Belonging & Inclusion Survey

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Executive Summary

The purpose of this survey was to learn about Port employees' perceptions concerning belonging and inclusion. The survey consists of scales that have been established to be reliable and valid, plus questions related to Port leadership, supervisors, and impact of OEDI. The survey was developed by Business Intelligence with input from OEDI. Data collection, analysis and reporting were completed by Business Intelligence. This is the second year of data collection for the Belonging & Inclusion Survey.

Data collection was conducted September 6 – October 31, 2023. The survey was disseminated across the Port to be completed online using Qualtrics. For those with limited computer access, paper surveys were provided on request. Fifty-one paper surveys were completed and sent back to OEDI. Responses from the paper surveys were entered into Qualtrics.

In addition to the paper surveys, 1,295 online surveys were completed (total: 1,346), resulting in a 48% response rate. The response rate in 2022 was 43%.

Key Findings

1) <u>There were several increases/improvements since 2022.</u>
    - Mean ratings for being asked to contribute to planning social activities were higher in 2023 than in 2022 (2.9 vs. 2.7). This is likely due to more social activities taking place after Covid restrictions ending.
    - Mean ratings increased for being informed about informal social activities and company social events from 3.7 in 2022 to 3.9 in 2023. This may also be the result of there being more social activities after pandemic restrictions ending.
    - Inclusion in information network mean scores increased from 4.2 in 2022 to 4.3 in 2023.
    - Perceptions that the executive leadership team leads by example in living the EDI values increased from 4.0 in 2022 to 4.1 in 2023, representing a small but statistically significant improvement in means.
    - There was an increase in means in the perceptions that the efforts of OEDI made the Port a more inclusive place to work. Scores increased from 4.0 in 2022 to 4.2 in 2023.
2) <u>Represented employees feel less included in the organization compared to non-represented employees.</u> This trend of represented employees responding less favorably to certain measures is not unique to the Belonging and Inclusion Survey. Similar trends exist in the Engagement Survey and the Equity Assessment.
3) <u>Employees feel a greater sense of inclusion and belonging in their immediate work group as compared to the larger organization.</u> For example, overall belonging is rated 4.8 on a scale of 1 - 6 with 71% of respondents moderately or strongly agreeing with the statement "I am treated as a valued member of my work group". Seventy-three percent of respondents moderately or strongly agreed with the inclusion statement "I am typically involved and invited to actively participate in work-related activities of my work group". However, respondents answered considerably less favorably regarding inclusion outside their immediate work group. For example, only 32% moderately or strongly agreed with the statement "I am often invited to participate in meetings with management higher than my immediate supervisor", and 32% moderately or strongly

agreed with the statement "I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor".

4) There were some differences by race and gender. The most consistent difference concerning race was that respondents who identified as Native Hawaiian/Pacific Islander responded less favorably on many of the survey questions. While these differences are statistically significant, caution should be used in interpreting these findings due to small sample size. A total of 23 respondents identified as Native Hawaiian/Pacific Islander, representing less than one third of the Native Hawaiians/Pacific Islanders employed at the Port. Additionally, African American employees reported a lower level of participation/involvement in comparison to White employees but higher support for the goals of OEDI. In terms of gender, the survey found that women are more supportive of the Port's EDI goals and efforts in comparison to men and non-binary respondents.
5) Employees in Aviation rated their experiences with inclusion and belonging less favorably than employees in other divisions**.** In comparison to employees in other divisions, employees in Aviation rated their inclusion in decision-making, information networks, and overall involvement in the organization lower than employees in Corporate, Maritime, and Economic Development. It is possible that the large percentage of represented employees in Aviation (63%) is a contributing factor to why Aviation employees rated their experiences less favorably than other divisions.
6) There was a large percentage of respondents who opted not to disclose their demographics or respondent characteristics**.** Between 11% to 17% of respondents answered "prefer not to answer" to demographics or respondent characteristics (division, years at the Port, etc.). This is in line with the Engagement Survey and not unique to the Belonging and Inclusion Survey. In the Engagement Survey, 20% of respondents checked "prefer not to answer" for gender and 31% checked "prefer not to answer" for race.
7) Only 48% of Port employees completed the survey. This is lower than the Equity Assessment (60%) and the Engagement Survey (55%) but higher than participation in the Belonging & Inclusion Survey in 2022. The more employees respond to the survey, the more representative the data is of the overall employee population.

Background

The Port of Seattle is committed to advancing Equity, Diversity, and Inclusion (EDI). The Port's Office of Equity, Diversity, and Inclusion (OEDI) conducted two port-wide assessments in 2021 – The 2021 Equity Assessment and the Women of Color Assessment. Based on the findings of those assessments, OEDI developed – with employee input – an action plan to address the disparities that emerged from those assessments. Implementation of that action plan began in 2022.

Progress on many EDI goals can be measured through existing data. For example, the percentage of supervisors who completed annual racial equity training, or the percentage of employees of color that advance in the organization. However, employees' perceptions of inclusion and belonging can only be gauged through an employee survey. Considering that OEDI's action plan began in 2022, it is important to conduct a baseline survey and then repeat the survey annually to assess progress towards achieving EDI goals, specifically progress toward creating a culture of belonging and inclusion.

The assessments conducted by OEDI in 2021 gathered data about Port employees' perceptions and experiences concerning work culture, operations and processes, engagement with external stakeholders and WMBE, hiring, promotion, compensation, staff development, and personal experiences. The survey consisted of structured questions for each of these topics, plus one open-ended question per topic area that provided respondents an opportunity to share their thoughts. The survey was designed to get an initial impression of the state of EDI at the Port of Seattle. The survey findings were used in the development of OEDI's current action plan.

The shortcoming of these 2021 assessments is that they did not use validated questionnaires. A validated questionnaire is one that has been tested to ensure that it measures what it aims to measure. Testing a questionnaire includes review by experts to establish face validity, conducting a pilot test, and then conducting a principal component analysis (determines how many dimensions or subscales emerge from a list of questionnaire items) and determining Cronbach's Alpha (measure of internal consistency, that is, how closely related a set of items are as a group). The data analysis establishes validity (are you measuring what you want to measure) and reliability (a measure of how consistent responses are).

To assess the state of EDI at the Port of Seattle at baseline and regular follow-up data collection, a validated questionnaire is needed. Validated EDI questionnaires have been used in numerous settings. Business Intelligence, in collaboration with OEDI, decided on two validated scales/subscales that measure inclusion and belonging.

The most widely tested EDI survey is the Mor Barak Inclusion/Exclusion Scale (MBIE) (Mor Barak, 2005) with good validity and reliability. This survey has been used as a gold standard in testing other inclusion surveys. The survey covers three inclusion dimensions: the decision-making process, information networks, and level of participation/involvement.

The belonging subscale is part of the Work Group Inclusion Measure developed by Chang et al. (2019). The belongingness component of work group inclusion is defined as employees' perceptions that supportive and caring relationships have been formed and maintained with their work group members (Shore et al., 2011). This measure has been shown to be reliable and valid.

Methodology

Data Collection

In Fall 2023, this survey was administered Port-wide. The survey was programmed into Qualtrics and launched using a survey link and QR code. In addition, paper surveys were made available on request.

Our goal was to achieve a response rate of 65% or higher. However, despite extensive outreach, which included engaging survey champions (change team members), postings on Compass, sending email reminders to employees and extending time allowed for data collection, we were only able to reach a 48% response rate which is still 5% higher than it was in 2022 (43%).

Analysis

All responses were measured on a 6-point scale of strongly disagree (1), moderately disagree (2), slightly disagree (3), slightly agree (4), moderately agree (5) and strongly agree (6). Thus, scores range from 1 – 6, with higher scores indicating greater agreement with the question. The even-numbered response categories forced respondents to either agree or disagree with the statements. There was no mid-point response category, such as "neither agree nor disagree".

T-tests and one-way ANOVAs were conducted to assess whether the differences in mean scores between groups were statistically significant. These tests were conducted to assess differences between racial groups, males and females, sexual orientation, supervisors and non-supervisors, represented and non-represented employees, employees in different divisions, and employees' years at the Port.

Note: Statistical significance helps quantify whether a result is due to chance or some other factor. If something is statistically significant, the assumption can made that the result is not due to chance and that actual differences exist between groups.

Longitudinal Data Collection

The Belonging and Inclusion Survey will be repeated on an annual basis to track changes over time. Data from 2022 represents the baseline. This is the second year that the survey was administered.

Limitations

One of the limitations of the study is that only 48% of Port employees responded to the survey. Employees with more favorable views of diversity, equity and inclusion and the topic and purpose of the survey may have been more likely to take the survey or complete the survey in its entirety. Another limitation is that a sizable number of respondents preferred not to provide information about their division, gender, race, supervisory status, distinction, etc. This makes it impossible to determine how representative the study sample is of the overall Port employee base.

Some groups were too small for in-depth analysis (ANOVAs), including off-shift employees, part-time employees, and employees who identified as "other gender", Middle Eastern/North African, or "other race".

An additional limitation is that a sizable number of respondents started the survey but did not complete it. About 150 respondents started the survey but abandoned it mid-point. There was also a sizable group of respondents who started the survey and clicked through the entire survey but did not answer any questions. The response rate would have been significantly higher had those employees answered questions. Anecdotal information suggests that respondents may be frustrated with the response scale. This survey uses a 6-point scale with three points of varying levels of agreement and three points of disagreement. There are pros and cons to using an even vs. odd point Likert scale. A 6-point scale forces respondents to select agreement or disagreement with no option for “neither agree nor disagree”. Selecting “neither agree nor disagree” is often used as a quick way to answer a question that is challenging to answer. The 6-point response scale forces respondents to think more deeply about an issue and decide whether they are on the agreement or disagreement side. Some respondents may find that challenging. Prior to next year’s survey, educational efforts could be launched. In addition, the response scale should be explained at the beginning of the survey to prepare respondents.

Respondent Characteristics

What is your Division?

	Survey Responses		Overall Port*	2022 Survey
	%	n	%	%
Aviation	39.2	450	51.5	39.7
Corporate/Central Services	28.2	324	35.3	23.5
Maritime	13.9	159	11.7	13.0
Economic Development	2.2	25	1.4	2.7
Prefer not to answer	16.6	190	--	21.1

*Note: numbers vary by day.

What is your racial group? Check all that apply.

	Survey Responses		Overall Port	2022 Survey
	%	n	%	%
American Indian/Alaskan Native**	.7	8	.7	.9
Asian American	10.0	114	12.6	9.8
Black/African American	8.7	99	9.4	8.5
Hispanic/Latinx of any races	5.6	64	8.1	4.7
MENA- Middle Eastern North African**	.8	9	--	.3
Native Hawaiian/Other Pacific Islander	2.0	23	2.9	2.2
White	46.5	530	49.2	43.0
Two or more races	8.9	102	5.4	6.4
Other*	0	0	--	1
Prefer not to answer	16.8	192	11.7	24.1

*Whenever possible responses for “other” were recoded into the above categories.

**These groups were too small for significance testing.

What is your gender identity?

	Survey Responses		Overall Port	2022 Survey
	%	n	%	%
Male	47.8	547	66.7	41.3
Female	35.9	411	33.3	34.9
Non-binary	1.6	18	--	1.5
Other*	.3	4	--	.1
Prefer not to answer	14.4	165	--	22.0

*Respondents who identified as "other" were excluded from further analyses as the number was too small.

Do you identify as Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning?

	Survey Responses		2022 Survey
	%	n	%
Yes	11.0	127	8.8
No	72.7	839	67.2
Prefer not to answer	16.3	188	24.0

How long have you worked at the Port?

	Survey Responses		Overall Port	2022 Survey
	%	n	%	%
0 – 5 years	44.2	510	44.2	38.2
6 – 10 years	16.9	195	22.7	16.3
11 – 15 years	9.6	111	9.8	10.8
16 – 20 years	8.2	95	10.3	8.3
More than 20 years	9.7	112	13.0	12.2
Prefer not to answer	11.4	131	--	14.3

Do you manage or supervise people?

	Survey Responses		Overall Port	2022 Survey
	%	n	%	%
Yes	30.5	352	16.8	29.6
No	57.1	659	83.2	52.6
Prefer not to answer	12.5	144	--	17.8

Are you…?

	Survey Responses		Overall Port	2022 Survey
	%	n	%	%
Full-time	98.8	1050	95.2	99.1
Part-time*	1.2	13	4.8	.9

*Note: The number of respondents who reported working part-time is too small for further analysis.

Are you…?

	Survey Responses		Overall Port	2022 Survey
	%	n*	%	%
Represented	22.7	96	44.5	21.7
Non-represented	77.3	327	55.5	78.3

*Note: only 423 respondents provided a response.

Are you…?

			2022 Survey
	%	n	%
Off-shift*	1.0	13	.9

*Note: The number of respondents who reported working off-shift is too small for further analysis

Findings

Study highlights

Inclusion in decision-making

- The overall inclusion in decision-making score was 3.7 on a scale of 1 – 6.
- 58% of respondents answered favorably to inclusion in decision-making questions.
- Respondents from Aviation rated their inclusion in decision-making lower than those in Corporate/Central Services, Maritime and Economic Development. Note: Aviation scores are likely lower because of the large percentage of represented employees (63%).
- Represented employees scored lower on inclusion in decision-making than non-represented employees.
- Supervisors rated their inclusion in decision-making higher than non-supervisors.

Inclusion in information networks

- The overall inclusion in information networks score was 4.3 on a scale of 1 – 6 which represents a significant increase from 2022 (4.2).
- 75% of respondents answered favorably to inclusion in information networks questions.
- Respondents from Aviation and Maritime rated their inclusion in information networks lower than those in Corporate/Central Services and Economic Development.
- Represented employees rated inclusion in information networks lower than non-represented employees.
- Supervisors rated their inclusion in information networks higher than non-supervisors.

Level of participation/involvement

- The overall level of participation score was 4.1 on a scale of 1 – 6.
- 69% of respondents answered favorably to level of participation questions.
- Respondents from Aviation and Maritime rated their level of participation lower than those in Corporate/Central Services and Economic Development.
- Represented employees rated their level of participation lower than non-represented employees.
- Supervisors rated their level of participation higher than non-supervisors.
- Females rated participation higher than males.

Belonging

- The overall belonging score was 4.8 on a scale of 1 – 6.
- 85% of respondents answered favorably to belonging questions.
- Respondents from Aviation rated their belonging lower than respondents from Corporate/Central Services and Maritime.
- Non-LGBTQ respondents reported higher belonging scores than LGBTQ respondents.
- White respondents reported higher belonging scores than Asians, African Americans, and Hispanic/Latinx.
- Supervisors rated belonging higher than non-supervisors.
- Males and females reported higher belonging scores than non-binary respondents.

Port of Seattle leadership and supervisor

- On a scale of 1 – 6, respondents rated their agreement with the statement that the Port of Seattle Executive Leadership Team leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values as 4.1.
- 72% of respondents answered favorably to this question.
- Aviation respondents scored lower on this question compared to Corporate/Central Services, Maritime and Economic Development.
- Represented employees scored lower than non-represented employees.
- On a scale of 1 – 6, respondents rated their agreement with the statement that their supervisor leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values as 4.9.
- 85% of respondents answered favorably to this question.
- Aviation respondents scored lower on this question compared to Corporate/Central Services, Maritime and Economic Development.
- Represented employees scored lower than non-represented employees.
- On a scale of 1 – 6, respondents rated their supervisor's support for the Port of Seattle's goals related to Equity, Diversity, Inclusion and Belonging as 5.0.
- 88% of respondents answered favorably to this question.
- Aviation respondents scored lower on this question compared to Corporate/Central Services, Maritime and Economic Development.
- Represented employees scored lower than non-represented employees.
- Supervisors scored higher than non-supervisors.

Personal views on EDI

- On a scale of 1 – 6, respondents rated their support of the goals of the Port's Office of Equity, Diversity and Inclusion as 5.0.
- 87% of respondents answered favorably to this question.
- Women were more supportive of the goals of OEDI compared to men and non-binary respondents.
- Aviation employees were less supportive of the goals of OEDI compared to Corporate/Central Services, Maritime and Economic Development.
- Represented employees were less supportive of the goals of OEDI compared to non-represented employees.
- On a scale of 1 – 6, respondents rated their comfort level addressing sensitive issues related to race and gender at the Port of Seattle as 4.4.
- 75% of respondents answered favorably to this question.
- Aviation had lower scores than Corporate/Central Services and Economic Development.
- Females had higher scores than males and non-binary respondents.
- Represented employees, compared to non-represented employees, were less comfortable addressing sensitive issues related to race and gender at the Port of Seattle.

Impact of OEDI

- On a scale of 1 – 6, respondents rated the impact of OEDI a 4.2, a significant increase from 4.0 in 2022.

- 71% of respondents had a favorable response when asked whether the efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.
- Women, compared to men, were more likely to agree that the efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.
- Respondents in Aviation, compared to Corporate/Central Services, Maritime and Economic Development, were less likely to agree that the efforts of OEDI have made the Port of Seattle a more inclusive place to work.
- Non-represented respondents had higher scores than represented respondents.

Survey Year

For the most part, results are consistent with those in the 2022 survey. However, there were several significant increases/improvements since 2022:

- Mean ratings for being asked to contribute to planning social activities were higher in 2023 than in 2022 (2.9 vs. 2.7). This is likely due to more social activities taking place after Covid restrictions ending.
- Mean ratings increased for being informed about informal social activities and company social events from 3.7 in 2022 to 3.9 in 2023. This may also be the result of there being more social activities after pandemic restrictions ending.
- Inclusion in information network mean scores increased from 4.2 in 2022 to 4.3 in 2023.
- Perceptions that the executive leadership team leads by example in living the EDI values increased from 4.0 in 2022 to 4.1 in 2023, representing a small but statistically significant improvement in means.
- There was an increase in means in the perceptions that the efforts of OEDI made the Port a more inclusive place to work. Scores increased from 4.0 in 2022 to 4.2 in 2023.

In addition to comparing means from 2022 and 2023, the percent of favorable vs. unfavorable was also compared. For example, anyone responding slightly, moderately or strongly agree to this statement “My supervisor asks for my opinion before making important decisions” would be counted as a favorable response. Those responding that slightly, moderately or strongly disagree to the statement would be counted as unfavorable.

Significant changes in the proportion of favorable vs. unfavorable were found for the following items:

- My supervisor asks for my opinion before making important decisions.” Favorable rating increased from 67% in 2022 to 71% in 2023.
- “I am usually among the last to know about important changes in the organization.” Favorable rating increased from 58% to 63%.
- “I am always informed about informal social activities and company social events.” Favorable rating increased from 59% to 63%.
- “I feel that people really care about me in my work group.” Favorable rating increased from 80% in 2022 to 84% in 2023.
- “The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.” Favorable rating increased from 67% in 2022 to 71% in 2023.

- “Port of Seattle Executive Leadership Team leads by example in living the Ports Equity, Diversity and Inclusion values.” Favorable rating increased from 68% in 2022 to 72% in 2023.

Considering the means on some of these items did not change significantly but the favorable vs. unfavorable percentage shifted suggests that respondents were more likely to select slightly agree than slightly disagree.

Division

For most of the questions in this survey, Aviation scored less favorably than other Divisions. Aviation scores are likely lower because of the large percentage of represented employees (63%).

Race/Ethnicity

The most consistent difference concerning race was that respondents who identified as Native Hawaiian/Pacific Islander rated lower on many of the survey questions. This was already observed in 2022. While these differences are statistically significant, caution should be used in interpreting these findings due to small sample size. A total of 23 respondents identified as Native Hawaiian/Pacific Islander, representing less than one third of the Native Hawaiians/Pacific Islanders employed at the Port. African Americans rated belonging to their workgroup lower than white respondents.

Gender

There were a few differences by gender. For example, women, compared to men, were more likely to agree that OEDI has made the Port more inclusive and that they support the Port’s OEDI. Women also reported higher scores to being asked to contribute to planning social activities. Women scored higher than males on the overall level of participation and inclusion score, being invited to join coworkers when they go for lunch or drinks and feeling comfortable addressing sensitive issues.

