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August 2023

## Accountability and Transparency



Dear Friends,

Over the past few years, the Port of Seattle has set many goals related to advancing equity. We've conducted robust assessments of our operations, policies, and culture. We've created a lofty vision for what we believe is possible as we work to become a truly inclusive, equitable, anti-racist organization. These are all important parts of our work, and as we devote meaningful time, resources, and attention to advancing equity, it's crucial that we are transparent

and accountable about our work to meet these goals. To that end, we [released two interactive dashboards](#) on our website that publicly track our progress in implementing our equity efforts.

The first dashboard, the [Equity, Diversity, Inclusion, and Belonging \(EDIB\) Dashboard](#), monitors the progress of and provides visibility into the steps being taken to create a more equitable and inclusive Port. This dashboard allows all Port employees and the public to quickly see the aggregate progress percentage toward identified actions and recommendations from the [2021 Equity Assessment](#) and [Women of Color Assessment](#); the progress made by each department in meeting its annual departmental-specific equity goals; and the results of the Port's annual internal Belonging and Inclusion Survey.

The second dashboard, the [Equity Spending and Accountability Project \(ESAP\) Dashboard](#), displays the Port's annual "equity spending" investments. Equity spending is a term developed and defined by a cross-departmental team of Port employees. Per the Port Commission's [Equity Policy Directive](#), the Port was tasked with developing a definition and tracking mechanism for measuring how the organization invests in staff, communities, businesses, and projects and programs that advance equity, diversity, and inclusion. For more information about the ESAP Dashboard, I encourage you to read "Budgeting with Our Values" by Commissioner Hamdi Mohamed, in which she details the process of measuring our equity investments, the use of the [2024 Equity in Budgeting Playbook](#), and the importance of treating our budgets as moral documents.

We hope that by sharing this information and data publicly we are transforming the way we communicate, promoting transparency in our work, and holding ourselves accountable to our community, our workforce, and our values. I encourage you to engage with these dashboards and send us any thoughts, feedback, and questions you have.

In Unity,



**Bookda Gheisar**  
Senior Director  
Office of Equity, Diversity, and Inclusion (OEDI)

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## Centering Equity and Taking Action

**Register Now! Working with the Port for Community-based Organizations**



Community-based organizations are invited to a free workshop hosted by the Port of Seattle to learn about funding opportunities at the Port. Join us to learn how to connect to opportunities in Working with the Port 101 and walk through the procurement process and Port systems in Working with the Port 102.

Presentations from Port staff will be followed by time for networking. Lunch will be provided. Interpretation services available upon request. [Working with the Port 101](#) is on Wednesday, August 30, 11 a.m.–1 p.m., and [Working with the Port 102](#) is on Wednesday, September 6, 11 a.m.–1 p.m. Both workshops are held at the Duwamish River Community Hub (8600 14th Ave S., Seattle, WA 98108).

## Green Jobs, Green Futures Summit



The Port of Seattle is partnering with King County, City of Seattle, Workforce Development Council of Seattle-King County, and Seattle Good Business Network to host an interactive, one-day event geared toward creating community connections and highlighting businesses in the local green economy contributing to a more sustainable future. This event will embrace experiential learning by bringing together tangible real-world demonstrations of the work taking place in the sectors vital to a climate-informed future. Join on September 29, 12–4 p.m. at Fremont Foundry.

[Reserve a spot →](#)

## Developing the Next Generation of Maritime Professionals

On August 24, Commissioners Fred Felleman and Hamdi Mohamed joined U.S. Representative Adam Smith to meet a few of the young adults participating in our Youth Maritime Career Launch program.

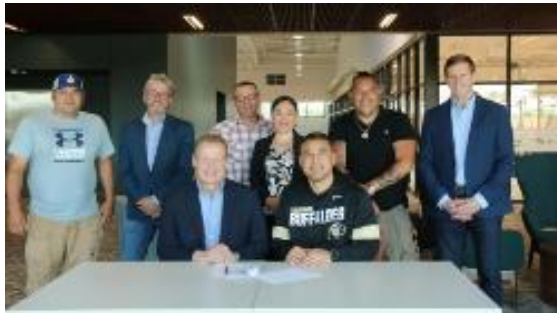
Representative Smith met the great team at Maritime Blue supporting this cohort and spoke with the participants about their career aspirations. One youth said they are interested in



becoming a marine electrician, while another who had an IT background was interested in working on tech in the maritime industry. This is the first year of the Youth Maritime Career Launch, which is funded at \$4.1 million for three years. Participants receive skills and experience necessary to enter the maritime industry, such as basic safety training, as well as wraparound support to reduce the barriers to accessing these career paths.

[Learn more →](#)

## Formalizing Our Relationship with the Muckleshoot Indian Tribe



On June 28, 2023, the Port of Seattle and the Muckleshoot Indian Tribal Government came together to sign a transformative Memorandum of Agreement (MOA). This agreement symbolizes a deepening government-to-government relationship and sets the stage for enhanced communication and cooperation between the two entities. By working together and honoring each other's perspectives, we envision a future that is grounded in harmony and progress. Learn more in Commissioner Hasegawa's blog post.

[Read the blog →](#)

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