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May, 2022

Advancing Equity Inside and Out



Dear Friends,

As you may recall, in 2021, we completed a Port-wide Equity Assessment. We identified inequities within our work and structure, and put forward a set of 53 robust, comprehensive recommendations for creating a more equitable, anti-racist Port ([full report](#); [executive summary](#); [appendices](#)).

Also, in 2021, we completed a one-of-a-kind assessment to identify the top barriers to success for women of color at the Port. There were [11 recommendations for changes](#) related to culture, compensation, hiring and advancements, and supervisors. Many of the recommendations overlapped with the findings of the Equity Assessment.

We've been working to implement these recommendations, develop systems for tracking their progress, and creating the partnerships and collaborations needed for success. Here's an update on what we're doing both inside our organization and out in the community to advance equity and create a culture of belonging.

Inside the Port of Seattle

Our Human Resources department has been an incredible partner with us as we improve our systems for hiring and create more equitable processes. Based on last year's assessments, we've created the following requirements for all Port hiring processes:

- *Equity on all job postings:* Every new job posting will contain language about the Port's commitment to equity and expectations for potential

employees regarding equity

- *Diversity on hiring panels:* All hiring panels are required to have diversity of race and gender
- *Anti-bias video and discussion:* Before conducting interviews, all hiring panels are required to watch and discuss a video about countering bias in the hiring process
- *EDI interview questions:* All interviews are required to have at least one question related to equity, diversity, and inclusion
- *Minimum qualifications review:* Prior to posting an open position, hiring managers are working with HR to review the minimum qualifications of the position to remove any artificial barriers that could prevent qualified candidates from being eligible for the position
- *Feedback for internal candidates:* If they apply and are not offered the position, internal candidates have the option of receiving feedback directly from the hiring manager about their interview performance and how they can improve

The goal of these changes is to make our hiring process more objective and fair, and we will continue to improve how we hire. These internal Port policies impact the ability of our community members to qualify for and be offered quality, family-wage jobs at the Port.

Out in the Community

It is critical that we train, develop, and provide opportunities for Port-impacted communities, especially communities of color and immigrant and refugee communities, to access quality, family-wage careers in Port-related industries. Not only do the industries of aviation, maritime, construction, and green jobs lack racial and gender diversity, but these workforces are aging and retiring faster than new professionals are entering these industries.

At the [Port Commission meeting on May 24](#), our Workforce Development team reported on the progress we're making to diversify Port industries ([PowerPoint](#); [Memo](#)). In 2021, the Port invested \$3.3 million into workforce development efforts, and below are highlights of the impact we made:

- We placed 1,312 into jobs in Port-related industries, and 380 people completed training programs
- The hourly wages of job placements in aviation were \$17.02 and \$25.61 in construction
- Port construction projects utilized 591 apprentices, including 197 apprentices of color, 55 women apprentices, and 99 Priority Hire workers
- 535 youth participated in a range of career connected learning opportunities in port-related sectors, including maritime and environmental sustainability and green jobs

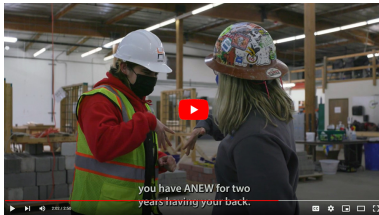
We are continuing to invest in the workforce development of the communities we serve, especially focusing on pathways for youth to break into Port-related industries. The impact of this work is real, and as you see in these short videos below, the results are life changing.

Thank you for continuing to partner with us as we collectively create a community where everyone thrives.

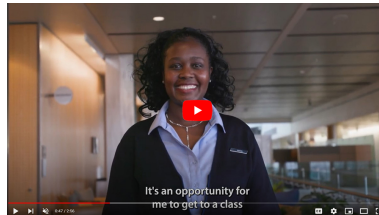
In Unity,



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



ANEW's Pre-apprenticeship Program introduces people from all backgrounds to multiple trades.
[View the video.](#)



The Aviation Maintenance Technology Program gives hands-on training to become an aviation mechanic.
[View the video.](#)



El Centro de la Raza and The Center for Wooden Boats partner with the Port to provide youth with maritime training.
[View the video.](#)

Centering Equity and Taking Action

Meet the Port of Seattle Police Chief Finalists



MEET PORT OF SEATTLE POLICE CHIEF FINALIST CANDIDATES

The Port is seeking a well-rounded, experienced law enforcement professional with excellent interpersonal skills and proven leadership capabilities to lead the Port's Police Department as Chief of Police. [Join a virtual public forum](#) to meet the Chief of Police finalists from 4:30-5:30 p.m. on June 27. **Submit your questions for finalists by June 22 to policechiefsearch@portseattle.org**

Celebrating Asian American, Native Hawaiian, and Pacific Islander Heritage Month



Port Commission [passed a proclamation](#) commemorating May as Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month, which acknowledges “the history, contributions, and achievements of AANHPIs across the nation and at the Port of Seattle.” Commissioners Sam Cho and Toshiko Hasegawa — both of whom are of Asian descent — [reflect on the significance of this month.](#) →

Industry Day: Diversity in Contracting

The Port of Seattle is hosting its annual Industry Day on Thursday,

June 9, 2022. Diverse businesses are encouraged to learn more about important upcoming work and consider becoming a contractor or subcontractor for that work. Get [more information about the program](#), [speakers](#), and [registration](#).



Youth Maritime Career Launch Program



Become a part of our three-year pilot program – [the Youth Maritime Career Launch Program](#) – aimed at getting young people of color and women into family-wage, quality jobs in the maritime industry.

The Request for Proposals Pre-meeting is on Tuesday, May 31 at 3:00 p.m. Interested organizations need to RSVP through [VendorConnect](#). Questions are due June 10, and proposals are due July 7.

South King County Environmental Symposium

Join us in person on Saturday, June 18 | 8:30 a.m.–3:00 p.m. | Highline College | 2400 S 240th St | Des Moines, WA 98198. Virtual options are also available.

This one-day conference is a chance to learn more about green jobs, featuring the work of local non-profits and community groups working to organize and improve the environment in South King County. Registration is free. Breakfast items and a lunch will be provided. [RSVP today](#).



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