In several instances non-binary individuals scored lower than males and/or females. For example, non-binary respondents had a lower belonging score compared to males and females, and scored lower on belonging in their work group, feeling connected to their work group and that their work group is where they are meant to be. Non-binary respondents also reported lower scores regarding their impression that people really care about them in their work group. Non-binary respondents scored lower on the question about the executive leadership team leading by example. Compared to females, non-binary and male respondents were less likely to agree that they were comfortable discussing race and gender. However, the number of individuals who identified as non-binary was small, so any differences should be viewed with caution.

Sexual Orientation

Respondents who identified as LGBTQ reported lower belonging scores than non-LGBTQ respondents. LGBTQ are more comfortable addressing sensitive issues related to race and gender when compared to non-LGBTQ.

Distinction

There were differences by distinction with represented employees scoring lower than non-represented employees on almost all questions.

Supervisors

There were some differences by supervisory status with supervisors scoring higher than non-supervisors. For example, supervisors scored higher on inclusion in decision-making, inclusion in information networks, participation and belonging. Supervisors, compared to non-supervisors, also agreed more strongly that their supervisor supports goals related to EDI.

Years of Employment at the Port

There were some differences by years of employment at the Port of Seattle. However, the patterns are not consistent, and it is difficult to draw any conclusions.

Prefer not to answer

As in 2022, respondents who answered "prefer not to answer" to questions about division, gender, race, etc. responded to questions less favorably. There was a considerable number of respondents who answered "prefer not to answer" to respondent characteristics questions. For example, 17% of respondents answered that they did not want to disclose what Division they are in. That is in addition to respondents who did not answer the question at all. There was considerable outreach and communication regarding the importance of and reasons for providing demographic information. Yet, there is still a sizable group not willing to provide that information.

However, comparing scores from 2022 to 2023, we see that this group has experienced improvements. For example, respondents who checked "prefer not to answer" to the question about their division, had improved scores to the following questions:

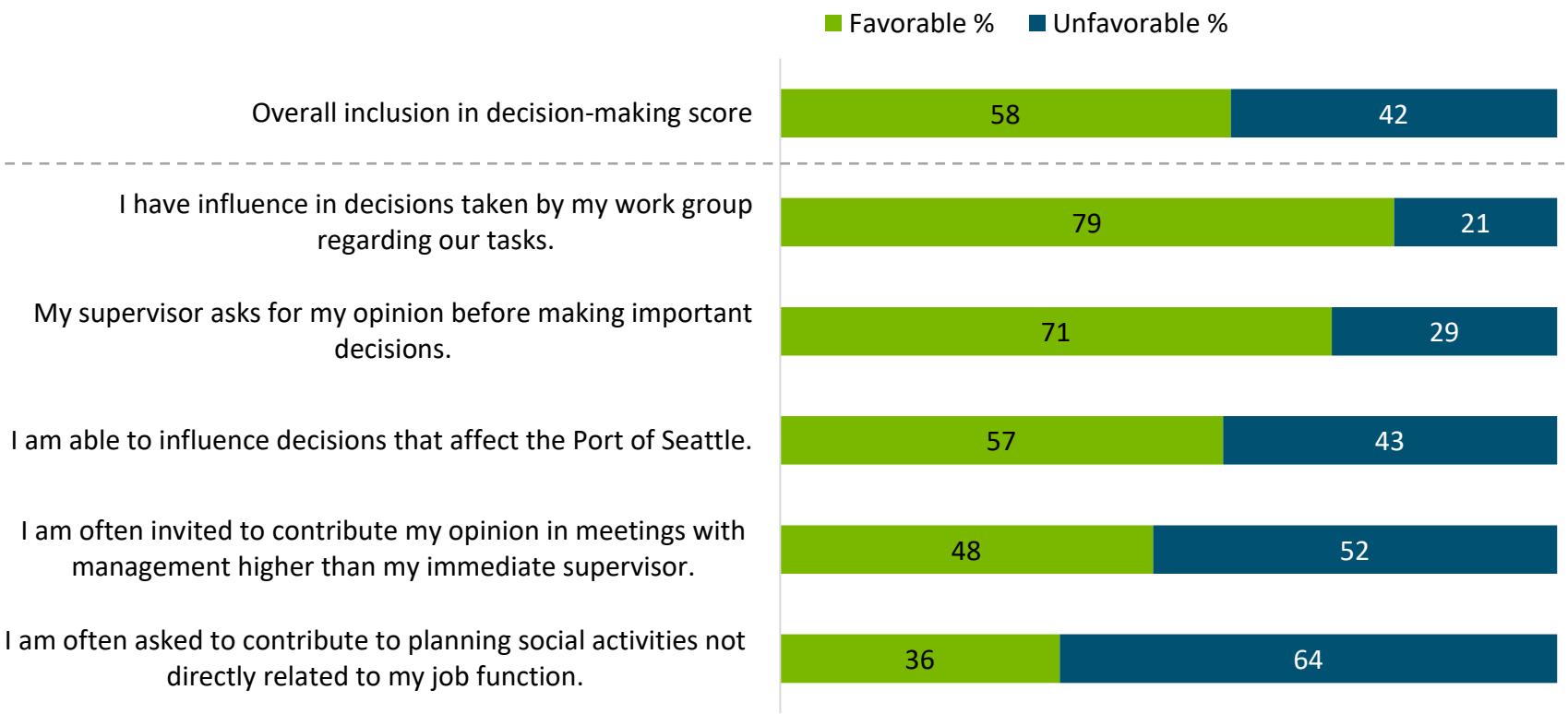
- My supervisor asks for my opinion score increased from 3.5 in 2022 to 3.9 in 2023.
- Belief that their work group is where they are meant to be increased from 4.2 in 2022 to 4.6 in 2023.
- Belief that the PoS executive leadership team leads by example increased from 3.2 in 2022 to 3.6 in 2023.
- Belief that the efforts of OEDI have made a difference increased from 2.8 in 2022 to 3.4 in 2023.

It appears that even though this group (those that do not provide information about themselves) has consistently lower scores on almost all questions, they have experienced improvements between 2022 and 2023. We do, however, have to be careful about the interpretation of these findings as we do not know which group/groups they represent and whether that is consistent from 2022 to 2023.

Inclusion in Decision-Making

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
I have influence in decisions taken by my work group regarding our tasks.	8.0	7.0	6.4	18.8	30.6	29.2	4.5
I am able to influence decisions that affect the Port of Seattle.	18.2	13.3	11.3	25.8	20.8	10.6	3.5
My supervisor asks for my opinion before making important decisions.	11.7	8.6	8.4	21.6	24.6	25.2	4.1
I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor.	24.7	13.7	13.2	16.4	18.1	14.0	3.3
I am often asked to contribute to planning social activities not directly related to my job function.	31.1	16.2	16.4	16.6	12.6	7.2	2.9

Inclusion in Decision-Making Score: 3.7


Favorable %
Unfavorable %
Overall inclusion in decision-making score
58
42
I have influence in decisions taken by my work group regarding our tasks.
79
21
My supervisor asks for my opinion before making important decisions.
71
29
I am able to influence decisions that affect the Port of Seattle.
57
43
I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor.
48
52
I am often asked to contribute to planning social activities not directly related to my job function.
36
64

	N	**Overall inclusion in decision-making score**	I have influence in decisions taken by my work group regarding our tasks.	I am able to influence decisions that affect the Port of Seattle.	My supervisor asks for my opinion before making important decisions.	I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor	I am often asked to contribute to planning social activities not directly related to my job function.
Survey Year							
2022	969	3.6	4.5	3.5	4.0	3.3	2.7
2023	1346	3.7	4.5	3.5	4.1	3.3	2.9
Division							
Aviation	450	3.4	4.2	3.2	3.9	3.1	2.8
Corporate	324	4.0	4.8	4.0	4.6	3.9	2.9
Maritime	159	3.7	4.7	3.6	4.3	3.2	2.9
Economic Development	25	4.4	5.2	4.5	4.6	4.1	3.4
Prefer not to answer	190	3.4	4.1	3.1	3.9	3.0	2.9
Gender							
Male	547	3.7	4.5	3.6	4.2	3.4	2.7
Female	411	3.8	4.5	3.6	4.3	3.5	3.1
Non-binary	18	3.7	4.4	3.4	3.9	3.4	3.1
Prefer not to answer	165	3.3	4.1	2.9	3.8	2.9	2.7
LGBTQ							
Yes	127	3.7	4.4	3.5	4.1	3.5	2.9
No	839	3.7	4.5	3.6	4.2	3.4	2.9
Prefer not to answer	188	3.3	4.1	3.0	3.9	3.0	2.8

	N	**Overall inclusion in decision-making score**	I have influence in decisions taken by my work group regarding our tasks.	I am able to influence decisions that affect the Port of Seattle.	My supervisor asks for my opinion before making important decisions.	I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor	I am often asked to contribute to planning social activities not directly related to my job function.
Race							
AI/AN	8	3.5	4.1	3.3	4.4	3.1	2.5
Asian	114	3.9	4.6	3.8	4.3	3.5	3.1
African American	99	3.6	4.5	3.7	3.8	3.3	3.1
Hispanic/Latinx	64	3.6	4.5	3.6	4.0	2.9	3.0
MENA	9	3.4	3.9	2.8	3.7	3.3	3.4
Nat. Hawaiian/PI	23	3.0	3.4	2.7	3.5	2.6	2.6
White	530	3.8	4.6	3.7	4.4	3.6	2.8
Multi-racial	102	3.6	4.3	3.2	3.9	3.4	3.0
Prefer not to answer	192	3.3	4.1	3.0	3.8	3.0	2.8
Distinction							
Represented	96	3.0	3.9	2.8	3.5	2.5	2.0
Non-represented	327	4.0	4.9	3.9	4.5	3.6	3.0
Supervisor							
Yes	352	4.1	5.0	4.0	4.5	3.8	3.0
No	659	3.6	4.3	3.4	4.1	3.2	2.8
Prefer not to answer	144	3.2	3.8	2.9	3.6	2.8	2.8
Years at Port							
0-5 years	510	3.7	4.5	3.6	4.2	3.4	2.8
6-10 years	195	3.7	4.4	3.7	4.1	3.4	2.9
11-15 years	111	3.7	4.6	3.5	4.4	3.4	3.1
16-20 years	95	3.8	4.8	3.6	4.4	3.4	2.9
More than 20 years	112	3.7	4.6	3.6	4.2	3.4	2.9
Prefer not to answer	131	3.3	4.0	3.0	3.7	2.8	3.0

Overall inclusion in decision-making score

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.4) and those that responded that they prefer not to disclose their division (3.4) had significantly lower scores for overall inclusion in decision-making when compared to Corporate/Central Services (4.0), Maritime (3.7) and Economic Development (4.4).
- Corporate/Central Services (4.0) and Economic Development (4.4) had significantly higher scores for overall inclusion in decision-making when compared to Maritime (3.7).

Gender

- Females (3.8) and males (3.7) reported significantly higher scores than individuals who checked “prefer not to answer” (3.3).

LGBTQ

- LGBTQ (3.7) and non-LGBTQ employees (3.7) had significantly higher scores than those who checked “prefer not to answer” (3.3).

Race

- Asians (3.9), African Americans (3.6) and whites (3.8) had higher scores than individuals who checked “prefer not to answer” (3.3) or identified as Native Hawaiian/PI (3.0). Hispanic/Latinx (3.6) respondents had higher scores than Native Hawaiians/PI (3.0).
- Asians (3.9) and whites (3.8) scored higher than individuals who identified as multi-racial (3.6). Native Hawaiians/PI (3.0) scored lower than multi-racial respondents (3.6).

Distinction

- Represented employees scored lower (3.0) than non-represented employees (4.0).

Supervisor

- Supervisors had higher scores than non-supervisors (4.1 vs. 3.6).
- Supervisors (4.1) and non-supervisors (3.6) had higher scores than those who checked “prefer not to answer” (3.2).

Years at Port

- All employee groups scored higher (range: 3.7 – 3.8) than those who checked “prefer not to answer” (3.3).

I have influence in decisions taken by my work group regarding our tasks

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (4.2) had significantly lower scores for this question when compared to Corporate/Central Services (4.8), Maritime (4.7) and Economic Development (5.2).
- Corporate/Central Services (4.8), Maritime (4.7), and Economic Development (5.2) had significantly higher scores for this question when compared to the group that responded that they prefer not to disclose their division (4.1).

Gender

- Females (4.5) and males (4.5) reported significantly higher scores than individuals who checked “prefer not to answer” (4.1).

LGBTQ

- Those who do not identify as LGBTQ (4.5) had significantly higher scores than individuals who checked “prefer not to answer” (4.1).

Race

- Asians (4.6), African Americans (4.5), Hispanic/Latinx (4.5), whites (4.6), multi-racial respondents (4.3) and those who checked “prefer not to answer” (4.1) had higher scores than Native Hawaiians/Pacific Islanders (3.4).
- Asians (4.6), African Americans (4.5) and whites (4.6) had higher scores than those who checked “prefer not to answer” (4.1).

Distinction

- Represented employees scored lower (3.9) than non-represented employees (4.9).

Supervisor

- Supervisors scored higher (5.0) than non-supervisors (4.3).
- Supervisors (5.0) and non-supervisors (4.3) scored higher than those who checked “prefer not to answer” (3.8).

Years at Port

- Regardless of length of employment, all groups had higher scores (range: 4.4 - 4.8) than employees who checked “prefer not to answer” (4.0).
- Employees at the Port for 0-5 years (4.5) and 6-10 years (4.4) scored lower than those at the Port for 16-20 years (4.8).

I am able to influence decisions that affect the Port of Seattle

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.2) had significantly lower scores for this question when compared to Corporate/Central Services (4.0), Maritime (3.6) and Economic Development (4.5).
- Corporate/Central Services (4.0) and Economic Development (4.5) scores were significantly higher than Maritime (3.6).
- Corporate/Central Services (4.0), Maritime (3.6) and Economic Development (4.5) had significantly higher scores for this question when compared to the group that responded that they prefer not to disclose their division (3.1).

Gender

- Females (3.6) and males (3.6) reported significantly higher scores than individuals who checked "prefer not to answer" (2.9).

LGBTQ

- Those who identify as LGBTQ (3.5) and those that do not (3.6) had significantly higher scores than individuals who checked "prefer not to answer" (3.0).

Race

- African Americans (3.7), Asians (3.8), Hispanic/Latinx (3.6) and whites (3.7) had higher scores than those who checked "prefer not to answer" (3.0) and Native Hawaiians/PI (2.7)
- Asians (3.8), African Americans (3.7) and whites (3.7) had higher scores than those who identified as multi-racial (3.2).

Distinction

- Represented employees scored lower (2.8) than non-represented employees (3.9).

Supervisor

- Supervisors scored higher than non-supervisors (4.0 vs. 3.4).
- Supervisors (4.0) and non-supervisors (3.4) scored higher than individuals who checked "prefer not to answer" (2.9).

Years at Port

- Regardless of length of employment, all groups had higher scores (range: 3.5 – 3.7) than employees who checked "prefer not to answer" (3.0).

My supervisor asks for my opinion before making important decisions

Statistically significant differences

Survey Year

- There was no statistically significant difference in means by survey year. However, there was an increase in favorable responses compared to unfavorable responses. Favorable ratings increased from 67% in 2022 to 71% in 2023.

Division

- Corporate/Central Services (4.6) and Maritime (4.3) had higher scores compared to those who responded “prefer not to answer” (3.9).
- Aviation (3.9) and Maritime (4.3) scored lower than Corporate/Central Services (4.6).
- Aviation (3.9) scored lower than Maritime (4.3) and Economic Development (4.6).

Gender

- Females (4.3) and males (4.2) reported significantly higher scores than individuals who checked “prefer not to answer” (3.8).

LGBTQ

- Those who do not identify as LGBTQ (4.2) had significantly higher scores than individuals who checked “prefer not to answer” (3.9).

Race

- Asians (4.3) and whites (4.4) had higher scores than African Americans (3.8), Native Hawaiians/PI (3.5) and those who checked “prefer not to answer” (3.8).
- White respondents (4.4) scored higher than those who identified as multi-racial (3.9) and Hispanic/Latinx (4.0).

Distinction

- Represented employees scored lower (3.5) than non-represented employees (4.5).

Supervisor

- Supervisors scored higher than non-supervisors (4.5 vs. 4.1).
- Supervisors (4.5) and non-supervisors (4.1) scored higher than individuals who checked “prefer not to answer” (3.6).

Years at Port

- Regardless of length of employment, all groups had higher scores (range: 4.1 – 4.4) than employees who checked “prefer not to answer” (3.7).

I am often invited to contribute my opinion in meetings with management higher than my immediate supervisor

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.1), Maritime (3.2) and those who checked “prefer not to answer” (3.0) had lower scores than Corporate/Central Services (3.9) and Economic Development (4.1).

Gender

- Females (3.5) and males (3.4) had higher scores than those who checked “prefer not to answer” (2.9).

LGBTQ

- Respondents identifying as LGBTQ (3.4) and those identifying as not LGBTQ (3.4) scored higher than those who checked “prefer not to answer” (3.0)

Race

- Asians (3.5) and whites (3.6) scored higher than Native Hawaiians/PI (2.6), Hispanic/Latinx (2.9) and respondents who checked “prefer not to answer” (3.0).

Distinction

- Represented employees scored lower (2.5) than non-represented employees (3.6).

Supervisor

- Supervisors scored higher (3.8) than non-supervisors (3.2).
- Supervisors (3.8) and non-supervisors (3.2) scored higher than those who checked “prefer not to answer” (2.8).

Years at Port

- All groups had higher scores (3.4) than employees who checked “prefer not to answer” (2.8).

I am often asked to contribute to planning social activities not directly related to my job function

Statistically significant differences by group

Survey Year

- Mean scores were significantly higher in 2023 (2.9) than in 2022 (2.7).

Division

- There were no statistically significant differences by division.

Gender

- Females (3.1) reported higher scores on this question than males (2.7) and individuals who checked “prefer not to answer” (2.7).

LGBTQ

- There were no statistically significant differences by LGBTQ.

Race

- There were no statistically significant differences by race.

Distinction

- Represented employees scored lower (2.0) than non-represented employees (3.0).

Supervisor

- There were no statistically significant differences by supervisor status.

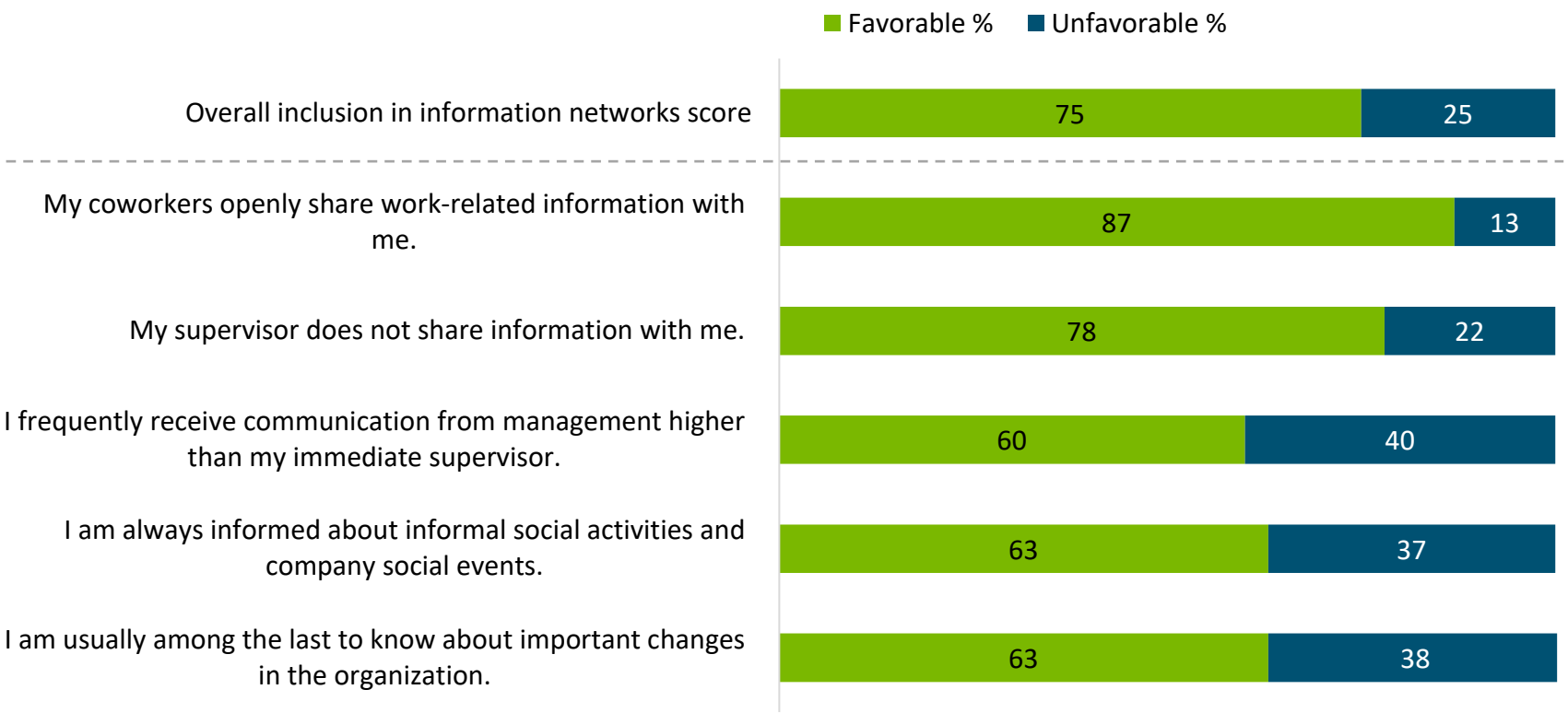
Years at Port

- There were no statistically significant differences by length of employment.

