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September 2021

Creating a More Equitable and Inclusive Police Department



Dear Friends,

In June 2020, when our nation was mourning and grappling with the murder of George Floyd and the need for police reform, [I shared how the Port was responding](#). The Port's Executive Director Steve Metruck [took immediate action](#) regarding the Port of Seattle Police Department's hiring practices, commitment to diversity, and use of force. Shortly after these changes, the Port Commission established a [Task Force on Port Policing and Civil Rights](#) to conduct a comprehensive assessment of the Port Police Department (POSPD) and make recommendations to ensure that the Port Police Department is held to the highest nationwide standards for public safety, equity, accountability, and civil rights.

I'm happy to follow up on this work and report that the Task Force [completed our assessment](#). With my Task Force co-chair Delmas Whittaker and our consultants 21CP, I presented this work to the Commission on [September 14](#). There are two primary conclusions from the assessment. First, POSPD has fair, thorough, and comprehensive policies and procedures, a robust training program, and a clear commitment to mission and goals. Use of force is infrequent and, with few exceptions, reasonable, necessary, and proportional. Second, there are opportunities for growth and change that will bring POSPD even closer to the vision of a world-class police force that not only sets a high standard for performance and community service, but also centers equity and civil liberties as core values in its work.

With regards to opportunities for growth, the Task Force, comprising Port leadership and staff, POSPD, and external community leaders, offered a list of

over 50 recommendations for improvements broken into seven distinct categories of work. You can view the [executive summary](#) of the report and the [full list of recommendations](#) for more details, but there were three priority areas that emerged during this process.

1. The need for the POSPD to focus on internal procedural justice to address inequities experienced by many, but particularly employees of color.
2. The need for increased organizational transparency to improve perceptions about the POSPD and relationships with the communities we serve.
3. The need for POSPD to move away from a traditional police response on homelessness to provide more holistic support to people experiencing homelessness and reduce disparities in the use of force.

Port staff will begin implementing these recommendations over the next six months, and I look forward to keeping you up to date on our progress of creating a more inclusive and equitable police department. Your partnership and commitment to equity makes transformation possible.

In Unity,



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Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

Port of Seattle Equity Index Webinar



On September 13, the Port launched its new [Equity Index](#). The Port's Equity Index is a cutting-edge, interactive map that displays a visual representation of social and environmental disparities in King County. Using 21 indicators within four categories, the Equity Index illustrates the degree to which different communities experience pollution burdens and social inequities. The Port is using the index as a tool to help us direct resources to the communities and areas of greatest need. We've also made this tool available to the public.

Join Alison Beason, Senior Data and Policy Analyst in the Port of Seattle's Office of Equity, Diversity, and Inclusion, on [October 5 from 10:00-11:15 a.m. for a webinar](#) about the Port of Seattle's Equity Index and how to make it work for you and your organization.

South King County Fund – Second Economic Recovery Program Cycle



After a successful first year, the Port of Seattle [launched the second cycle](#) of the South King County Fund Economic Recovery Program, continuing to lead the region's economic recovery in communities hardest hit by COVID-19. Community-led organizations are invited to submit proposals for projects with outcomes related to workforce development, job creation, or economic recovery in Port-related industries.

Proposers may request up to \$100,000 for a single year of funding and up to \$250,000 for multi-year funding. Proposals are due by October 25, 2021. [Check out our website](#) for more information about applying and to register for an upcoming Information Session.

Youth Maritime Program Brings an Ocean of Opportunity



The [Youth Maritime Accelerator Project](#), launched in January 2020, is funded through a Port of Seattle South King County Fund Economic Recovery Grant. The eight-week summer program run by Washington Maritime Blue's [Youth Maritime Collaborative \(YMC\)](#), introduces young people of color to the maritime industry through paid internships, experiential learning events, and thoughtful career exploration, while focusing on equity and inclusivity. [Learn more about the first cohort](#) that wrapped up their program in mid-August.

Opportunity Youth Initiative Offers Real-life Skills and Education



Last year, COVID-19 deeply affected young people of color, who were suddenly faced with entering a workforce they were unprepared for. For the second consecutive year, the Port of Seattle continues providing underserved youth with job training and skill development through its [Opportunity Youth Initiative](#) program. By partnering with Seattle Goodwill, Seattle Parks Foundation, Partner in Employment, and Seattle Urban League, the Port was able to support these youth by funding programs to teach them hard skills in different fields. [Read about the experiences of the youth](#) participating in Seattle Goodwill's programming.

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