



# THE PORT OF SEATTLE OFFICE OF EQUITY, DIVERSITY, AND INCLUSION 2021 SUCCESSES

After nearly two years, the pandemic persists, disrupting our economy and well-being. This crisis affects us all, but people living on low-incomes, communities of color, and refugees and immigrants feel the effects most deeply and disproportionately. That is why the Port, as one of our region's most impactful economic drivers, continues to play a critical role in helping our communities recover and respond to the pandemic. Through the continued operations of programs like the South King County Fund and Opportunity Youth Initiative, the Port provides funding to communities of color and low-income communities, aiding in economic recovery, supporting environmental sustainability, and training the next generation of workers in Port-related industries.

Additionally in 2021, the Port doubled down on its efforts to imbed equity into all aspects of the organization. Not only did OEDI continue efforts to normalize and organize racial equity, but we also conducted a year-long assessment of the organization's strengths and weaknesses with regards to racial equity. The assessment brought voice and data to several patterns of disparities and inequities within the organization that effect both Port employees and the communities we serve. By including the ideas and experiences of Port stakeholders, especially employees, OEDI developed a robust set of recommendations for addressing the inequities identified in the assessment. Our office will begin to implement these recommendations in 2022, leading the Port's efforts to advance racial equity both internally and externally.

As we continue to invest our time and resources to becoming an anti-racist, equitable organization, we are grateful for your partnership and support.



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







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

- 1 In June 2020, when the nation was mourning and grappling with the murder of George Floyd, 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. In September 2021, the Task Force completed their report, identifying over 50 recommendations for improvements, and implementation has already begun.
- 2 A committee of the Port's Change Team created an Equity in Budgeting Tool. For the first time in the Port's history, all departments were asked to apply an equity lens to their annual budgeting process. OEDI invited multiple governments to meet with this team to offer support and training and build the expertise of this team. This group will work with OEDI to determine next steps for 2023 budgeting process.
- 3 In June 2021, after an 8-month process, which included extensive discussions about racial equity, the Port refreshed its organization-wide values to include Anti-Racism and Equity as a core value. The Port describes the importance of this value as "We commit to dismantling institutional racism and ensuring equitable opportunities for all."
- 4 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.
- 5 OEDI and a steering committee of employees (comprised of predominately women of color) began an assessment of the experiences, treatment, compensation, and advancement of women of color at the Port. This assessment was commissioned by the Port's Executive Director after Blacks in Government and Women's Initiative Network collaborated to host a panel event about intersectionality and the experiences of women of color at the Port. The results of this assessment will be presented to Port leadership and staff in early 2022.
- 6 On September 13, 2021, 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. The tool is available to all Port staff and the public.
- 7 To help Afghans looking to escape the Taliban, the Port actively coordinated with refugee resettlement nonprofits on the best way to support their airport-based operations. The Port created a dedicated, private welcome and work area where nonprofits were able to connect with arriving refugees. Our dining and retail tenants provided food and products to welcome refugees.
- 8 OEDI Senior Director became the Executive Sponsor for the Title VI Plan for Port of Seattle, and OEDI took over the responsibility to file the annual plan. OEDI submitted an updated plan, highlighting structural changes and incorporating updated language, including a Language Access plan.
- 9 In December 2021, OEDI received the American Association of Port Authorities' Award of Excellence for the Black Lives Matter Caucusing Series that more than 300 Port employees participated in from June – August 2020.
- 10 Throughout 2021, OEDI and the Port's Change Team conducted an equity, diversity, and inclusion (EDI) assessment of the Port of Seattle, examining both internal and external aspects of the organization, its culture, and its practices. The EDI Assessment identified 15 key patterns of disparities or inequities, and using the input and expertise of staff, a set of 53 recommended actions were created to address these identified issues. Implementation of the recommendations begins in 2022, and OEDI will report annually on the progress.

## FEATURED PROGRAMS

### YOUTH MARITIME COLLABORATIVE

The YMC runs the Youth Maritime Accelerator Project, which 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. The first cohort of YMAP, which wrapped up in mid-August, included 15 interns and a peer interpreter (made available through a partnership with El Centro De La Raza). During the 8-week program, interns learned valued skills to help them start a career in the maritime industry, and they earned a \$2,000 stipend.



### SOUTH KING COUNTY FUND

After a successful first year in 2020, the Port of Seattle launched the second cycle of the South King County Fund Economic Recovery & Environmental Program, continuing to lead the region's economic recovery in communities hardest hit by COVID-19. The program funds projects connected to port-related industries and projects to improve the environment in near-airport communities. The Port has pledged \$10 million dollars in funding between 2020 and 2024 with \$1.5 million available for 2021.



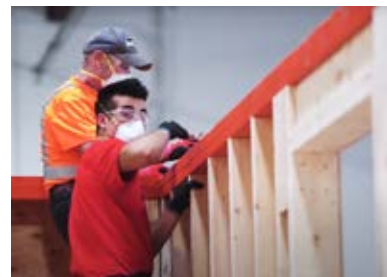
### RACIAL EQUITY TRAINING

OEDI conducted a series of trainings including Change Team Foundational Training (10 hours over the course of 5 months), Staff Racial Equity Orientations (3-hour sessions offered 5 times), and Supervisor Racial Equity Training (8 hours over the course of 3 sessions, offered 5 times). Over 900 Port employees completed at least one of these trainings, including 437 supervisors.



### OPPORTUNITY YOUTH INITIATIVE

The Port invested \$2 million to continue the Opportunity Youth Initiative for a second year. The Opportunity Youth Initiative directed resources to communities experiencing the highest rates of youth unemployment, including underserved communities in South King County. The Port partnered with Partner in Employment, Seattle Goodwill, Seattle Parks Foundation, and Urban League of Metropolitan Seattle to provide youth employment, training, and professional development opportunities in Port-related industries. More than 250 youth participated in the 2021 Opportunity Youth Initiative.



### PRIORITY HIRE

OEDI and Workforce Development partnered with the Engineering team to develop a system for reporting and tracking data related to priority hire. For the first time, the Port of Seattle, City of Seattle, and Sound Transit collaborated to support our region's efforts to train, place, and improve apprenticeship retention to further equity in workforce development and Priority Hire programs. We made progress towards our Priority Hire goals, increasing the number of apprentices of color and adding Priority Hire provisions to three airport projects that require over 17,000 hours of labor. More broadly, amongst our 30 construction contracts that had over 1.6 million hours of labor, at least 30% of the construction work was performed by workers living in economically distressed ZIP codes.





## BY THE NUMBERS

# 1,279

employees participated in OEDI's racial equity training, workshops, and learning events

# 1,211

people placed in jobs at SEA through the employment center

# 1,306

employees (61% of the Port's workforce) completed an Equity Survey as part of the port-wide EDI Assessment

# 57

Port departments used an Equity in Budgeting Toolkit, for the first time in Port history, to inform the 2022 budgets

# 36%

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

# 21

Social, environmental, and economic indicators were used to create the Port's new Equity Index

# 437

Port supervisors completed a 3-part, 8-hour racial equity training to build skills on leading multi-racial teams and creating an inclusive culture

# 53

robust, comprehensive recommendations for creating a more equitable, anti-racist Port as part of the Port's first-ever EDI Assessment

# \$2M

directed to four community-based organizations to provide more than 250 low-income youth and youth of color with career development opportunities as part of the Opportunity Youth Initiative