Inclusion in Information Networks

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
My coworkers openly share work-related information with me.	3.3	4.3	4.9	13.5	29.8	44.1	4.9
I am usually among the last to know about important changes in the organization.	14.0	24.7	23.8	19.1	11.2	7.2	3.1
My supervisor does not share information with me.	39.4	22.0	16.7	10.6	6.3	5.0	2.4
I frequently receive communication from management higher than my immediate supervisor.	16.4	12.5	11.5	19.1	22.1	18.3	3.7
I am always informed about informal social activities and company social events.	10.3	12.7	14.3	22.7	24.8	15.2	3.9

Inclusion in Information Networks Score: 4.3


Favorable %
Unfavorable %
Overall inclusion in information networks score
75
25
My coworkers openly share work-related information with me.
87
13
My supervisor does not share information with me.
78
22
I frequently receive communication from management higher than my immediate supervisor.
60
40
I am always informed about informal social activities and company social events.
63
37
I am usually among the last to know about important changes in the organization.
63
38

	N	**Overall inclusion in information networks score**	My coworkers openly share work-related information with me.	I am usually among the last to know about important changes in the organization.	My supervisor does not share information with me.	I frequently receive communication from management higher than my immediate supervisor.	I am always informed about informal social activities and company social events.
Survey Year							
2022	968	4.2	5.0	3.2	2.4	3.8	3.7
2023	1344	4.3	4.9	3.1	2.4	3.7	3.9
Division							
Aviation	449	4.0	4.8	3.3	2.6	3.5	3.6
Corporate	323	4.6	5.2	2.7	1.9	4.2	4.2
Maritime	159	4.2	4.9	3.2	2.4	3.8	3.8
Economic Development	25	4.7	5.3	2.4	2.0	4.3	4.2
Prefer not to answer	190	4.0	4.7	3.3	2.6	3.5	3.7
Gender							
Male	547	4.3	5.0	3.1	2.3	3.8	3.9
Female	411	4.3	5.0	3.0	2.3	3.9	4.0
Non-binary	18	4.0	4.9	3.2	2.8	3.7	3.7
Prefer not to answer	165	3.8	4.7	3.4	2.8	3.3	3.4
LGBTQ							
Yes	127	4.2	4.7	3.2	2.4	3.9	3.9
No	839	4.3	5.0	3.0	2.3	3.8	3.9
Prefer not to answer	188	3.9	4.8	3.4	2.7	3.3	3.5

	N	**Overall inclusion in information networks score**	My coworkers openly share work-related information with me.	I am usually among the last to know about important changes in the organization.	My supervisor does not share information with me.	I frequently receive communication from management higher than my immediate supervisor.	I am always informed about informal social activities and company social events.
Race							
AI/AN	8	4.2	5.1	3.0	2.6	4.0	3.3
Asian American	114	4.3	5.0	3.1	2.3	3.9	4.0
African American	99	4.3	4.9	2.7	2.3	3.7	3.9
Hispanic/Latinx	64	4.1	4.8	3.0	2.5	3.4	3.7
MENA	9	4.0	3.9	3.7	2.4	3.9	4.6
Nat. Hawaiian/PI	23	3.6	4.5	3.7	3.4	3.1	3.4
White	530	4.4	5.1	3.0	2.1	3.9	4.0
Multi-racial	102	4.1	4.8	3.4	2.6	3.7	3.9
Prefer not to answer	192	3.9	4.6	3.4	2.8	3.5	3.4
Distinction							
Represented	96	3.6	4.7	3.8	3.0	2.8	3.3
Non-represented	327	4.5	5.2	2.9	2.1	4.0	4.1
Supervisor							
Yes	352	4.4	5.1	2.9	2.1	4.0	4.0
No	659	4.2	4.9	3.1	2.3	3.7	3.9
Prefer not to answer	144	3.7	4.5	3.5	3.0	3.3	3.3
Years at Port							
0-5 years	510	4.3	5.0	3.0	2.2	3.9	3.9
6-10 years	195	4.2	4.9	3.1	2.4	3.8	4.0
11-15 years	111	4.3	5.0	3.0	2.3	3.8	4.1
16-20 years	95	4.2	5.1	3.2	2.3	3.7	3.7
More than 20 years	112	4.1	5.0	3.2	2.4	3.6	3.6
Prefer not to answer	131	3.8	4.5	3.4	2.8	3.3	3.4

Overall inclusion in information networks score

Statistically significant differences

Survey Year

- Inclusion in information networks means increased from 4.2 in 2022 to 4.3 in 2023.

Division

- Corporate/Central Services (4.6) and Economic Development (4.7) scored higher than Aviation (4.0), Maritime (4.2) and those who checked “prefer not to answer” (4.0).

Gender

- Males (4.3) and females (4.3) had higher scores than those who checked “prefer not to answer” (3.8).

LGBTQ

- Respondents identifying as LGBTQ (4.2) and non-LGBTQ (4.3) had higher scores than those who checked “prefer not to answer” (3.9).

Race

- African Americans (4.3), Asians (4.3) and whites (4.3) scored higher than those who responded “prefer not to answer” (3.9) and Native Hawaiians/PI (3.6).
- Native Hawaiians/PI (3.6) scored lower than multi-racial respondents (4.1).
- White respondents (4.3) had higher scores than Hispanic/Latinx (4.1) and multi-racial respondents (4.1).

Distinction

- Non-represented employees (4.5) scored higher than represented employees (3.6).

Supervisor

- Supervisors (4.4) and non-supervisors (4.2) scored higher than those who checked “prefer not to answer” (3.7).
- Supervisors (4.4) had higher scores than non-supervisors (4.2).

Years at Port

- All ranges (4.1 – 4.3) had higher scores than those who answered “prefer not to answer” (3.8).

My coworkers openly share work-related information with me

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (5.2) had higher scores than those who responded “prefer not to answer” (4.7), Aviation (4.8) and Maritime (4.9).

Gender

- Males (5.0) and females (5.0) had higher scores than those who responded “prefer not to answer” (4.7).

LGBTQ

- Individuals identifying as non-LGBTQ (5.0) had higher scores than those who responded “prefer not to answer” (4.8) and those identifying as LGBTQ (4.7).

Race

- Asians (5.0) and whites (5.1) had higher scores than those who responded “prefer not to answer” (4.6).
- Whites (5.1) scored higher than Native Hawaiians/PI (4.5).

Distinction

- Non-represented employees (5.2) had higher scores than represented employees (4.7).

Supervisor

- Supervisors (5.1) and non-supervisors (4.9) had higher scores than those who responded “prefer not to answer” (4.5).

Years at Port

- Employees at the Port for 0-5 years (5.0), 6-10 years (4.9), 11-15 years (5.0), 16-20 years (5.1) and 20+ years (5.0) had higher scores than those who responded “prefer not to answer” (4.5).

I am usually among the last to know about important changes in the organization

This is a negatively worded question. Therefore, lower scores are better.

Statistically significant differences

Survey Year

- There was no statistically significant difference in mean by survey year. However, the percentage of favorable response compared to unfavorable responses increased from 2022 to 2023 (58% to 63%).

Division

- Corporate/Central Services (2.7) and Economic Development (2.4) disagreed more strongly with this statement than Aviation (3.3), those who checked “prefer not to answer” (3.3) and Maritime (3.2).

Gender

- Males (3.1) and females (3.0) disagreed more strongly with this statement than those who checked “prefer not to answer” (3.4).

LGBTQ

- Non-LGBTQ (3.0) respondents disagreed more strongly with this statement than those who checked “prefer not to answer” (3.4).

Race

- African Americans (2.7) and whites (3.0) disagreed more strongly with this statement than multi-racial respondents (3.4), Native Hawaiians/PI (3.7), and those who checked “prefer not to answer” (3.4).

Distinction

- Non-represented employees disagreed more strongly (2.9) than represented employees (3.8).

Supervisor

- Supervisors (2.9) and non-supervisors (3.1) disagreed more strongly with this statement than those who responded “prefer not to answer” (3.5).

Years at Port

- There was no statistically significant difference by number of years employed at the Port.

My supervisor does not share information with me

This is a negatively worded question. Therefore, lower scores are better.

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (1.9) and Economic Development (2.0) disagreed more strongly with this statement than those who checked "prefer not to answer" (2.6) and Aviation (2.6).
- Corporate/Central Services respondents disagreed more strongly (1.9) with this statement than those in Maritime (2.4).

Gender

- Males (2.3) and females (2.3) disagreed more strongly with this statement than those who checked "prefer not to answer" (2.8).

LGBTQ

- Non-LGBTQ (2.3) respondents disagreed more strongly with this statement than those who checked "prefer not to answer" (2.7).

Race

- Asians (2.3), African Americans (2.3) and whites (2.1) disagreed more strongly with this statement than those who checked "prefer not to answer" (2.8) and Native Hawaiians/PI (3.4).
- Hispanic/Latinx (2.5) and multi-racial respondents (2.6) disagreed more strongly with this statement than Native Hawaiians/PI (3.4).
- Whites (2.1) disagreed more strongly with this statement than Hispanic/Latinx (2.5) and multi-racial respondents (2.6).

Distinction

- Non-represented employees disagreed more strongly (2.1) than represented employees (3.0).

Supervisor

- Supervisors (2.1) and non-supervisors (2.3) disagreed more strongly with this statement than those who responded "prefer not to answer" (2.9).
- Supervisors (2.1) disagreed more strongly with this statement than non-supervisors (2.3).

Years at Port

- Employees at the Port for 0-5 years (2.2), 6-10 years (2.4), 11-15 years (2.3), 16-20 years (2.3) and more than 20 years (2.4) were more likely to disagree with this statement than those who checked "prefer not to answer" (2.8).

I frequently receive communication from management higher than my immediate supervisor

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.5) had lower scores than Corporate/Central Services (4.2), Economic Development (4.3) and Maritime (3.8).
- Corporate/Central Services (4.2) and Economic Development (4.3) had higher scores than those who checked “prefer not to answer” (3.5).
- Corporate/Central Services (4.2) had higher scores than Maritime (3.8).

Gender

- Males (3.8) and females (3.9) had higher scores than those who checked “prefer not to answer” (3.3).

LGBTQ

- Employees who identified as LGBTQ (3.9) and those that identified as non-LGBTQ (3.8) had higher scores than those who checked “prefer not to answer” (3.3).

Race

- Asians (3.9) and whites (3.9) had higher scores than those who checked “prefer not to answer” (3.5), Hispanic/Latinx (3.4) and Native Hawaiians/PI (3.1).

Distinction

- Represented employees scored lower (2.8) than non-represented employees (4.0).

Supervisor

- Supervisors had higher scores (4.0) than non-supervisors (3.7).
- Supervisors (4.0) and non-supervisors (3.7) had higher scores than those who checked “prefer not to answer” (3.3).

Years at Port

- Employees at the Port for 0-5 years (3.9), 6-10 years (3.8) and 11-15 years (3.8) had higher scores than those who checked “prefer not to answer” (3.3).

I am always informed about informal social activities and company social events

Statistically significant differences

Survey Year

- Mean scores in 2023 are higher than they were in 2022 (3.9 vs. 3.7). This item also increased in percent of favorable rating from 59% in 2022 to 63% in 2023.

Division

- Corporate/Central Services (4.2) scored higher than Aviation (3.6), Maritime (3.8) and those who checked “prefer not to answer” (3.7).

Gender

- Females (4.0) and males (3.9) had higher scores than those who checked “prefer not to answer” (3.4).

LGBTQ

- LGBTQ (3.9) and non-LGBTQ respondents (3.9) scored higher than those who checked “prefer not to answer” (3.5).

Race

- Asians (4.0), African Americans (3.9), multi-racial (3.9) and white (4.0) respondents had higher scores than those who checked “prefer not to answer” (3.4).
- Whites (4.0) had higher scores than Native Hawaiians/PI (3.4).

Distinction

- Represented employees scored lower (3.3) than non-represented employees (4.1).

Supervisor

- Supervisors (4.0) and non-supervisors (3.9) had higher scores than those who checked “prefer not to answer” (3.3).

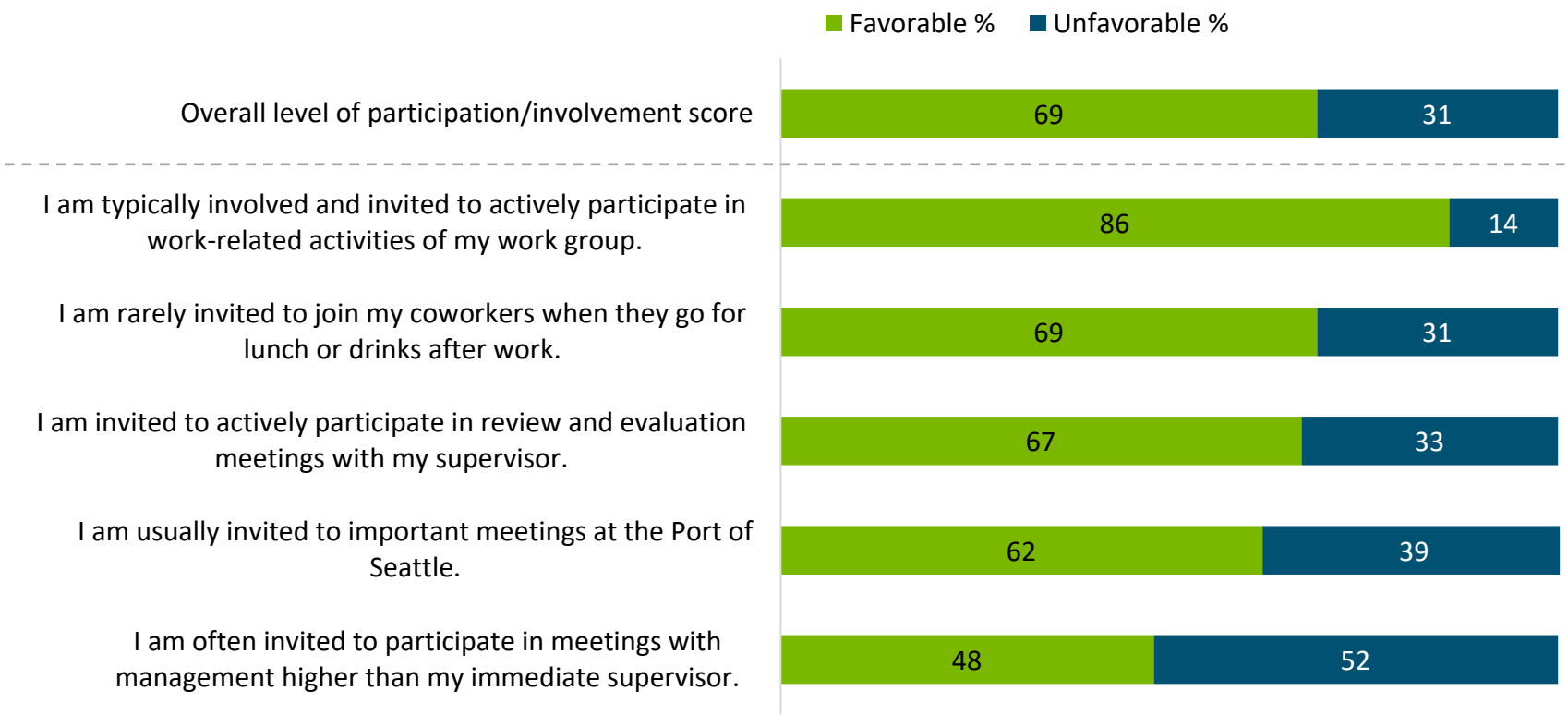
Years at Port

- Employees at the Port for 0-5 years (3.9), 6-10 years (4.0), 11-15 years (4.1) had higher scores than those who checked “prefer not to answer” (3.4) and those at the Port for 20+ years (3.6).
- Employees at the Port for 11-15 years (4.1) had higher scores than those who have been at the Port for 16-20 years (3.7).

Level of participation/involvement

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
I am typically involved and invited to actively participate in work-related activities of my work group.	4.1	4.6	5.4	13.5	28.8	43.7	4.9
I am usually invited to important meetings at the Port of Seattle.	13.3	11.6	13.6	23.9	25.1	12.5	3.7
I am invited to actively participate in review and evaluation meetings with my supervisor.	12.8	8.7	11.1	19.1	19.5	28.8	4.1
I am often invited to participate in meetings with management higher than my immediate supervisor.	26.4	14.4	11.0	16.5	17.0	14.8	3.3
I am rarely invited to join my coworkers when they go for lunch or drinks after work.	29.5	20.5	18.7	12.3	8.8	10.3	2.8

Level of Participation/Involvement Score: 4.1


Favorable %
Unfavorable %
Overall level of participation/involvement score
69
31
I am typically involved and invited to actively participate in work-related activities of my work group.
86
14
I am rarely invited to join my coworkers when they go for lunch or drinks after work.
69
31
I am invited to actively participate in review and evaluation meetings with my supervisor.
67
33
I am usually invited to important meetings at the Port of Seattle.
62
39
I am often invited to participate in meetings with management higher than my immediate supervisor.
48
52

	N	**Overall level of participation/ involvement score**	I am typically involved and invited to actively participate in work-related activities of my work group.	I am usually invited to important meetings at the Port of Seattle.	I am invited to actively participate in review and evaluation meetings with my supervisor.	I am often invited to participate in meetings with management higher than my immediate supervisor.	I am rarely invited to join my coworkers when they go for lunch or drinks after work.
Survey Year							
2022	968	4.0	4.8	3.7	4.0	3.3	2.8
2023	1346	4.1	4.9	3.7	4.1	3.3	2.8
Division							
Aviation	450	3.8	4.7	3.5	3.8	3.1	2.9
Corporate	324	4.5	5.3	4.1	4.6	3.8	2.5
Maritime	159	4.0	4.9	3.8	4.2	3.3	3.0
Economic Development	25	4.7	5.4	4.7	5.0	4.3	3.0
Prefer not to answer	190	3.8	4.6	3.5	3.9	2.9	2.8
Gender							
Male	547	4.0	4.9	3.8	4.1	3.3	2.9
Female	411	4.2	5.0	3.8	4.3	3.5	2.6
Non-binary	18	4.0	4.7	3.7	4.1	3.7	3.0
Prefer not to answer	165	3.7	4.6	3.6	3.7	2.8	2.9
LGBTQ							
Yes	127	4.1	4.7	3.7	4.1	3.5	2.8
No	839	4.1	4.9	3.8	4.2	3.4	2.7
Prefer not to answer	188	3.8	4.6	3.6	3.8	2.8	3.1

	N	**Overall level of participation/ involvement score**	I am typically involved and invited to actively participate in work-related activities of my work group.	I am usually invited to important meetings at the Port of Seattle.	I am invited to actively participate in review and evaluation meetings with my supervisor.	I am often invited to participate in meetings with management higher than my immediate supervisor.	I am rarely invited to join my coworkers when they go for lunch or drinks after work.
Race							
AI/AN	8	4.1	4.5	3.9	4.8	3.4	2.9
Asian American	114	4.1	4.9	4.0	4.2	3.5	2.9
African American	99	3.9	5.0	3.6	3.8	3.1	2.8
Hispanic/Latinx	64	4.0	4.8	3.7	4.1	3.0	2.7
MENA	9	3.8	3.9	3.7	4.6	3.2	3.1
Nat. Hawaiian/PI	23	3.3	3.7	3.2	3.0	2.8	3.2
White	530	4.2	5.1	3.9	4.4	3.5	2.7
Multi-racial	102	4.0	4.7	3.7	4.1	3.3	2.8
Prefer not to answer	192	3.8	4.6	3.7	3.8	2.9	3.0
Distinction							
Represented	96	3.4	4.4	3.2	3.0	2.7	3.3
Non-represented	327	4.3	5.2	4.0	4.4	3.6	2.6
Supervisor							
Yes	352	4.3	5.1	4.1	4.3	3.8	2.7
No	659	4.0	4.9	3.7	4.2	3.2	2.8
Prefer not to answer	144	3.6	4.4	3.4	3.6	2.8	3.1
Years at Port							
0-5 years	510	4.2	5.0	3.9	4.2	3.5	2.7
6-10 years	195	4.1	4.8	3.8	4.1	3.4	2.7
11-15 years	111	4.2	4.9	3.8	4.3	3.3	2.5
16-20 years	95	4.0	5.0	3.7	4.2	3.3	3.1
More than 20 years	112	4.0	4.9	3.7	4.0	3.3	2.9
Prefer not to answer	131	3.6	4.5	3.5	3.7	2.7	3.1

Overall level of participation/ involvement score

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.8), Maritime (4.0) and those who checked “prefer not to answer” (3.8) scored lower than Corporate/Central Services (4.4) and Economic Development (4.7).

