

To view this email as a web page, go [here](#).



October 2021

Falling Forward



Dear Friends,

Racial equity doesn't happen overnight. It takes time, commitment, and patience. In many ways, racial equity is both a process and an outcome. It is about transforming our relationships, culture, and institutions. At times, working for racial equity can feel like we're falling uncontrollably, battling the bias, discrimination, and injustice that is deeply imbedded in so many aspects of our lives. Against these forces, we can struggle to find our grip and footing.

It is critical that we take time to celebrate our achievements and victories. Let's take a moment to find our footing, so that we can continue to work toward a more equitable, just future — a future where we prioritize the outcomes and well-being of all people.

This month, I want to share a few examples of our work that brings me hope.

Maritime High School, which [opened in September](#), is a new regional high school administered by Highline Public Schools. The Port of Seattle partnered in the development of the school by convening industry and education leaders and identifying national best practices. Additionally, Duwamish River Cleanup Coalition and Northwest Maritime Center are partnering to provide guidance related to maritime education and fundraising support for the school.

As the [Seattle Times described in a recent article](#), at the core of this program is the goal “to break up the centuries-old boys club of the maritime business by helping women and youth of color find pathways into the field.” Also, the school [just received generous donations](#) from The McCaw Family and Bezos Family Foundations.

Opportunity Youth Initiative and **South King County Fund** are two Port programs that are leading an equitable economic recovery in our region, particularly in South Seattle. Recent [local unemployment data](#) shows us that

recovery in the Seattle area is unequal and that residents of South Seattle continue to be left behind and hit the hardest by the pandemic. Through these programs, the Port is creating pathways to job training, career development, and economic recovery for youth of color and low-income communities near the airport.

Check out a recent blog post about [Opportunity Youth Initiative participants](#) learning skills to prepare for a career in the aerospace industry, and watch the below video about the Urban Construction Trades Program.



[Port of Seattle's Equity Index](#), which officially launched and opened to the public last month, is a powerful tool that will help the Port and our community make informed decisions about what communities are most in need to support, programing, and services. Port staff is using the Equity Index to equitably guide funding decisions and broadly inform policy decisions across the Port. [Watch our recent community webinar](#) to learn how to make the Equity Index work for you and your community or organization.

I hope you join me in feeling inspired by this work, and that you will continue to work with us as we build an equitable future. Happy Fall!

In Unity,

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

Centering Equity and Taking Action

Join our team!

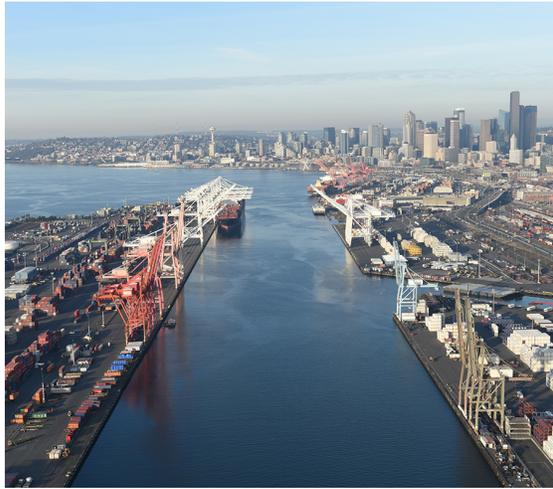


Do you love working with communities? Are you passionate about the role that government plays in advancing racial equity? Then apply to be our **Community Investments Program Manager**! As the Community Investments Program Manager in the Office of Equity, Diversity, and Inclusion, you will build strategic community outreach programs to support the equitable implementation of the South King County Fund and other possible community funds. The deadline to apply is November 7, 2021.

We're also looking for a **Workforce Development Program Manager**! Do you have experience working with community-based organizations and companies to develop a diverse and skilled workforce? Do you have experience engaging stakeholders to collaborate and develop creative programs? This is an opportunity to bring your passion and skills to the Port and support our industry partners in developing a skilled labor force in the sectors of aviation, maritime, construction and green careers. The deadline to apply is November 15, 2021.

Equitable Recovery Advances in Proposed 2022 Budget

On October 20, Port of Seattle Executive Director Steve Metruck proposed his 2022 Budget and 2022-2026 Capital Improvement Plan to Commissioners. The budget proposes strategic investments in job creation, environmental sustainability, and community programs, including City of SeaTac community relief, Duwamish Valley Community Equity Program, and Economic development programs in tourism, workforce development,



maritime innovation, and Diversity in Contracting. [Learn more →](#)

Copyright © 2021 All rights reserved

**Port of Seattle
Commission** Stephanie Bowman
Ryan Calkins
Sam Cho
Fred Felleman
Peter Steinbrueck

**Port of Seattle
Executive Director** Stephen P. Metruck



This email was sent by: Port of Seattle
2711 Alaskan Way, Seattle, WA, 98121 US

[Privacy Policy](#)

[Update Profile](#)

[Manage Subscriptions](#)

[Unsubscribe](#)