparities Map. The map uses 19 environmental and social indicators to highlight disparities and inequities. This will be used for equity-guided decision making of Port investments, commitments, and partnerships.
- 4** Port of Seattle Commission adopted a motion to promote equity and end structural racism in the Port's workplace and operations. The motion directs the Port 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. The final report from this assessment will be presented to Commission in October 2021
- 5** Port Commission was briefed on the Workforce Development Strategic Plan (2021-2023), which includes the continuation of investments to make port-related careers visible in communities of color, pre-apprenticeship and training programs, placements in thousands of jobs at SEA, and upskill training and strategy efforts to move individuals into living wage jobs.
- 6** Partnered with Port Jobs and South Seattle College to enroll 23 airport employees in the first Aviation Maintenance Technician program. The goal of the program is to move entry-level workers into high demand, living wage careers in aviation.
- 7** Supported Port employees during 2020 Black Lives Matter movement and civil unrest, organizing opportunities and providing resources for employees to increase awareness of racial justice and engage in equity work.
- 8** Developed core principles for the Port's COVID-19 economic recovery framework to account for how some in our community have borne a much more difficult burden during the pandemic as the Port is actively working to include those most impacted in its recovery efforts.
- 9** In the aftermath of the tragic killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Manuel Ellis, and Rayshard Brooks, the Port Commission created a new Task Force on Policing and Civil Rights to oversee a comprehensive Port Police Department assessment, reviewing critical issues such as recruitment and diversity of police officers, training, and use of force. The final report and recommendations will be presented to Commission in July 2021.
- 10** Participated in and organized local and national racial equity efforts, including coordinating an ongoing West Coast Port Partners Meeting to discuss equitable strategies pertaining to COVID-19, budgeting tools, and best practices for advancing racial equity within port authorities.



# FEATURED PROGRAMS



## YOUTH MARITIME COLLABORATIVE

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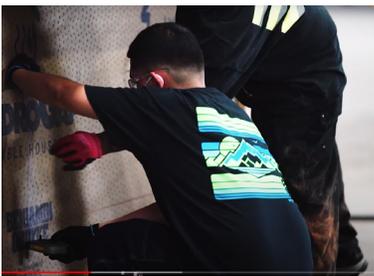
The YMC is a network of maritime industry and educational partners that creates K-12 maritime education and Career Connected Learning opportunities for youth. The YMC placed 30 interns in private industry, nonprofits, and public sector internships with leveraged funding from the City of Seattle. Interns participated in several virtual educational events, and participating employers received equity training.



## SOUTH KING COUNTY FUND

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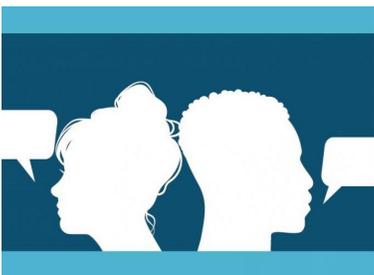
The first grant cycle of the South King County Fund awarded nearly \$1.5 million to nonprofits in South King County supporting communities of color and historically marginalized communities through projects in environmental sustainability, small business capacity building, and economic recovery strategies. SKCF will award \$10 million between 2019 and 2023 to address noise mitigation, environmental health and sustainability in these ethnically and culturally diverse communities.



## OPPORTUNITY YOUTH INITIATIVE

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As part of the Port's economic recovery efforts, OEDI invested \$1.5 million in the first Opportunity Youth Initiative, partnering with four community-based organizations to provide nearly 200 low-income youth and youth of color with paid internships and professional training opportunities in Port-related industries.



## ANTI-RACIST CAUCUSING

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Initially organized in response to the killing of George Floyd, OEDI instituted anti-racist caucusing as a way for employees to normalize conversations about race and racism; build partnerships with one another and strategize about how the Port racial equity; and deepen employees understanding and analysis of the Port's role in combating racism. More than 500 employees participated in a combination of race-based caucuses and multi-racial caucuses, and OEDI trained and supported a cohort of 30 staff to facilitate conversations.



## CHANGE TEAM

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In September 2020, OEDI launched a Port-wide Change Team, comprised of employees from all departments, teams, and leadership levels. The mission of the Change Team is to engage all teams of the Port in using an equity framework in their daily work and decisions. The Change Team works with leadership to develop Port-wide equity goals, and members of the Change Team work within their respective teams to develop Department-specific equity goals.



## BY THE NUMBERS

# 500+

employees participated in anti-racist caucusing

# 857

people placed in jobs at SEA and in port-related industries

# 600

employees provided input in shaping the Port's definition of equity

# 114

employees, representing every line of business and department, became the Port's first Change Team

# 30%

open rate of OEDI's monthly Equity in Action e-newsletter, which is nearly double the industry average

# \$1.5M

designated for 10 organizations as part of the South King County Fund

# 9,700

local teachers and students received information about maritime, aviation and construction industries and career pathways

# 4 new staff hired in 2020

- Engagement and Communications Manager
- Policy Analyst
- Senior Administrative Assistant
- System Change Program Manager

# \$1.5M

directed to four community-based organizations to provide 196 low-income youth and youth of color with career development opportunities as part of the Opportunity Youth Initiative