Gender

- Females (4.2) scored higher than males (4.0).
- Males (4.0) and females (4.2) scored higher than those who checked “prefer not to answer” (3.7).

LGBTQ

- LGBTQ (4.1) and non-LGBTQ (4.1) scored higher than those who checked “prefer not to answer” (3.8).

Race

- Asians (4.1), African Americans (3.9), Hispanic/Latinx (4.0), whites (4.2) and multi-racial respondents (4.0) scored higher than Hawaiian Natives/PI (3.3).
- White respondents scored higher (4.2) than African Americans (3.9).
- White (4.2) and Asian respondents (4.1) scored higher than those who answered “prefer not to answer” (3.8).

Distinction

- Non-represented employees scored higher (4.3) than represented employees (3.4).

Supervisor

- Supervisors scored higher (4.3) than non-supervisors (4.0).
- Supervisors (4.3) and non-supervisors (4.0) scored higher than those who checked “prefer not to answer” (3.6).

Years at Port

- Employees at the Port for 0-5 years (4.2), 6-10 years (4.1), 11-15 years (4.2), 16-20 years (4.0) and 20+ years (4.0) scored higher than those who checked “prefer not to answer” (3.6).

I am typically involved and invited to actively participate in work-related activities of my work group

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation scored lower (4.7) than Corporate/Central Services (5.3), Maritime (4.9) and Economic Development (5.4).
- Corporate/Central Services (5.3), Maritime (4.9) and Economic Development (5.4) scored higher than those who checked “prefer not to answer” (4.6).
- Corporate/Central Services (5.3) scored higher than Maritime (4.9).

Gender

- Females (5.0) and males (4.9) scored higher than those who checked “prefer not to answer” (4.6).

LGBTQ

- Non-LGBTQ (4.9) scored higher than those who checked “prefer not to answer” (4.6).

Race

- Asian (4.9), African American (5.0), Hispanic/Latinx (4.8), white (5.1), multi-racial respondents (4.7) and those who responded “prefer not to answer” (4.6) scored higher than Hawaiian Natives/PI (3.7).
- African Americans (5.0) and whites (5.1) scored higher than those who checked “prefer not to answer” (4.6).
- Whites (5.1) scored higher than multi-racial respondents (4.7).

Distinction

- Non-represented respondents (5.2) scored higher than represented respondents (4.4).

Supervisor

- Supervisors (5.1) scored higher than non-supervisors (4.9).
- Supervisors (5.1) and non-supervisors (4.9) scored higher than those who checked “prefer not to answer” (4.4).

Years at Port

- Employees at the Port 0-5 years (5.0), 6-10 years (4.8), 11-15 years (4.9), 16-20 years (5.0) and 20+ years (4.9) scored higher than those who checked “prefer not to answer” (4.5).

I am usually invited to important meetings at the Port of Seattle

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation scored lower (3.5) than Corporate/Central Services (4.1) and Economic Development (4.7).
- Corporate/Central Services (4.1) and Economic Development (4.7) scored higher than those who checked “prefer not to answer” (3.5) and Maritime (3.8).

Gender

- There was no statistically significant difference by gender.

LGBTQ

- There was no statistically significant difference by LGBTQ identification.

Race

- There was no statistically significant difference by race.

Distinction

- Non-represented respondents (4.0) had higher scores on this question than represented respondents (3.2).

Supervisor

- Supervisors (4.1) scored higher than non-supervisors (3.7) and those who checked “prefer not to answer” (3.4).

Years at Port

- There was no statistically significant difference by years of employment.

I am invited to actively participate in review and evaluation meetings with my supervisor

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation (3.8) and Maritime (4.2) scored lower than Corporate/Central Services (4.6) and Economic Development (5.0).
- Aviation (3.8) scored lower than Maritime (4.2).
- Corporate/Central Services (4.6) and Economic Development (5.0) scored higher than those who checked “prefer not to answer” (3.9).

Gender

- Females (4.3) and males (4.1) scored higher than those who checked “prefer not to answer” (3.7).

LGBTQ

- Non-LGBTQ (4.2) scored higher than those who checked “prefer not to answer” (3.8).

Race

- Asian (4.2), Hispanic/Latinx (4.1), white (4.4), multi-racial respondents (4.1) and those who checked “prefer not to answer” (3.8) scored higher than Native Hawaiians/PI (3.0).
- White respondents (4.4) scored higher than those who checked “prefer not to answer” (3.8).

Distinction

- Represented respondents (3.0) scored lower than non-represented respondents (4.4).

Supervisor

- Supervisors (4.3) and non-supervisors (4.2) scored higher than those who checked “prefer not to answer” (3.6).

Years at Port

- Respondents at the Port for 0-5 years (4.2), 6-10 years (4.1), 11-15 years (4.3) and 16-20 years (4.2) had higher scores than those who checked “prefer not to answer” (3.7).

I am often invited to participate in meetings with management higher than my immediate supervisor

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (3.8) and Economic Development (4.3) scored higher than Aviation (3.1), Maritime (3.3) and those who checked prefer not to answer (2.9).

Gender

- Females (3.5), males (3.3) and non-binary respondents (3.7) scored higher than those who checked “prefer not to answer” (2.8).

LGBTQ

- LGBTQ (3.5) and non-LGBTQ (3.4) respondents scored higher than those who checked “prefer not to answer” (2.8).

Race

- African Americans (3.1) and Hispanic/Latinx (3.0) scored lower than white respondents (3.5).
- Asians (3.5), multi-racial respondents (3.3) and whites (3.5) scored higher than those who checked “prefer not to answer” (2.9).

Distinction

- Non-represented employees (3.6) scored higher than represented employees (2.7).

Supervisor

- Supervisors (3.8) scored higher than non-supervisors (3.2).
- Supervisors (3.8) and non-supervisors (3.2) scored higher than those who checked “prefer not to answer” (2.8).

Years at Port

- Employees at the Port for 0-5 years (3.5), 6-10 years (3.4), 11-15 years (3.3), 16-20 years (3.3) and 20+ years (3.3) scored higher than those who answered “prefer not to answer” (2.7).

I am rarely invited to join my coworkers when they go for lunch or drinks after work

This is a negatively worded question. Therefore, lower scores are better.

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (2.5) disagreed more strongly with this statement than Aviation (2.9) and Maritime (3.0).

Gender

- Females disagreed more strongly (2.6) with this statement than males (2.9) and those who checked “prefer not to answer” (2.9).

LGBTQ

- There was no statistically significant difference by LGBTQ identification.

Race

- There was no statistically significant difference by race.

Distinction

- Represented employees agreed more strongly (3.3) with this statement than non-represented employees (2.6).

Supervisor

- There was no statistically significant difference by supervisory status.

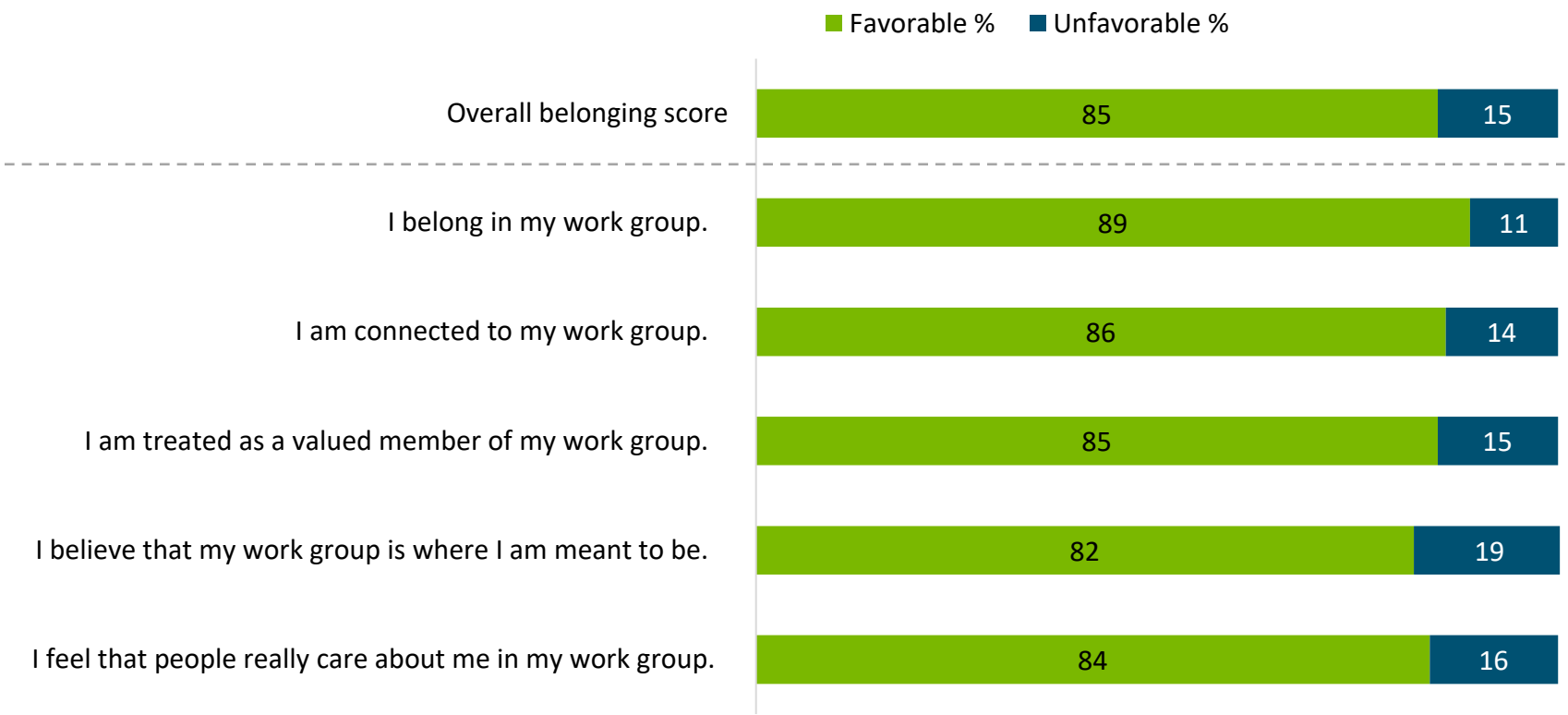
Years at Port

- Employees at the Port 0-5 years (2.7), 6-10 years (2.7) and 11-15 years (2.5) disagreed more strongly than those who checked “prefer not to answer” (3.1).
- Employees at the Port 11-15 years (2.5) disagreed more strongly with this statement than employees at the Port 16-20 years (3.1).

Belonging

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
I am treated as a valued member of my work group.	5.2	4.8	4.9	13.7	26.9	44.5	4.9
I belong in my work group.	4.1	2.7	4.6	14.7	24.4	49.5	5.0
I am connected to my work group.	4.2	4.2	5.8	16.4	27.1	42.3	4.9
I believe that my work group is where I am meant to be.	5.1	4.7	8.7	14.2	26.3	41.0	4.8
I feel that people really care about me in my work group.	5.7	4.7	5.7	18.6	26.2	39.0	4.7

Belonging Score: 4.8


Favorable %
Unfavorable %
Overall belonging score
85
15
I belong in my work group.
89
11
I am connected to my work group.
86
14
I am treated as a valued member of my work group.
85
15
I believe that my work group is where I am meant to be.
82
19
I feel that people really care about me in my work group.
84
16

	N	**Overall belonging score**	I am treated as a valued member of my work group.	I belong in my work group.	I am connected to my work group.	I believe that my work group is where I am meant to be.	I feel that people really care about me in my work group.
Survey Year							
2022	909	4.8	4.8	5.0	4.8	4.6	4.6
2023	1206	4.8	4.9	5.0	4.9	4.8	4.7
Division							
Aviation	448	4.7	4.7	4.9	4.8	4.6	4.6
Corporate	324	5.1	5.2	5.2	5.1	5.0	5.1
Maritime	158	5.0	5.1	5.1	5.0	4.8	4.9
Economic Development	25	5.1	5.2	5.3	5.0	4.9	4.9
Prefer not to answer	190	4.6	4.5	4.8	4.6	4.6	4.4
Gender							
Male	547	4.9	4.9	5.1	4.9	4.8	4.8
Female	410	5.0	5.0	5.1	5.0	4.8	4.9
Non-binary	18	4.2	4.7	4.4	4.2	3.7	4.1
Prefer not to answer	165	4.4	4.3	4.7	4.5	4.5	4.2
LGBTQ							
Yes	127	4.7	4.8	4.8	4.7	4.5	4.6
No	838	4.9	5.0	5.1	5.0	4.8	4.8
Prefer not to answer	187	4.5	4.4	4.7	4.5	4.5	4.3

	N	**Overall belonging score**	I am treated as a valued member of my work group.	I belong in my work group.	I am connected to my work group.	I believe that my work group is where I am meant to be.	I feel that people really care about me in my work group.
Race							
AI/AN	8	5.0	4.9	5.1	5.0	4.8	5.0
Asian	114	4.8	4.8	5.1	4.8	4.7	4.8
African American	99	4.8	4.8	4.8	4.8	4.7	4.7
Hispanic/Latinx	64	4.7	4.7	5.0	4.8	4.6	4.5
MENA	9	4.4	4.3	4.9	4.2	4.1	4.2
Nat. Hawaiian/PI	23	3.8	3.8	3.9	3.7	3.7	3.8
White	529	5.1	5.1	5.2	5.1	5.0	5.0
Multi-racial	102	4.6	4.7	4.8	4.7	4.6	4.4
Prefer not to answer	192	4.5	4.4	4.7	4.5	4.5	4.4
Distinction							
Represented	96	4.7	4.4	5.0	4.8	4.9	4.6
Non-represented	326	5.0	5.2	5.2	5.0	4.8	5.0
Supervisor							
Yes	350	5.2	5.2	5.3	5.2	5.1	5.0
No	658	4.8	4.9	4.9	4.8	4.7	4.8
Prefer not to answer	144	4.3	4.1	4.5	4.4	4.2	4.0
Years at Port							
0-5 years	509	4.8	4.9	5.0	4.9	4.7	4.8
6-10 years	195	4.8	4.8	5.0	4.8	4.7	4.7
11-15 years	111	5.0	4.9	5.2	5.0	5.0	4.9
16-20 years	95	5.1	5.0	5.3	5.1	5.1	4.8
More than 20 years	112	5.1	4.9	5.3	5.1	5.0	5.0
Prefer not to answer	131	4.4	4.4	4.6	4.5	4.5	4.2

Overall belonging score

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- All divisions (range: 5.0 – 5.1), except Aviation, reported significantly higher belonging scores than respondents who answered “prefer not to answer” (4.5).
- Aviation (4.7) reported lower scores than Corporate/Central Services (5.1) and Maritime (5.0).

Gender

- Males (4.9) and females (5.0) reported higher belonging scores than non-binary respondents (4.2) and those who answered “prefer not to answer” (4.4).

LGBTQ

- Respondents who did not identify as LGBTQ (4.9) reported higher belonging scores than LGBTQ respondents (4.7) and those who answered “prefer not to answer” (4.5).

Race

- Asians (4.8), African Americans (4.8), Hispanics/Latinx (4.7), and white (5.1) respondents reported higher belonging scores than Native Hawaiians/PI (3.8).
- White respondents (5.1) had higher scores than Asians (4.8), African Americans (4.8), Hispanic/Latinx (4.7), multi-racial (4.6) and those who checked “prefer not to answer” (4.5).
- Asians (4.8) had higher scores than those who checked “prefer not to answer” (4.5).

Distinction

- Non-represented employees (5.0) scored higher than represented employees (4.7).

Supervisor

- Supervisors had higher scores compared to non-supervisors (5.2 vs. 4.8).
- Supervisors (5.2) and non-supervisors (4.8) had higher scores than those who responded “prefer not to answer” (4.3).

Years at Port

- All categories (range: 4.8 – 5.1) had higher scores than those who responded “prefer not to answer” (4.4).

I am treated as a valued member of my work group

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- All divisions (range: 5.1 – 5.2), except Aviation, reported significantly higher scores than those who checked “prefer not to answer” (4.5).
- Aviation reported significantly lower scores (4.7) than Corporate/Central Services (5.2), Maritime (5.1) and Economic Development (5.2).

Gender

- Males (4.9) and females (5.0) reported higher belonging scores than respondents who answered “prefer not to answer” (4.3).

LGBTQ

- Respondents identifying as LGBTQ (4.8) and those who did not identify as LGBTQ (5.0) reported higher belonging scores than respondents who answered “prefer not to answer” (4.4).

Race

- Asians (4.8), African Americans (4.8), Hispanics/Latinx (4.7), white (5.1) and multi-racial respondents (4.7) reported higher belonging scores than Native Hawaiians/PI (3.8).
- Asians (4.8), African Americans (4.8), and white (5.1) respondents reported higher belonging scores than those who responded “prefer not to answer” (4.4).
- White respondents (5.1) had higher scores than Asians (4.8), African Americans (4.8), Hispanic/Latinx (4.8), and multi-racial respondents (4.6).

Distinction

- Non-represented employees (5.2) scored higher than represented employees (4.4).

Supervisor

- Supervisors had higher scores compared to non-supervisors (5.2 vs. 4.9).
- Supervisors (5.2) and non-supervisors (4.9) had higher scores than those who responded “prefer not to answer” (4.1).

Years at Port

- All categories (range: 4.8 – 5.0) had higher scores than those who responded “prefer not to answer” (4.4).

I belong in my work group

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (5.2) and Maritime (5.1) reported significantly higher scores than respondents who answered “prefer not to answer” (4.8).
- Aviation (4.9) scored lower than Corporate/Central Services (5.2).

Gender

- Males (5.1) and females (5.1) reported higher scores than non-binary respondents (4.4) and those who answered “prefer not to answer” (4.7).

LGBTQ

- Respondents who did not identify as LGBTQ (5.1) reported higher scores than respondents who answered “prefer not to answer” (4.7) and those who identified as LGBTQ (4.8).

Race

- All racial groups (range: 4.7 – 5.2) reported higher belonging scores than Native Hawaiians/PI (3.9).
- Asians (5.1) and white (5.2) respondents had higher scores than those who “prefer not to answer” (4.7).
- White respondents (5.2) had higher scores than African Americans (4.8) and multi-racial respondents (4.8).

Distinction

- There were no statistically significant differences between non-represented and represented employees on this question.

Supervisor

- Supervisors had higher scores compared to non-supervisors (5.3 vs. 4.9).
- Supervisors (5.3) and non-supervisors (4.9) had higher scores than those who responded “prefer not to answer” (4.5).

Years at Port

- All categories (range: 5.0 – 5.3) had higher scores than those who responded “prefer not to answer” (4.6).
- Those employed for 20+ years (5.3) had higher scores than those employed 0-5 years (5.0) and 6-10 years (5.0).

- Those employed 16-20 years (5.3) had higher scores than those employed 0-5 years (5.0).

I am connected to my work group

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (5.1) and Maritime (5.0) reported significantly higher scores than respondents who answered "prefer not to answer" (4.6).
- Aviation (4.8) scored lower than Corporate/Central Services (5.1).

Gender

- Males (4.9) and females (5.0) reported higher scores than non-binary respondents (4.2) and those who answered "prefer not to answer" (4.5).

LGBTQ

- Respondents who did not identify as LGBTQ (5.0) reported higher scores than respondents who answered "prefer not to answer" (4.5).

Race

- Asians (4.8), African Americans (4.8), Hispanics/Latinx (4.8), white (5.1), multi-racial respondents (4.7) and those who "prefer not to answer" (4.5) reported higher belonging scores than Native Hawaiians/PI (3.7).
- White respondents (5.1) had higher scores than Asians (4.8), multi-racial respondents (4.7), and those who "prefer not to answer" (4.5).

Distinction

- There were no statistically significant differences between non-represented and represented employees on this question.

Supervisor

- Supervisors had higher scores compared to non-supervisors (5.2 vs. 4.8).
- Supervisors (5.2) and non-supervisors (4.8) had higher scores than those who responded "prefer not to answer" (4.4).

Years at Port

- All categories (range: 4.9 – 5.1), except 6-10 years, had higher scores than those who responded "prefer not to answer" (4.5).

I believe that my work group is where I am meant to be

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Corporate/Central Services (5.0) scored higher than Aviation (4.6) and respondents who answered “prefer not to answer” (4.6).

Gender

- Males (4.8) and females (4.8) reported higher scores than non-binary respondents (3.7) and those who answered “prefer not to answer” (4.5).
- Non-binary respondents (3.7) had lower scores than those who answered “prefer not to answer” (4.5).

LGBTQ

- Respondents who did not identify as LGBTQ (4.8) reported higher scores than respondents who answered “prefer not to answer” (4.5) and those who identify as LGBTQ (4.5).

Race

- Asians (4.7), African Americans (4.7), Hispanics/Latinx (4.6), white (5.0), multi-racial respondents (4.6) and those who answered “prefer not to answer” (4.5) reported higher belonging scores than Native Hawaiians/PI (3.7).
- White respondents (5.0) had higher scores than Hispanic/Latinx (4.7) and multi-racial respondents (4.6).

Distinction

- There were no statistically significant differences between non-represented and represented employees on this question.

Supervisor

- Supervisors had higher scores compared to non-supervisors (5.1 vs. 4.7).
- Supervisors (5.1) and non-supervisors (4.7) had higher scores than those who responded “prefer not to answer” (4.2).

Years at Port

- All categories (range: 5.0 – 5.1) longer than 10 years had higher scores than those who responded “prefer not to answer” (4.5).
- Employees with more than 20 years at the Port agreed more strongly with this question (5.0) than those who have been at the Port for 0-5 years (4.7).

- Those with 0-5 years at the Port (4.7) and 6-10 years (4.7) had lower scores than those with 16-20 years at the Port (5.1).
- Those with 0-5 years at the Port (4.7) had lower scores than those with 11-15 years (5.0).

I feel that people really care about me in my work group

Statistically significant differences

Survey Year

- There was no statistically significant difference in means by survey year. However, the percentage of favorable vs. unfavorable rating increased from 80% in 2022 to 84% in 2023.

Division

- Corporate/Central Services (5.1) and Maritime (4.9) reported higher scores than respondents who answered "prefer not to answer" (4.4).
- Aviation (4.6) scored lower than Corporate/Central Services (5.1).

Gender

- Males (4.8) reported higher scores than respondents who answered "prefer not to answer" (4.2).
- Females (4.9) reported higher scores than non-binary respondents (4.1) and those who answered "prefer not to answer" (4.2).

LGBTQ

- Respondents who identified as LGBTQ (4.6) and those who did not identify as LGBTQ (4.8) reported higher scores than respondents who answered "prefer not to answer" (4.3).

Race

- Asians (4.8), African Americans (4.7), Hispanics/Latinx (4.5) and white (5.0) respondents reported higher scores than Native Hawaiians/PI (3.8).
- White respondents (5.0) and Asian (4.8) respondents had higher scores than multi-racial respondents (4.4) and those who "prefer not to respond" (4.4).
- White respondents (5.0) had higher scores than Hispanic/Latinx (4.5) respondents.

Distinction

- Non-represented employees reported significantly higher scores (5.0) for this question than represented employees (4.6).

Supervisor

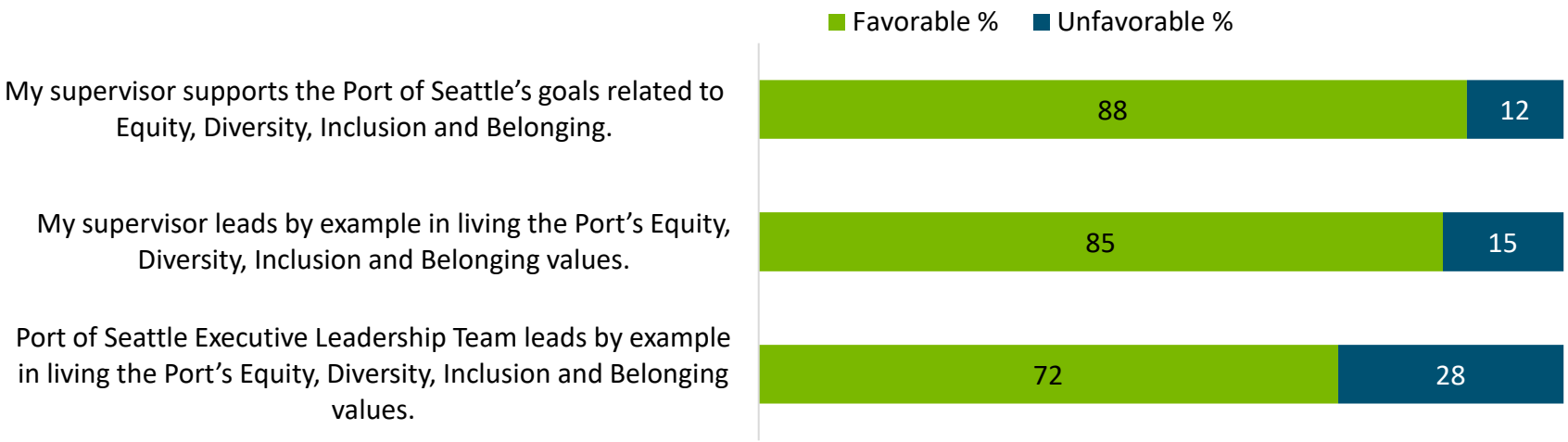
- Supervisors had higher scores compared to non-supervisors (5.0 vs. 4.8).
- Supervisors (5.0) and non-supervisors (4.8) had higher scores than those who responded "prefer not to answer" (4.0).

Years at Port

- All categories (range: 4.7 – 5.0) had higher scores than those who responded “prefer not to answer” (4.2).

Port of Seattle Leadership and my Supervisor

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
Port of Seattle Executive Leadership Team leads by example in living the Port’s Equity, Diversity, Inclusion and Belonging values.	11.2	8.1	8.8	22.2	27.3	22.3	4.1
My supervisor leads by example in living the Port’s Equity, Diversity, Inclusion and Belonging values.	7.3	3.1	4.9	12.7	24.1	47.9	4.9
My supervisor supports the Port of Seattle’s goals related to Equity, Diversity, Inclusion and Belonging.	4.9	3.0	3.9	12.2	23.1	52.9	5.0



	N	Port of Seattle Executive Leadership Team leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values.	My supervisor leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values.	My supervisor supports the Port of Seattle's goals related to Equity, Diversity, Inclusion and Belonging.
Survey Year				
2022	885	4.0	4.8	5.0
2023	1187	4.1	4.9	5.0
Division				
Aviation	445	3.9	4.7	4.8
Corporate	322	4.7	5.2	5.4
Maritime	157	4.2	5.0	5.2
Economic Development	25	5.1	5.4	5.4
Prefer not to answer	187	3.6	4.6	4.8
Gender				
Male	541	4.2	4.9	5.0
Female	409	4.4	5.0	5.2
Non-binary	18	3.5	4.3	4.7
Prefer not to answer	163	3.4	4.5	4.8
LGBTQ				
Yes	125	4.1	4.8	5.1
No	834	4.3	5.0	5.1
Prefer not to answer	183	3.5	4.5	4.7

	N	Port of Seattle Executive Leadership Team leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values.	My supervisor leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values.	My supervisor supports the Port of Seattle's goals related to Equity, Diversity, Inclusion and Belonging.
Race				
AI/An	8	4.3	4.9	5.3
Asian	114	4.5	4.9	5.1
African American	98	4.4	4.8	4.8
Hispanic/Latinx	63	4.0	4.8	4.9
MENA	9	4.1	4.2	4.3
Nat. Hawaiian/PI	23	3.7	3.7	4.1
White	524	4.4	5.1	5.2
Multi-racial	102	3.8	4.6	4.9
Prefer not to answer	189	3.6	4.5	4.8
Distinction				
Represented	95	3.4	4.3	4.4
Non-represented	324	4.5	5.2	5.4
Supervisor				
Yes	349	4.3	5.0	5.2
No	653	4.3	4.9	5.0
Prefer not to answer	142	3.3	4.4	4.7
Years at Port				
0-5 years	502	4.4	5.0	5.1
6-10 years	195	4.2	4.8	5.0
11-15 years	111	4.2	5.0	5.2
16-20 years	93	3.8	4.8	5.0
More than 20 years	112	4.1	4.8	5.0
Prefer not to answer	129	3.5	4.4	4.8

PoS Executive Leadership Team leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values

Statistically significant differences

Survey Year

- Mean scores increased significantly from 4.0 in 2022 to 4.1 in 2023. In addition, percent favorable increased from 68% in 2022 to 72% in 2023.

Division

- Aviation had significantly lower scores (3.9) than Corporate/Central Services (4.7), Maritime (4.2) and Economic Development (5.1).
- Corporate/Central Services (4.7) and Economic Development (5.1) had higher scores than Maritime (4.2)
- All divisions had significantly higher scores than the group that responded "prefer not to answer" (3.6).

Gender

- Males (4.2) and females (4.4) reported higher scores than respondents who identified as non-binary (3.5).
- Males (4.2) and females (4.4) reported higher scores than respondents who answered "prefer not to answer" (3.4).

LGBTQ

- LGBTQ (4.1) and those who do not identify as LGBTQ (4.3) had higher scores than those who responded "prefer not to answer" (3.5).

Race

- African Americans (4.4), whites (4.4) and Asians (4.5) had higher scores than those who checked "prefer not to answer" (3.6) and multi-racial respondents (3.8).
- Hispanics/Latinx (4.0) and Native Hawaiians/PI (3.7) had lower scores than Asians (4.5) and whites (4.4).

Distinction

- Non-represented employees had higher scores (4.5) than represented employees (3.4).

Supervisor

- Supervisors and non-supervisors had higher scores (4.3, 4.3) than those who responded "prefer not to answer" (3.3).

Years at Port

- Those with 0-5 years at the Port had higher scores (4.4) than those with 16-20 years (3.8).
- All employment length categories, except 16-20 years, had higher scores than those who responded "prefer not to answer" (3.5).

My supervisor leads by example in living the Port's Equity, Diversity, Inclusion and Belonging values

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation had significantly lower scores (4.7) than Corporate/Central Services (5.2), Maritime (5.0) and Economic Development (5.4).
- Corporate/Central Services (5.2), Maritime (5.0) and Economic Development (5.4) had significantly higher scores than the group that responded "prefer not to answer" (4.6).

Gender

- Males (4.9) and females (5.0) reported higher scores than respondents who answered "prefer not to answer" (4.5).

LGBTQ

- Those who do not identify as LGBTQ (5.0) had higher scores than those who responded "prefer not to answer" (4.5).

Race

- Whites (5.1) and Asians (4.9) had higher scores than those who checked "prefer not to answer" (4.5).
- Asians (4.9), African Americans (4.8), Hispanic/Latinx (4.8), whites (5.1), multi-racial respondents (4.6) and those who said that they preferred not to answer (4.5) had higher scores than Native Hawaiians/PI (3.7).
- Whites (5.1) had higher scores than multi-racial respondents (4.6).

Distinction

- Non-represented employees had higher scores (5.2) than represented employees (4.3).

Supervisor

- Supervisors (5.0) and non-supervisors (4.9) had higher scores than those who responded "prefer not to answer" (4.4).

Years at Port

- All employment length categories, except for 16-20 years, had higher scores (range: 4.8 – 5.0) than those who responded "prefer not to answer" (4.4).

My supervisor supports the Port of Seattle's goals related to Equity, Diversity, Inclusion and Belonging

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation had significantly lower scores (4.8) than Corporate/Central Services (5.4), Maritime (5.2) and Economic Development (5.4).
- Corporate/Central Services (5.4) had higher scores than Maritime (5.2).
- All Divisions, except Aviation, had significantly higher scores than the group that checked "prefer not to answer" (4.8).

Gender

- Males (5.0) and females (5.2) reported higher scores than respondents who answered "prefer not to answer" (4.8).

LGBTQ

- Those who identify as LGBTQ (5.1) and those who do not (5.1) had higher scores than those who responded "prefer not to answer" (4.7).

Race

- Whites (5.2) had higher scores than African Americans (4.8), multiracial respondents (4.9) and those that responded "prefer not to answer" (4.8).
- Native Hawaiians/PI (4.1) had lower scores than Asians (5.1), African Americans (4.8), Hispanic/Latinx (4.9), whites (5.2), multiracial respondents (4.9) and those who responded "prefer not to answer" (4.8).

Distinction

- Non-represented employees had higher scores (5.4) than represented employees (4.4).

Supervisor

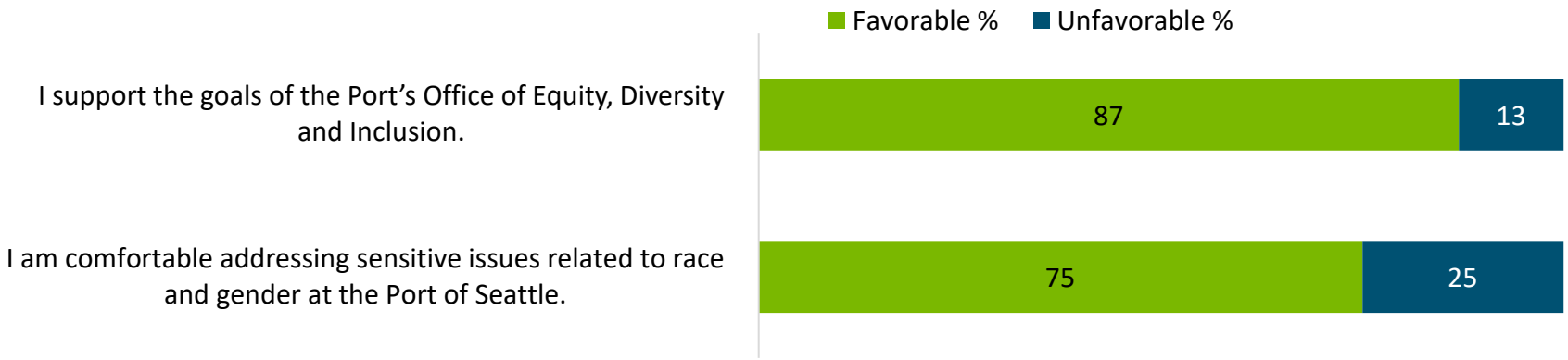
- Supervisors (5.2) had higher scores than non-supervisors (5.0).
- Supervisors and non-supervisors had higher scores (5.0, 5.2) than those who responded "prefer not to answer" (4.7).

Years at Port

- Employees with the Port for 0-5 years (5.1) and 11-15 years (5.2) had higher scores than those who responded "prefer not to answer" (4.8).

Personal views on EDI

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
I support the goals of the Port's Office of Equity, Diversity and Inclusion.	6.2	3.3	3.6	12.2	22.5	52.2	5.0
I am comfortable addressing sensitive issues related to race and gender at the Port of Seattle.	10.9	6.6	8.0	14.7	26.4	33.4	4.4



	N	I support the goals of the Port's Office of Equity, Diversity and Inclusion.	I am comfortable addressing sensitive issues related to race and gender at the Port of Seattle.
Survey Year			
2022	888	5.0	4.3
2023	1185	5.0	4.4
Division			
Aviation	447	4.9	4.4
Corporate	321	5.4	4.8
Maritime	157	5.3	4.6
Economic Development	25	5.4	5.0
Prefer not to answer	187	4.4	3.7
Gender			
Male	543	4.9	4.4
Female	408	5.4	4.8
Non-binary	17	4.7	4.0
Prefer not to answer	163	4.3	3.6
LGBTQ			
Yes	125	5.3	4.9
No	833	5.1	4.5
Prefer not to answer	182	4.3	3.6

	N	I support the goals of the Port's Office of Equity, Diversity and Inclusion.	I am comfortable addressing sensitive issues related to race and gender at the Port of Seattle.
Race			
AI/AN	8	5.6	5.3
Asian	114	5.3	4.8
African American	98	5.5	4.9
Hispanic/Latinx	64	5.2	4.8
MENA	9	4.2	3.1
Nat. Hawaiian/PI	22	4.8	4.4
White	527	5.1	4.5
Multi-racial	102	4.8	4.3
Prefer not to answer	189	4.4	3.7
Distinction			
Represented	95	4.5	4.3
Non-represented	325	5.4	4.7
Supervisor			
Yes	348	5.1	4.7
No	654	5.1	4.5
Prefer not to answer	142	4.1	3.5
Years at Port			
0-5 years	504	5.3	4.7
6-10 years	194	5.1	4.6
11-15 years	111	4.9	4.2
16-20 years	93	4.6	4.3
More than 20 years	112	4.9	4.2
Prefer not to answer	129	4.2	3.6

I support the goals of the Port's Office of Equity, Diversity and Inclusion

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- Aviation had significantly lower scores (4.9) than Corporate/Central Services (5.4), Maritime (5.3) and Economic Development (5.4).
- All divisions had significantly higher scores than the group that checked "prefer not to answer" (4.4).

Gender

- Females had higher scores (5.4) than males (4.9) and non-binary respondents (4.7).
- Males (4.9) and females (5.4) had higher scores than those who responded "prefer not to answer" (4.3).

LGBTQ

- LGBTQ (5.3) and those who do not identify as LGBTQ (5.1) had higher scores than those who responded "prefer not to answer" (4.3).

Race

- African Americans (5.5), Whites (5.1), Hispanic/Latinx (5.2) and Asians (5.3) had higher scores than multi-racial respondents (4.8).
- African Americans had higher scores (5.5) than white (5.1) and Native Hawaiian/PI respondents (4.8).
- All racial groups, except Native Hawaiian/PI respondents (4.8), had higher scores than those who checked "prefer not to answer" (4.4).

Distinction

- Non-represented employees had higher scores (5.4) than represented employees (4.5).

Supervisor

- Supervisors and non-supervisors had higher scores (5.1) than those who checked "prefer not to answer" (4.1).

Years at Port

- Those with 0-5 years at the Port had higher scores (5.3) than those with 11-15 years (4.9), 16-20 years (4.6) and 20+ years (4.9).
- Those with 6-10 years at the Port had higher scores (5.1) than those with 16-20 years (4.6).
- Those employed 0-5 years (5.3), 6-10 years (5.1), 11-15 years (4.9) and 20+years (4.9) categories had higher scores than those who checked "prefer not to answer" (4.2).

I am comfortable addressing sensitive issues related to race and gender at the Port of Seattle

Statistically significant differences

Survey Year

- There was no statistically significant difference by survey year.

Division

- All Divisions (range: 4.4 – 5.0) had significantly higher scores than the group that responded “prefer not to answer” (3.7).
- Aviation (4.4) had lower scores than Corporate/Central Services (4.8) and Economic Development (5.0).

Gender

- Females had higher scores (4.8) than males (4.4) and non-binary respondents (4.0).
- Females (4.8) and males (4.4) had higher scores than those who responded “prefer not to answer” (3.6).

LGBTQ

- LGBTQ (4.9) and those who do not identify as LGBTQ (4.5) had higher scores than those who responded “prefer not to answer” (3.6).
- LGBTQ (4.9) respondents had higher scores than those who do not identify as LGBTQ (4.5).

Race

- African Americans (4.9) and Asians (4.8) had higher scores than white (4.5) and multi-racial respondents (4.3).
- Hispanic/Latinx (4.8) had higher scores than multi-racial respondents (4.3).
- All racial groups had higher scores than those who checked “prefer not to answer” (3.7).

Distinction

- Non-represented employees had higher scores (4.7) than represented employees (4.3).

Supervisor

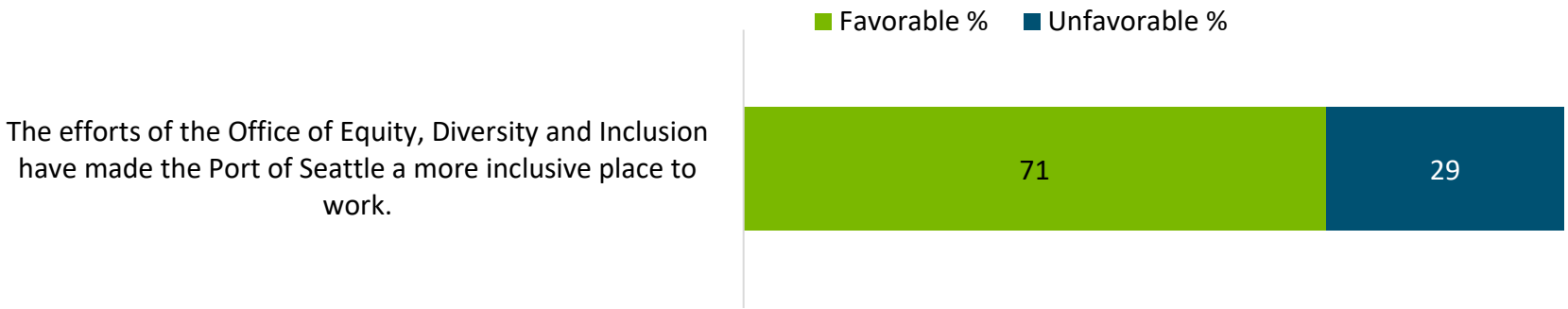
- Supervisors and non-supervisors had higher scores (4.7, 4.5) than those who responded “prefer not to answer” (3.5).

Years at Port

- Those with 0-5 years at the Port had higher scores (4.7) than those with 11-15 years (4.2), 16-20 years (4.3), and 20+ years (4.2).
- Those with 6-10 years at the Port had higher scores (4.6) than those with 11-15 years (4.2) and those with more than 20 years (4.2).
- All employment length categories had higher scores than those who responded “prefer not to answer” (3.6).

Impact of OEDI

	Strongly disagree %	Moderately disagree %	Slightly disagree %	Slightly agree %	Moderately agree %	Strongly agree %	Mean
The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.	12.6	7.2	8.8	21.0	25.2	25.2	4.2



	N	The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.
Survey Year		
2022	886	4.0
2023	1186	4.2
Division		
Aviation	444	4.0
Corporate	321	4.8
Maritime	157	4.5
Economic Development	25	4.7
Prefer not to answer	187	3.4
Gender		
Male	540	4.2
Female	408	4.6
Non-binary	18	3.9
Prefer not to answer	162	3.3
LGBTQ		
Yes	124	4.4
No	833	4.3
Prefer not to answer	183	3.2

	N	The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work.
Race		
AI/AN	8	5.0
Asian	113	4.8
African American	98	4.5
Hispanic/Latinx	64	4.3
MENA	9	3.4
Nat. Hawaiian/PI	23	3.6
White	523	4.4
Multi-racial	101	3.8
Prefer not to answer	189	3.4
Distinction		
Represented	94	3.4
Non-represented	326	4.6
Supervisor		
Yes	350	4.2
No	649	4.4
Prefer not to answer	143	3.0
Years at Port		
0-5 years	502	4.5
6-10 years	192	4.1
11-15 years	111	4.1
16-20 years	94	3.7
More than 20 years	111	4.2
Prefer not to answer	130	3.2

The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work

Statistically significant differences

Survey Year

- There was a statistically significant increase in mean scores between 2022 (4.0) and 2023 (4.2). In addition, the percent favorable increased from 67% in 2022 to 71% in 2023.

Division

- Aviation had significantly lower scores (4.0) than Corporate/Central Services (4.8), Maritime (4.5) and Economic Development (4.7).
- Those who responded "prefer not to answer" had significantly lower scores (3.4) than Aviation (4.0), Corporate/Central Services (4.8), Economic Development (4.7) and Maritime (4.5).

Gender

- Females had higher scores (4.6) than males (4.2).
- Males (4.2) and females (4.6) had higher scores than those who responded "prefer not to answer" (3.3).

LGBTQ

- LGBTQ (4.4) and non-LGBTQ respondents (4.3) had significantly higher scores than those who checked "prefer not to answer" (3.2).

Race

- African Americans (4.5), Whites (4.4) and Asians (4.8) had higher scores than Native Hawaiian/PI (3.6) and multi-racial respondents (3.8).
- All racial groups, except Native Hawaiians/PI (3.6), had higher scores than those who checked "prefer not to answer" (3.4).
- Asians (4.8) had higher scores than Hispanic/Latinx (4.3) and whites (4.4).

Distinction

- Non-represented respondents had higher scores (4.6) than represented respondents (3.4).

Supervisor

- Supervisors and non-supervisors had higher scores (4.4, 4.2) than those who checked "prefer not to answer" (3.0).

Years at Port

- Those with 0-5 years at the Port had higher scores (4.5) than those with 6-10 years (4.1), 11-15 years (4.1), 16-20 years (3.7) and 20+ years (4.2).
- Those with 6-10 years (4.1), 11-15 years (4.1) and 20+ years (4.2) at the Port had higher scores than those with 16-20 years (3.7).

- All employment length categories had higher scores than those who responded “prefer not to answer” (3.2).

In your opinion, how have the actions taken by the Port of Seattle made an impact towards greater equity, diversity, inclusion & belonging?

More than 500 respondents provided a response to this question. The qualitative data were analyzed using Qualtrics Text iQ to categorize comments as very positive, positive, mixed, negative and very negative. Though Text iQ is overwhelmingly accurate, adjustments had to be made manually in cases where comments were not properly categorized.

Very positive sentiment

- HR efforts to revamp compensation and review hiring qualifications is/will help. 2. Greater emphasis on workforce development and outreach to underserved communities and communities of color is helping. 3. Listening to the TI Work Group and the D&D Healthcare group is helping.
- A very positive impact! Particularly when we keep hearing about other companies abandoning their EDI goals /departments I'm thrilled that the Port is sincerely interested in making EDI part of our DNA. Keep up the good work!
- Allowing space for discussions on difficult topics and offering a variety of tools for employees to utilize has been great.
- Brought awareness to it, that has led to open, honest conversations and education. It has led to more kindness and empathy in the understanding we all have different experiences. It has made me understand the benefits of having a diverse work group, which I now whole heartedly embrace!
- Conversations and openness, in general, have made it feel safer to voice a truth, even when it might be difficult for others to hear. There's a greater recognition that everyone has different, unique, and valuable lived experiences that are valid. OEDI has made these conversations and openness a reality, and the Commission supports these efforts with not only words but actions.
- Even in being fairly new, I watched a division meeting cover and reflect employee engagement survey results and everyone was deliberate, thoughtful and welcoming.
- From many variations of platforms, very nice teams' messages had made me feel that there's silver lining in this complicated world.
- From what I have observed- the efforts are going well! I feel that the Port is a very welcoming environment in the time that I have been here.
- Greatly increased awareness of inequity issues and possibilities for change
- Having a regular open dialogue is huge! Promoting qualified people of color & other minorities to leadership positions is the best test of the Port's commitment to equity, diversity, inclusion and belonging.
- Having the OEDI, D&D, ERG's, and Equity moments greatly impacts the Departments and Port colleagues on their daily lives. Being informed and guided on their actions to accept diversity and inclusion makes us all feel safer and accepted. Having ERG's to voice out opinions, setting themselves as models for DEI is always appreciated and important in Ports working environment. I just hope every employee who participates on ERG's put themselves as being compassionate Volunteers. I am just concerned since only a handful (10-25%) members and Leaders are the ones supporting and making the ERG successful, but (75-90%) of them are just joining per their specific agenda and for themselves, seeking networks or just being a band wagon. Hope that will change...
- Here's the big one: Equity pay adjustments to close inequitable wage gaps between men and women working the same job. Actions speak louder than words and it is great to see the Port take actions that support claimed values. Additionally... Hiring employees who share the same values of equity,

diversity, inclusion, and belonging. Consistent Port-wide messaging and outreach to cultivate and reinforce culture of equity, diversity, inclusion, and belonging.

- I am honored to have the opportunity to serve the public and more so every day. Respectfully equity has been equally the same, diversity, allowing me to interact with every one of all cultures and backgrounds. surely I know I fit in. Working for the port of Seattle has helped me to grow intellectually emotionally and spiritually. many thanks for everything you do. Grace and Peace.
- I believe that having the discussions consistently but also giving employees the room to express their opinions/thoughts in a safe space has been extremely helpful.
- I believe the incorporation of the Lunch & Learn events that directly relate to equity, diversity and inclusion topics have made a positive impact to the Port. These are very informative and shed light on topics that would otherwise not be addressed.
- I feel as if my struggles are recognized and valued as being valid barriers to success. I feel supported and invested in due to my background limitations. I truly admire the genuinity in which some peers, especially in high positions, express their dedication to promoting and celebrating equity advances.
- I have noticed incredible progress in the maritime industry. Especially, Rec Boating
- I like that the Port has made strong efforts into ensuring the diversity and inclusion of the work groups in the port. I work in a very diverse group.
- I like that we get to participate in hard discussions and get a better perspective. I love that the Port supports this!
- I think having a Change Team with employees that voluntarily decided to become part of the team is a great way to get the peoples' voices heard and to make a change. Additionally, bringing frequent, consistent visibility to current issues and events in the weekly executive director newsletters and trainings is helpful too to keep equity, diversity, and inclusion and belonging top-of-mind.
- I think having a new OEDI department to lead their efforts is a great start, and also starting to have open and important conversations regarding race is an important step as well.
- I think it's wonderful program and has made the Port a better place to work.
- I think Port of Seattle is doing a great job and I look forward to continuing to further the OEDI efforts.
- I think the organization has done a great job in bringing about awareness on a wide variety of topics. They make it easy to take part and events both socially and educationally. I always feel encouraged to take part. I have learned a lot about other groups outside of the racial/cultural groups that I am in and even learned more about my group as well.
- I think the Port's approach to EDI is pretty comprehensive based on their hiring policies and in the quality of their EDI educational offerings. One example is the "Race: Power of an Illusion" three-part workshop I was able to participate in last May. This was a very comprehensive and thought-provoking workshop that really made an evidence-based case for race as a social construct (as opposed to a scientific classification) being used as the structural support for systemic racism and all of its iniquities as the cornerstone of American life and society beginning with slavery and the conquest/colonialization of the American West.
- I'm not sure I can answer that honestly as I am a white male, but I am proud to see the Port really trying to make this a great place for EVERYONE to work. When employees are happy and feel included, productivity and morale is high.
- I'm relatively new to the port, but the diversity on my team is amazing. I know that is in large part because of recent actions taken by the Port to recruit good, diverse hires and to promote a climate where the diversity is supported.
- In my opinion, OEDI's work on encouraging having an equity moment in meetings, creating Change Teams, OEDI link highly visible on the compass website, and email signature banners, having external

speakers in meetings sometimes, and training and other efforts capturing in Performance plan contributed increasing visibility, attraction, awareness, moments and opportunities to open employees' minds to think and rethink about EDI and belonging more. Moreover, POS and Commission supporting and outreaching local minority communities and creating jobs and internship programs demonstrate the Port's commitment in EDI.

- In terms of concrete impact, flexible work arrangements and teleworking flexibility have made the greatest impact in increasing EDI&B by fostering greater inclusion and participation from employees who live a long distance from Seattle (i.e., do not have the economic resources to live in Seattle), care for children or ailing family members, are neurodiverse or have physical disabilities, or are uncomfortable in the office due to their race or gender. Paid family and medical leave have also been a huge benefit. These types of policies that meet people where they are have a much greater impact than any training or "soft" initiatives that EDI can provide.
- It is a very diverse work environment.
- It is my opinion that all education helps every individual. The Port impacts equity, diversity, inclusion and belonging with education as well as offering an open communication for concerns for employees. Thank you for that. And keep up the good efforts! Some of us were taught at a young age to judge another person by what we see. To retrain the individual what they believe is a difficult task, and for some impossible. The efforts the Port has implemented are a necessary obligation. To create a safe and respectful environment is afforded to each and every person no matter their ethnic group, racial type or origin. Love for oneself as well as others, respect for yourself and including everyone else, consideration, empathy instilled within an individual, will change a person and their belief or judgement concerning ethnic groups, racial types or origins.
- It's one of the main reasons why I accepted the job offer here. I was amazed by how much the Port is committed to everything about EDI and Belonging and I support this 110%.
- Lunch and learns Reading groups Mandatory equity training Promotion of ERG group events (like Latinos unidos and transgender inclusivity) OEDI quarterly town halls Change team That's all I can think of right now! Seeing Bookda Gheisar and Katie Gerard at events is really nice as I feel like they really advocate for these changes as directors with their presence.
- Making it mandatory to attend educational forums is super helpful and useful, celebrating various holidays and events for other cultures is wonderful. Soliciting our feedback is super helpful
- My experience in the workshop regarding race has been positive and I thought that the EDI team leading those groups did a great job.
- My previous employer was another large public governmental organization in the Seattle area, and I feel POS's EDI efforts are exponentially better than what I experienced at my previous employer. These are some things that I've seen SEA provide: - equal opportunity for staff to attend trainings and professional development, - EDI integrated into hiring processes with diverse hiring panels and EDI interview questions, - EDI integrated into CPO Contracting processes with WMBE requirements, - a strong emphasis on workforce development and internships for diverse students - Lively atmospheres with diverse singers and musicians, and colorful artwork by diverse artists
- OEDI creation, policy implementation, constant communications, training offerings, Change Team activities, all making impact. Great improvements! Thank you!
- One of the main reasons why I took this job w/ the port is because of their dedication to promoting EDI and its importance. I'm all for everything EDI!!!
- Port is an awesome place to work because of its people.
- Port of Seattle has been very welcoming to all diversity. I appreciate them for that.

- Since I came to the Port 20 years ago the Port has always been a leader in diversity. We have one of the most colorful police departments in the world.
- Supporting the D&D Council Change Team Setting up the Office of Equity Diversity and Inclusion Supporting the many ERGs. Making OEDI goals as a part of our Performance goals RAISE.
- The action of educating on what EDI means and why it's important is of the greatest impact. If you don't get people to understand the point of it all, then no movement towards inclusion is even possible. There is still much more work to be done. Just a few years into the Port's official announcement of the Office of Equity Diversity and Inclusion a lot has been done to begin education of the purpose and implications of race and gender and how those of the underrepresented groups can be negatively impacted and how those of the majority can unjustly benefit. I personally, as a black woman, can see an improved dialogue with those who look different than me. When I speak, I sense that I am being listened to, heard and valued for what I have to say and/or bring to the table. It is not everyone, obviously, but the efforts of OEDI are evident. Those who take the work of OEDI seriously are getting the greatest benefit and developing new relationships that help foster unity and productivity. I know we are headed in the right direction. A direction when all people will be judged by the content of their character rather than by any other ambiguous standard.
- The EDI department remains engaged and consistent with meeting and training to improve EDI at the Port. They provide thoughtful insight into racial and LGBTQ+ concerns and provide resources necessary to effectively manage teams made up of diverse populations.
- The extremely robust OEDI group makes a huge impact on bringing about equity, diversity, inclusion, and belonging. Knowing that these are core values at the Port make it easier to speak up when something happens.
- The hiring process by itself it is big chance and fair to everyone, opening the opportunity to everyone is an equity, diversity and belonging.
- The Port does a great job holding different diversity and inclusion event each month of the year.
- The Port has made EDI info readily available to staff via EDI trainings/lunch & learns/web-based info. Easy access has enabled greater participation, learning and connecting with coworkers. Well done, EDI team!
- The Port has made great strides in the last few years toward increasing EDI+B. Specific programs include Change Team work and South King County Community Impact Fund
- The Port has progressed incredibly since the 2010's, it's so impressive and I'm so proud to be a part of the evolution! It's been so inspiring to see social and work-related events, valuable trainings and education, and the diversity of our leadership has improved significantly, it feels a lot more representative of the work force!
- The Port is a great example of how we all should behave, and that respecting and embracing one another [for our differences] are important and expected. I really enjoy the various educational opportunities, such as lunch and learn, diversity moment, safety moment, that are made available to all employees. These regular opportunities provide a great way to learn, understand, ask questions, and ultimately embrace our differences in a very respectful manner.
- The Port of Seattle / OEDI does an excellent job and makes it clear that the organization's culture is one of openness and inclusivity, based on my individual work history. It was clear to me from the first day and through training that the Port of Seattle strives to be a leader for its employees in equity, diversity, and inclusion.
- The Port of Seattle has made an impact toward greater equity, diversity, inclusion and belonging by keeping their commitment, and promise to upholding these values in their hiring process and expectations of every employee to do the same on a daily basis.

- The training, book clubs, lunch n learns, ERGs, etc. have helped to create common language, understandings and educated people in a way to encourage productive thoughts and conversations and brought awareness to many issues and our own biases and racism.
- The work is still in progress, but it is headed in the right direction. It takes time for these things to be intertwined into an organization that has been doing things the same way for decades. It will take time for all the good that OEDI is working towards to being a natural part of this organization. I see it, and I am very hopeful.
- There is lots of great training available to enhance your skills, awareness and knowledge.
- They have created extremely helpful workshops and created a more welcoming environment when it comes to communicating with upper management, and individuals working in higher sectors at the port. I feel content with the ongoing EDI efforts. I have never been a part of an organization that has narrowed so deeply into EDI efforts.
- They have shined a light on allowing everyone from different backgrounds and walks of life to feel safe and feel that they are heard and can receive support if ever needed by the Port of Seattle.
- Very positive impact.
- Very professionally developed
- Working for the Port of Seattle has made all aspects of my life better. Seeing first-hand the support for everyone is truly amazing. Thank you for this opportunity to be part of such a wonderful organization.

<u>Positive sentiment</u>

- POS EMPLOYS A VERY DIVERSE WORK FORCE & INSTALLED GENDER-NEUTRAL RESTROOMS
- The establishment of an OEDI in the first place is impactful. The trainings offered by OEDI are informative and challenging.
- Increased awareness, celebration and support for EDI. Additional focus on community engagement and internal department planning. Attention is being paid to hiring practices. Unclear effectiveness and results in several cases.
- There are pockets of discussion happening that are sparked by trainings, RPOI, and facilitated conversations creating equity moments. I believe these are seeds being planted in individuals to create an environment that values equity and port employees are making these changes from within.
- Yes, while we always have room to improve, we have come a long way.
- Additional note related to the last question - I am comfortable addressing sensitive issues pertaining to race etc. - I feel empowered to address them but I don't expect it to always be comfortable. now for this question - - I think having OEDI and its director on ELT help tremendously. - I appreciate that ELT members routinely integrate OEDI observations and recognition in their public remarks - the number of ERGs and OEDI meetings and opportunities is very rich. This takes staff time and it seems that the Port supports staff spending time on these issues. These things make a better environment.
- Haven't been here long enough to see, but I'm a big supporter of ESJ & IB. I'm trying to get on the ESJ committee but no one has reached out yet.
- The classes and management communications have given us (the Port employees) a common language to discuss these issues and, by extension, our own emotions. They have also educated us collectively on how many of our colleagues have a very different lived experience and why that might be. All of this has translated into a deeper understanding of how my actions and words might impact others and help explain some of the unexpected reactions I have received from fellow employees over the years. The one part of this that is NOT okay is to express is any feeling/idea that "professionalism" and "discretion" as I was taught it is a desirable quality. Much of what I internalized at a young age is now

called "inauthentic" and "secretive". Manners are always somewhat performative in nature but that does not mean that they are not important. It might be helpful to have some discussions regarding a common understanding of "professionalism" and what constitutes acceptable sharing of other people's information. I am fortunate to work in a group that also values boundaries.

- I feel like just bringing the topics to the forefront and making them known is a huge step in the right direction. Being able to share stories with others allows us to gain a better understanding of these issues as many times they affect our co-workers, and nobody knows that. As a gay man, I am tired of having to answer to my friends and co-workers "Why do we still need Pride" and it is distracting, so to be able to have this information given from our organization, so you do not have to be distracted by it to try and inform everyone you meet or feel like you need to educate them which can turn into an argument, is better being addressed by experts whose job it is to work on these issues for us. We now have an advocate for the voiceless at the highest level of our organization. I can then focus on living my life normally and performing my job. It is refreshing and allows people to live in their truth.
- I have only been with the Port almost 4 months, but it is significantly more inclusive than the outside/Building Trades aspect of the plumbing world. My immediate boss is always challenging us to rethink any small bias we may or may not have, and everyone treats everyone else with respect, which unfortunately is not common on the BT side of plumbing. The pure act of starting the conversation about people that are different than you is opening a door to better understanding, and better acceptance. I appreciate the many opportunities that are brought to our attention through email about different lunch and learns with the diversity groups, and hopefully soon I will be able to participate in some of those.
- They are leading by values. Change is slow and that is frustrating. But there are no other solutions other than slow grass roots change.
- It has brought the conversation to the forefront and forced discussions that are not always easy.
- It has made having difficult conversation easier to engage in.
- You only need to look around to see diversity, equity and inclusion.
- By making the annual 5 hours Equity training requirement in LMS for all employees and more hours for managers. Including the equity information in every Wednesday's ED or AED messages show that the executives care about the EDI.
- The awareness is significant and people across the Port have heard about the work at the least. change is hard, but leadership at the Commission level is pressing change at a high rate, and OEDI is carrying this banner very effectively.
- Normalizing conversations around EDI. -EDI Training requirements -Normalizing equity moments
- Able to discuss issues and maintain an open conversation. Addressing deficiencies in the system and openly recognizing flaws.
- Actions been taken seriously.
- Actions taken by the Port have promoted a greater sense of diversity and inclusion for external job seekers and created a greater sense of belonging for those within the Port by creating safe-spaces and reducing fear of exclusion, bias, and retribution.
- Actions taken: More transparency means = more inclusion education of various backgrounds and situations = how that affects our biases
- All the groups and committees work hard to make sure there is diversity and inclusion.
- All-gender restroom, OEDI being a core focus of Port culture and direction.
- Annual training, education on all groups and peoples, employee resource groups.
- Appreciate all the work, effort, and funding going to EDI!

- As an organization, we are progressing in our awareness of and attention to issues related to equity, diversity, inclusion and belonging. Equity Moments have become a recurring component of many team meetings. Compass photos and stories intentionally profile more diverse employees across our Port workforce. Progress has been made in hiring more diverse candidates to leadership positions. Recent focus on tracking Equity Spending reflects our increased emphasis on equitable outcomes.
- As far as my perspective it has given a voice and platform for those in the minority so they may share their experience and help the Port itself grow to accommodate. It's easy to just focus on the majority, but examples of positive change has occurred so far along this path.
- At a minimum it's opened those sets of eyes that were previously closed to or intentionally ignoring shortcomings in this realm. OEDI's efforts have garnered positive (inter)national attention if memory serves - we must be doing something right.
- Awareness and conversation on EDI happens more regularly, even the more difficult conversations.
- Awareness of the issues and training in what they are how they systemically impact people we work with. Also training about how to speak to issues in the field and in the office when they happen.
- Both internal facing and external facing engagement has a stronger focus and serve as a reminder to center EDI as part of our work.
- Bring the issues of equity, diversity, inclusion, and belonging out in the open for all to get involved and be involved with.
- Bringing light to issues. Not shying away from talking about them.
- Bringing up the conversations brings attention to the issues of equity, diversity, inclusion and belonging.
- By bringing awareness to groups of individuals that are not impacted as much and opening everyone's eyes and ears, inclusive of open discussion.
- By creating the Change team and the equity training that have taken place because of the Office of Equity Diversity and Inclusion.
- By educating all.
- By embracing and opening a division that's focused on EDI. The Port continues to try and be flexible in growing its diverse work force. More than most corporations have done. While this is refreshing, it's not the only issue to focus on. Kudos for striving to grow as a company.
- By giving voice to it and putting it out there, making it highly visible.
- By having this program available and by posting and emailing about it
- By having various ethnic groups/committees available for everyone. They do need to be more welcoming to others outside of their dynamics.
- By making everyone feel respected
- By opening sensitive topics more people are willing to share!
- By raising awareness of the perspectives of people of color.
- By requiring selection panels to be diverse in terms of work group.
- By setting an example for other employers in the surrounding area to be better.
- by showing that these issues are important in the workplace
- By starting the conversation and creating awareness EDI was instantly improved.
- Communication, initiatives, activities, and training has shared the message that greater equity, diversity, inclusion, and belonging is important and valued by the Port as an organization. These actions have, and continue, to speak to employees that they are valued and that our community diversity is important as a workplace and as a representation of our broader geographic community.
- Community Outreach, Training of employees to be more understanding and aware of equity/diversity/inclusion issues.

- Continuing to evaluate and have departments lead their goals.
- Creating a culture where conversations about equity, diversity and inclusion are becoming normalized as part of how we do business and engage with our port communities. We are making progress.
- Creating spaces where we can talk about EDI goals, concerns, and learn more about others.
- Diverse selection committees for hiring have contributed to greater EDI at the Port.
- EDI related book clubs, podcast discussions and other similar efforts have given me a chance to dig a bit deeper into this topic and act on it whenever I can.
- EDI trainings have pushed our work community towards the right direction in achieving a greater sense of all the above. Many employees still believe those classes are not necessary but at least we are talking them and their topics
- Encouraging participation in diversity training. Hiring a wide range of individuals to include people from different lifestyles, races and ages.
- Equity moments in staff meetings have increased awareness.
- ERG Groups, EDI trainings, and different activities that promote the ideas.
- Establishing an OEDI with a leader as a member of the ELT is crucial, budgeting time and money for training related to EDI, establishing a change team and supporting ERG's are all actions taken by the Port that have made an impact. There is still a lot more learning and work to be done.
- Everyone is aware of the goals.
- From the commission to ELT there is a stronger framework for keeping the Port moving to align its practices and policies with these goals. Having been long overdue it continues to be a work in progress.
- Good classes, groups and presentations.
- Good impact
- Removes silos or good old boy clubs.
- Good sharing idea with diversity is really important it gives you more plan and good ideas
- Good trainings. Good actions planned for the future.
- Greater Awareness
- Greater awareness of the positive impacts of diversity in the workplace. has allowed for open discussions regarding POS practices related to EDI
- Has made employees more aware of equity issues, and how they can be addressed.
- Have added a lot of visibility to these issues and topics.
- Have made us more aware of how our actions affect others.
- Having ERGs for marginalized groups is good, it can help people feel like they belong to see others like them. Equity focused panels are good, it can give others an opportunity to get to know people they wouldn't usually interact with.
- Having the conversation is good.
- Having various events, webinars and trainings accessible to employees
- Hiring and procurement selection panels exhibit greater diversity more representative of the community.
- Hiring by merit and allow upward mobility in the organization.
- Hiring of greater diversity makes the port more representative of the population.
- I admire the opportunities to seek business with Women owned businesses.
- I am appreciative of the training and resources offered to ensure that employees are equipped to communicate in a respectful manner and appreciate differences.
- I am fairly new to the Port so I haven't experienced any negative actions to date but I feel that my group is diverse and inclusive and supportive of the Port's goals.

- I am still very new at the Port, but I am so happy to see how much effort the Port puts in to increase the awareness of the importance of equity, diversity, inclusion, and belonging.
- I appreciate all of the effort HR is making through the comp project to improve pay equity and pay transparency, especially reviewing the requirement for college degrees for many jobs, which can pose arbitrary barriers. The Port has also made visible efforts to invest in the Duwamish Valley and south King County. Since 2020, we have many more social and cultural events and info sessions that raise awareness of important issues.
- I appreciate the attention to encouraging RAISE values at the Port. I also like programs like Link to help employees learn how to actively use inclusive behaviors.
- I believe POS's effort in EDI has educated the workforce and has forced people to look at uncomfortable feelings and topics, and the role each person has played in past and current issues we face. Has that lead to greater equity, diversity, inclusion and belonging, I don't know, I don't see any data to suggest whether it has or hasn't been effective. It would be nice for HR to share data relating to this effort.
- I believe recent efforts have encouraged us all to think more deeply about our decision-making process and to look for ways to better communicate so that information is delivered equitably and with consideration of all.
- I believe they have made it a little easier to discuss the topics and educate other.
- I can only base my opinion off of what I see from the port home page. I do see support and newsletters for many different things that have to do with equity, diversity, and inclusion. I do appreciate seeing the special celebrations for each month whether it be a certain heritage month or a month that advocates for a specific group of people.
- I consider the Port of Seattle ahead of the curve with its EDI efforts. The work that it has done is seen as a model for our peers.
- I feel as though I am learning how to feel more comfortable and confident speaking about DEI because I see my manager role modeling it to me. Also, in general I feel as though the Port is a friendlier place to work where people genuinely are happy to see each other and invested in each other.
- I feel like the atmosphere overall is welcoming and friendly. I'm not sure if things have changed because of OEDI efforts from where I'm sitting, but I work in a small department.
- I have noticed more diversity and inclusion in hiring - both internal and external.
- I have noticed more diversity with leadership and employees
- I have only been with the Port of Seattle for a month, so I have a limited look at this, however the ERG program seems to create an environment of inclusion.
- I have only worked at the Port for a month, but it seems clear that the port is working hard to center EDI.
- I see a more diverse work group than when I started at the port. People consciously make an effort to be inclusive.
- I see employees in leadership positions of different races and genders which gives hope for a better future for port of Seattle. The safety meetings really impacted me in having a feeling of we are all connected in helping others and saving lives.
- I think the training workshops have been a good step.
- I think when leadership (starting with my supervisor going up to the executive level) has clear goals and vocalizes them in a positive way where I can tell it's genuine it makes me feel safe and wanted as a woman of color in STEM. When I feel like my struggles are validated, I can feel more comfortable to thrive and be myself instead of guard and protect myself.

- I'm new here. I hope that the Port maintains these strategies in a meaningful way and not just for the sake of having these strategies.
- I'm only on my second week of employment at the Port so I don't have a lot of experience to draw on for my answers but the Port announcements that I have received so far have made me feel as though every employee is an important part of the Port and is worthy of being informed about port-related issues. I have also appreciated the training opportunities that I have seen offered. I look forward to participating.
- I've seen subtle change. It's appreciated. There is still work to be done.
- If nothing else, they've created spaces for conversations that I think are very important. I don't see direct results of the OEDI team in my immediate work experience, so it's hard to say what tangible differences are being made.
- Implementing and reviewing the actions of others through their attitudes.
- Implementing- 5 hour required training Offering several Anti-Oppression workshops throughout the year Diverse hiring committee. Having diverse ELT members
- Improved awareness of EDI and sensitivity.
- In the good professional matter
- In the hiring process, it is much better.
- Integrated it into all levels of the Port.
- It has raised general awareness of EDI.
- It is making some positive impact.
- It made everyone comfortable working and communicating with one another.
- It's a step forward in the right direction, at the very least there are actions being made which naturally brings more awareness and conversation around greater equity, diversity and inclusion. I appreciate that the INTENTION is present.
- It's easier to disrupt status quo thinking and acknowledge that current activities could contribute to systemic racism.
- Just by education of the workers.
- Knowing these are acceptable topics to discuss improvement and an open environment to express ideas and feelings makes me feel comfortable to have conversations about EDI and promotes a more progressive and inclusive work environment, overall.
- Led by our ED, and OEDI Managing Director, has changed the culture of the Port of Seattle. It is a more inclusive and accepting place of employment.
- Making awareness and spreading throughout the organization, as well as planning events and meetings to discuss these topics.
- Making it a priority to look at everyday tasks with an equity lens.
- Making people aware and always emphasizing the importance of equity, diversity, inclusion and belonging.
- May have helped those feeling out of place or not recognized.
- More internal conversations and more openness to conversations about race and privilege, more training opportunities to learn about how racism and privilege show up in our work
- More open and courageous conversations Surfacing problems and commitment and plans made to address them Recognizing that EDI is work and assembling work-teams to lead it
- More people seem open to sharing their views and ideas. Leaders recognize their employees' input and contributions, more readily. Programs and processes now include an EDIB focus to show how important it is to the success of our employees and our organization.
- Most importantly, it has raised awareness of these issues and opened discussions on these topics.

- Mostly positive.
- Much greater diversity in leadership team from when I started a couple years ago - and the ongoing discussion and awareness of the OEDI office make it clear this is a front and center goal and objective.
- Much more communication about it.
- My opinion is that the Port is doing as much as they can toward this goal.
- Normalizing conversations and respectful dialogue around these topics is huge
- Offering information & training on systemic racism, implicit & explicit bias, and fostering an inclusive workplace are positive steps forward.
- offering training classes like link leadership and the change team
- Our new department manager takes an active role in DEI exercises.
- Overall, its making a positive impact. The port is committed to creating a more equitable, diverse, inclusive, and welcoming workplace for all employees.
- Overall, the trainings and the move toward equitable pay has been a good thing.
- People are freer to correct people's language.
- People have been given a safe place to learn about different folks' experiences and perspectives. People have a better understanding of vocabulary to describe social dynamics and power imbalances.
- Provided us the language of equity.
- Providing learning opportunities and hiring guidance.
- Resources, classes, book clubs, and lunch and learn sessions are readily available. The information is out there if people want to seek it out.
- Talking about these issues is more than what is done in other organizations. It helps me think about diversity more and in different ways.
- The actions by the Port have made an impact by 1) raising awareness about historically marginalized groups and the impact on those groups, specifically as it relates to careers, career advancement, compensation and overall opportunities for growth within the Port; 2) by providing education and training for employees to better understand these complex issues and to provide ways for employees to take action and contribute.
- The actions thus far established a baseline that embracing EDI is an important part of who we are.
- The biggest impact is ensuring the Port is a welcoming place to work for all people regardless of their background. I think the Change Team in particular has played a positive role in shaping attitudes and creating a culture of acceptance.
- The continued educational programs and hiring practices have made a significant impact.
- The creation of the Change Team allowed for individual contributors to voice their concerns and have input on the present and future of the organization.
- The establishment of the Diversity in Contracting department has led to a greater inclusion of the community in port operations.
- The frequency of EDI training (lunch and learns) makes it easy to meet the required EDI training requirements.
- The opening of the All Gender Restroom at D2.
- The optional events and groups are a nice feature to have for employees. I think the biggest shift in equity will be the results from the pay equity project. I enjoy the equity moments we have for our biannual meetings. It gives a chance for everyone to bring a topic of interest to the meeting that they find interesting or impactful to them.
- The Port creates a workplace where its employees are not only safe to be themselves, but respected and celebrated. The Port hears its employees' voices regarding equity, diversity, and inclusion and creates fair opportunities for all of its employees.

- The Port feels inclusive and even though there is clearly a learning curve on dealing with ones own cultural biases, there is continue and constant reminders of what our RAISE values are. The lead by example is a growing seed with leadership and is starting to be apparent to the Frontline workforce as management models the behaviors they advocate.
- The Port has given opportunities for all people to speak their minds and given other real opportunities like removing education requirements for some jobs.
- The Port has made progress by highlighting issues and starting/destigmatizing conversations around EDI topics. The Port has also made it an expectation that every department and every employee take responsibility for continually learning more and ensuring EDI considerations are included in decision-making at every level.
- The port has operationalized our EDI vision. There was a lot of scrutiny and doubt under previous administrations. Establishing the OEDI and ensuring that the director position reports directly to the executive director, in addition to a diverse and vocal activist commission, coupled with an executive director who leads by example has revolutionized the organizations approach and impact.
- The Port has raised awareness of inequities in many important ways. People think about bias and equity in ways they had not before. That can make a difference in people's thinking and behavior.
- The Port is a welcoming place to work, no matter your sexual orientation, skin color or religious beliefs.
- The Port is making efforts to have conversations on hard subjects. They also try to engage staff through many different opportunities.
- The Port of Seattle provides a lot of training related to EDI in a way that enables employees to be aware of its importance.
- The Port sends out emails and meeting opportunities to help everyone know what's going on and feel included.
- The Port takes an active leadership role in the community and is not afraid of potential backlash when dealing with equity, diversity, inclusion and belonging.
- The Port's actions have brought more awareness to how much work needs to be done and in which areas it's most needed.
- The Port's actions have made EDI part of the Port's culture. I've seen it implemented everywhere and my department is aways mindful of being aware of other cultures, feelings, how one would like to identify. These actions and culture were the reason why I wanted a job at the Port.
- The Port's actions help keep EDI in people's minds every day.
- The required training has made a positive impact toward these issues.
- The requirements for participation in EDI related activities are a necessary component of making critical changes. I imagine that the EDI team is still working on figuring out what the right balance is relative to meeting the objectives and and enforcing the requirements. Keep doing the hard work!
- The topic and conversations have been normalized and actions are supported by upper management.
- There are a variety of activities and opportunities to be a part of EDI change initiatives., such as the Change Team and individual committees aimed at expanding EDI goals through full transparency.
- There is more information about this subject nowadays compared to 20years ago.
- There are more report outs and presentations by affinity groups, shark tank is a fun and engaging process, frequent ED updates and HR town halls.
- There have been a diverse offering of trainings and workshop on this topic and we have flexibility to join the ones that we find relevant and informative.
- There is a lot of education that helps improve people's awareness of what it means to be inclusive and sensitive to other people.
- There is greater awareness of issues and some actions have been taken to start addressing issues.

- These topics can easily be overlooked. I believe having reminders on how to correctly address these topics is helpful for most everyone.
- They have diversified the work group into a variety of cultures, continents, and life experiences.
- They have made a big impact by creating an awareness to look at processes and procedures from an equity lens.
- They have made it more acceptable to talk about (and therefore begin to address) equity issues, including those of race, gender, etc. Without the explicit conversation, little progress can be made.
- They have made the topic more visible. They have provided training for employees to understand racial equity issues and how to counteract them. We have embraced the inclusion of EDI principles in differing facets of work where it wasn't discussed before.
- This is a tough question to answer since I work in a very diverse department as it is. Our diverse group gets along well and works well together. I would say this is because of the people who are in the department and our contributing character.
- Through the formation of the OEDI department and classes that are given port wide
- Training, awareness campaigns, and opportunities to participate in live discussions.
- Trainings required
- Trying to get minorities and women into the construction is a worthwhile endeavor.
- We are able to address issues which were never addressed and overlooked.
- We are able to have open conversations.
- We are given adequate information on any problems that need to be addressed.
- We are more open to talk about it. Equity moments are helpful for people to bring different perspectives to life.
- We regularly have EDI moments, where we discuss topics related to Equity Diversity Inclusion and all team members speak up of their experiences. We learn together and discuss together.
- What I have noticed is that there are more people who look like me in higher positions which gives me hope as when I first started over 15 years ago, it was rare to see someone who looked like me even in a meeting.
- Workforce development focus operationalizing across all divisions
- Yes, I see it more represented in our work as part of the decision-making process.
- Simply having the conversation has made a difference. The Port has made big strides in company-wide communication since I started working here (2007). This has made a big difference in my job satisfaction.
- The actions taken by the POS have made me value being an employee at a company that cares about such controversial issues. At my previous place of employment, they would talk about equity, diversity, inclusion and belonging but I never really felt like they cared. It was more of an initiative they wanted to push to make themselves look good to the general public. At POS I can tell they talk the talk and walk the walk.
- With our work -- whenever there's engagement with the community -- it's now something that always gets discussed about how best to incorporate the actions into our work.
- Provoking awareness around individual bias with relation to decision-making, hiring, performance, and purchasing. I know there is more, but seeing this become part of our collective evaluation process is a great thing.
- The Equity moments at the beginnings of meetings are impactful.
- The Port message of equity and inclusiveness has permeated itself throughout the organization. For example, most, if not all departments, are sharing equity moments and integrating equity concepts in

their work. The Port mandates certain OEDI training for all Port employees which allows for a better understanding of why equity principles and concepts are important in the workplace.

- I see a much higher level of confidence amongst the diverse members of the Port in speaking up on topics of equity, diversity and inclusion and feeling they have a voice. I also see a greater level of confidence among those staff that of the majority in terms of race and culture becoming more comfortable in engaging in those conversations, however challenging they may be.

Mixed sentiment

- Mostly. It seems a little overwhelming and it's hard to know what course, actions, seminars, training events are necessary, and which enhance understanding.
- Over the past few years, changes at the Port of Seattle have fully empowered and advantaged employees of color and silenced white employees for fear of appearing biased or racist.
- Recent OEDI efforts have caused an upheaval. Employees who have benefited from their privilege are now feeling the impact of their privilege being leveled and everyone being treated based on merit and are viewing this as ill-treatment. The Port has to figure out the happy medium and hopefully those who are resistant to the positive side of this work and are not on board for the long haul, will move on with their negativity and toxicity as they fight to maintain biases that have kept them thriving in the first place.
- Yes and no, by forcing me to attend courses and linking to my performance review is not a positive action and doesn't make me a more diverse or equitable person. I'm open to learning new things and this can easily be done on the side as suggestive readings and not by taking away valuable time or putting staff under pressure trying to find an equity moment that fits into our company's model. I have watched several of the videos shared and learned from them a few things I didn't know before, so those along with the town hall style meetings are positive approaches.
- Have equity goal of sharing EDI stories; host meetings/ townhall to share major updates.
- I see that much larger diverse work force is being hired and promoted in a lot of areas, but not all areas. There are still departments that do not have the EDI "buy in" and it shows with the lack of diversity within their groups and teams. I also feel that those who are not understanding the purpose of EDI need more one on one training. Those of us who believe in the vision and live our lives through the EDI lens are being treated as EQUAL to those who do not. I think there is opportunity there for the Port to enhance this difference and add in additional training and resources to get everyone living a truly EDI lifestyle and not just checking a box while they are at work to ensure they get a "pass" on their PLink each year. I love that the Port has made this a very hot topic and hasn't dropped the ball on the importance that EDI has for everyone and the company's future. The Port is very forward thinking, and I appreciate and value that in the company that I work for.
- I would like to see the Port be more proactive in the community.
- It is a move in the right direction, but far far from over. You can't change a tiger’s stripes, and the port is reluctant to change the tiger when it has to.
- Although I believe there are good intentions by the port, it seems that certain departments are prioritized more than ours. There are a lot of equity issues stemming from the Port among the group internally, such as pay equity, work from home options, flexible work schedules. I understand it is the nature of our job, but I would like to see some benefit to our group as we are just expected to work and "deal with it." (my words). There are positions with less responsibilities that make quite a bit more than us, so it is difficult to feel respected and oversee/direct these employees and it doesn't feel that we are backed in our efforts. Also, our group is not really included in decision making, but we are also volunteered to be part of miscellaneous projects that we do not receive communication on. It's more

of "by the way, you are to do _____." Our team works well together, probably the best group that I have worked with in a very long time. I would say that I work for my team and colleagues more than the Port of Seattle. I don't want to let them down, although I feel that the Port has really let us down.

- Because there is a focus on it, even though not everybody agrees about it, it is a topic of conversation/discussion
- By hiring all race, ethnicities.
- By hiring practices that include people from various ethnic backgrounds. However, this emphasis does not necessarily bring the best employee to the workplace.
- By incorporating EDI and racial justice lens in the development and evaluation of policies, budgets, programs, practices and cultures - both internally and externally. And by adopting and promoting and applying it in the hiring and promotion of staff.
- Change is slow and sometimes there aren't enough updates on what's in motion. Ex. I'm not sure what the organization is working on in response to the Woman of Color survey. The exception is the compensation survey: It's a slow-moving initiative, but there are constant updates about where the project is and what's next. There are also opportunities for employees to provide input and ask questions.
- Change Team New and current training offerings from OEDI
- Consistent emphasis makes it a habit instead of a conscious effort.
- Created more awareness and consciousness for a majority of people, at the same time it has created more of a gap with others. My recommendation to be more impactful and reach "others" - would be to have smaller groups and more comfortable settings for people who shy away from the "large" group meetings and being "forced" to speak up with people they don't know. I think if you have smaller more informal trainings, or education series - where people actually work at - you would see more engagement if people were felt more comfortable and maybe you would not see the hesitation or concern about speaking up, or being more open to the topic of conversation. I hear so many times - people saying they are going through the motions to meet the requirement and that is it. We want to support honest engagement and not people doing the bare minimum because it is required for their continued employment. Example - hold a training at Marine maintenance, or PCS, or SBM - bring the training, conversations to the employees - encourage conversations and engagement within their comfort zone.
- DEI efforts are visibly part of the culture at the Port of Seattle. I've worked in other organizations where it has not been and the difference is very noticeable having seen both.
- Employees are aware that there is racism at the Port.
- Employees are diverse in terms of race.
- Engage with feedback and contributions by BIPOC and LGBTQIA+ people. Don’t just hold a discussion, follow thru on the feedback from people in these groups
- Equity goals.
- ERG budgets
- Honestly, as Security Access Specialist, I’m grateful for the port of Seattle for giving me this great opportunity to work for this great organizations. My team and trainers everyone was very welcoming. But I feel there is blockade of culture in place at port of Seattle, each department have their own little world. As SAS when I walk into AOB building, I don’t feel that sense of belonging when I go to the breakroom in the AOB building. I usually hide and eat my lunch elsewhere. The situation equity, diversity inclusion and belonging is only limited to the department you work in. Out of your department, I don’t feel majority of the people respect me as member of this great organization Port

of Seattle. I hope the port of RAISE changes the culture here. Where everyone can feel sense of belonging and proudness here at this organization, regardless of which department they work for.

- Hopefully, the comp project will produce those results. Leaders have also at least begun using the language, but I am uncertain as to that impact at this time.
- I agree with the Port's push in EDI and the diversity I see at work, but contract WMBE requirements sometimes make simple work excessively difficult to accomplish.
- I am extremely proud of the strides that have been made and milestones achieved over the past couple years. For those departments still struggling to influence middle managers and frontline staff of our commitment to equity, diversity, and inclusion, we must continue to educate and develop those employees. However, we must also consider, when is this a form of non-compliance. Because of our social nature, it would seem to me that their resistance has the potential to serve as a barrier to future progress. Our commitment to EDI is no longer new. If you don't see the value in this work, you may wish to find another place to work.
- I am very new to the agency, but on my first day, there was an announcement about a Commission policy related to workforce treatment and Commission conduct. From my understanding, this was a unique policy and may have been the first of its kind. I think these types of policies are important to promoting inclusion, equity and belonging.
- I believe the creation of the Office of Equity, Diversity and Inclusion is a huge step. I admire that the Port TRIES to make these efforts permeate all aspects of employment though departments don't have real checks and balances that hold them accountable.
- I believe the Port of Seattle/OEDI/Commission believes it is doing the right thing when it takes an EDI action; however, every effort put forward regarding equity, diversity, inclusion and belonging actually segregates/alienates other segments of our Port community. There is no attention or recognition paid to this outcome. (For every action, there is a reaction.)
- I believe we are still working this issues
- I do not believe that they have.
- I don't know what the office of DEI does. My only interaction with them was during the new employee orientation.
- I don't know. I've worked here for over 10 years and I don't see much of a difference. I was never aware that the Port had a problem with EDI so I really don't understand what types of issues needed to be fixed.
- I don't know. No influence on me personally.
- I don’t believe they have. Most people wear a mask. Do what they have to not what they believe in, or how they feel. You should really ask people how they feel about things at the port. We can make change for the better. We just need to believe in that change. I believe most don’t. They are just happy where they are. Don’t want to make a wave or a sink about how to fix things.
- I feel like I'd have to have been here for at least 10 years to see or feel a difference.
- I feel like many members of the Port of Seattle are willing and working towards EDI goals. As long as everyone contributes and supports one another I think we'll progress. However, people need to be comfortable and willing to speak up and share their thoughts.
- I feel that great strides have been made in some areas. However, a lot of stuff still comes off as performative instead of genuine. The OEDI group for the port is doing great things, but it feel like the more degrees of separation from that group there are the less it feels like genuine effort to uphold and recognize EDI. It feels like some leadership is just going through the motions and checking a box more than an actual effort to be inclusive or equitable. But by and large, the Port is strides ahead of many other organizations in its efforts involving EDI. Lastly, Equity is still sparse at the Port. A complete lack

of accountability at the Port has led to many problems. It is difficult for an organization to be equitable when there are no consequences for bad or negative behavior. Though this is a more widespread problem throughout our organization, it will ultimately affect the Ports progress in EDI drastically.

- I have become more aware of important and sensitive issues.
- I have no problem accepting the culture the problem is... It's crammed down our thoughts, I can accept but don't force me to celebrate these policies.
- I have only been here for a year, but I do work with a diverse group of people
- I haven't been here very long, but I have already seen a bit of a culture shift with younger workers.
- I haven't taken the class yet and don't know anything about the class.
- I honestly don't know. Can't say that I feel it has. I have been applying and trying to get out of my department and I haven't been able to for the last 5 years I have been working here.
- I joined the port after OEDI was formed so I don't have a good baseline for what things were like before. I think the Port is very intentional about the decisions it makes and the EDI impacts. There are still some structural issues within how the Port operates that can perpetuate a white supremacy culture.
- I see the POS as proactive in meeting EDI goals. Belonging: Building a sense of belonging in these times, with less people at work, makes for a challenge - especially as a new employee. Yet, maybe that is a big adjustment that needs to be made on my part - yet that sense of belonging - sense of ease and connection - has yet to be fully sparked.
- I think a lot of the EDI stuff is confusing. I enjoy my work here at the Port but I feel that being inundated with the EDI stuff can take away from the work I do.
- I think in general there is a long way to go but I have noticed efforts made. I see the change team as an action made.
- I think it has impacted but still needs a lot of improvement.
- I think the actions taken have made an impact on those goals. I'm just not sure I'm completely on-board with the direction we are headed.
- I think the changes over the last 5 years or so have been very impactful and helped open the minds of people further, myself included. I don't necessarily like the format of the reoccurring training where people are put in role play groups or called on off the cuff to speak. I learn differently - when put in positions like I described I learn less, I shut down from anxiety. I'm very much an observer. Visuals, stories/experiences, and history are what I learn from the most. I would love to see more inclusion and understanding of neurodiversity/neurodiverse community in the workplace.
- I think the Commissioners are driving a lot of good change (menstruation products, focus on community engagement), but many leaders such as Dave McFadden are still focused on speed and cost of projects. The only regard given to equity is if it's convenient. Better serving our community is directly linked to how well we serve our employees.
- I think the time, effort and money focused on great equity, diversity, inclusion and belonging is important - BUT it has overshadowed the importance of accountability, reliability, and sound business decisions. I feel like Port management is more concerned with doing what appears to be socially correct is more important than being a fair business. Feeling included has no value if you are being buried in work, or don't have the budget to get what you need, or that management will be held accountable just like the line workers are.
- I think there's been more awareness, which is nice, but most of the racial trainings have been racism towards Blacks, and not to other minorities. That's not diversity or inclusive.
- I think they have been great for women, people of color, and LGBTIQA+. As a white male especially though, I feel there has been a climate established in which I need to be overly aware and careful of

what I say and do at the Port for fear of committing what will be perceived as offensive. Consequently, I and many others I know, pretty much keep our heads down, keep quiet, and focus on doing our work.

- I think this is difficult work, especially as we exist in a larger society that struggles to address these issues effectively. I do believe that the Port of Seattle is making progress, by consistently focusing on this and making tangible, on the ground efforts. These include equity moments, tracking WMBE spending, making efforts to support equitable hiring, trainings, ERG support. These efforts had helped me be a better ally.
- I work with a diverse team; we are talking with each other about our lived experiences, cultures, and customs more frequently than before the OEDI was formed. I'm having more spontaneous conversations within my department about inclusion, belonging, and intent.
- I would not comfortably answer this question regarding POS but my department of AV maintenance carpenters I would say a definite yes they do!
- In most ways it's gone too far, forcing people to engage when they are not ready to engage, forcing initiatives that take away from core work. But there has been some good and I appreciate the learning opportunities and I agree that the Port should have greater equity, diversity, inclusion and belonging. I just think forcing some of what has been forced lately is actually negatively impacting what we are trying to do. Not sure how it could be done better, but we should think about that.
- In my opinion, the biggest impact that the Port has is providing career opportunities and outreach to vulnerable communities. A large part of inequity in our society is the lack of opportunities for certain communities.
- In some ways yes. In other ways, DEI actions have alienated certain groups, especially from more conservative backgrounds. DEI often comes off as political.
- Information sharing - positive impact Has made some people stiffer in their views - negative impact
- It has become inclusion at the price of quality. People are being hired for how they look and leaving the rest of the employees to pick up the slack in their work. Some are willing to learn, but most see themselves as untouchable and don't care because they know they'll get away with it. Other employees are treated terribly because of this too. They know they can't fight back, so why bother? There's no reward for picking up the slack either, so it's a no win situation.
- It has created an environment where it is now acceptable to discuss openly about equity, diversity, inclusion. HOWEVER, some of the methods have also created more division.
- It is clear that EDI is a focal point of our operations, which I am very impressed by. I appreciate that it is encouraged, but there is still an expectancy that there are no handouts, rather we are evaluating everyone based on their quality of work, not what they look like or identify as.
- It obvious that the port is trying! That's a good start, but it will take time to improve the culture.
- It should be best qualified. nothing else. otherwise, there is discrimination to the most qualified person.
- It shows that the Port walks its talk.
- It still has a long way to go but EDI has created an awareness about racism, discrimination at port and in our daily lives. It's going in the right direction. Keep it up, Kudos
- Making it a goal.
- Not at all
- Not sure they have
- Not sure they have. Our group is quite diverse and has been since long before the office of EDI was established.
- OEDI seems to center on internal equity and diversity (or at least at the moment). Would love to see more support with/for OEDI on including equity and diversity in our initiatives and capital programs. I

love having equity performance goals but requiring a min # of equity moments for all staff tends to have these focus on quantity instead of quality. They also tend to be short, so there is only enough time to intro a topic or watch a short video and not enough to really discuss and delve into it. Suggest decreasing the number and pushing mangers to dedicate larger blocks of time to topics.

- Our workforce is increasingly diverse. The cultural paradigm assumes that EDI is our norm.
- Outwardly it projects a positive image of Port of Seattle on the community. Inwardly I am uncertain to what extent employees actively participate in EDI culture. Feels inauthentic.
- People are at least talking about EDI now.
- POS action taken about, 55%.
- POS action taken about. 60%
- Some groups and departments have really embraced EDI at the Port, others however have not. Inconsistency within the Port makes supporting EDI efforts challenging, especially when some EDI goals are important to your group but maybe not the other groups you work with. One noteworthy example is interview panels. I thought it was a Port directive to have diverse interview panels, that is the direction my group supports and REQUIRES. I participated on an interview panel recently with a group outside of mine and it was NOT a diverse panel and it became clear to me that this is NOT a Port directive. These types of inconsistencies make it difficult to really support the EDI efforts.
- Superficially
- The above phrases sound very good, but it doesn't mean anything to some of us--- it is not for us (for me) I am not one of them. I do my job very well, but it does not matter to them.
- The COLA makes long-term tenure at the Port more feasible and will hopefully improve internal retention. However, by removing the waivers for some requirements regarding internal promotion, it makes it more difficult for all employees to move up the proverbial ladder. It also may make it more difficult for employees who don't have time to add additional credentials (those with kids, older parents, etc.) to qualify for roles despite having extensive internal knowledge. HR also needs to work to build structures that allow employees to report issues that might not rise to the level of a formal violation but are causing problems and management needs accountability measures to ensure follow up on the reports and oversight from their own managers. Ideally this will allow multiple avenues of recourse in case an incident doesn't meet HR's criteria of an investigation. Ideally there should also be a reporting mechanism to OEDI for anonymous reporting to identify common issues that might arise between yearly surveys.
- The Collective Sum of our Employees individual different, ethnic backgrounds, life experiences, self-expression.
- The goals are great! Unfortunately, the results are an us against them mentality when you try to infuse race into every situation even if it is not present!
- The hiring of our military veterans.
- The intent is good and admirable but is likely a violation of the 1943 US Supreme court majority opinion in West Virginia Board of Education VS Barnette.
- The OEDI has great ideas, but actual change has been a slow process.
- The Port has done a great job addressing Diversity, Equity and Inclusion in the workplace. Like many items, the culture at the port is struggling to catch up with these changes. Often times micro aggressions are not addressed or go unnoticed because of the culture that has been created over time. These will not change anytime soon, but need to change to ensure work gets done and we operate as an efficient work environment.

- The Port has made a huge impact overall. The goal is to educate, but there are individuals here at the Port who lack the ability to incorporate what they learned through the trainings. But overall, bringing certain topics to light is awesome and I welcome the opportunity to learn more.
- The Port has taken strides in improvement in this realm. However, there is always room for improvement and many opportunities that could present itself in greater inner-city engagement and employment outreach programs that brings in those individuals within those communities.
- The Port's actions have normalized the topic of EDI and created space for learning, discussion, and a greater awareness of EDI issues and how they exist in our work and our interactions. There is a lot more work to be done, however, especially since the Port culture shares many of the characteristics of white supremacy organizational culture, as identified by Tema Okun (www.dismantlingracism.org).
- The work that the Port has been doing to assist communities disparaged in funding and resources has been wonderful, like the work the Port does with some of the High School Interns and stuff. However, I think that the OEDI stuff in the workplace has created more division within the members of the Port. Feels like it has opened up each respective group to become more tightly knit with their own groups than being inclusive of everyone. Feels like ingredients in their bowls instead of a true melting pot of culture and diversity.
- There appears to be a wide range of different ethnicities and ages in the Port
- There is more awareness, but I think people are more confused now than before about what equity, diversity, and inclusion is. Also feel there is a greater divide and the people I talk to feel more excluded and less belonging.
- There is more open discussion among staff on this topic and how it applies to work performing.
- There seems to be a lot of lip service, but when it comes down to it I hear from workers that they are faced with racism and sexism at work often and classes aren't going to change people's deeply held beliefs and stereotypes.
- There's a very large department focusing toward this and that is impacting our budget
- There's Equity Moment section in AFR monthly meeting where we get reminded of EDI importance and the AFR department lives up to EDI values.
- There’s definitely more of an overall sense of inclusion in the workplace than other organizations I’ve worked for but I feel there is still plenty of work to be done.
- They are trying
- Visibility and representation for sure! Plenty of events to join in on, although sometimes feels forced. I appreciate what the team is doing to move the needle. Change is hard.
- We have bi-weekly meeting talking about equity, diversity, inclusion.
- we spend a lot more time talking about it so there is greater awareness. not sure if anything has changed from it.
- Well, I’m still here, so that makes a huge difference right there.
- While I agree with the ports attempts at equity and diversity and all other humanitarian goals in general, the port should recognize that at the end of the day we have a job to do that isn’t getting done when hours of classes are added to an already overtaxed schedule.
- There has been positive movement in terms of external engagements, but no progress has been made within the organization. There continues to be favorites among Port organizations which results in real inequities. Those include pay inequity, lack of management visibility, level of decision-making among others.
- Overall, the effort put into equity training and time devoted to equity moments have made a large impact in normalizing an inclusive culture and setting the standard for expectations for how equity should be considered in all decisions. I am concerned about the way pronoun sharing is implemented,

with messaging seeming to direct employees that they need to share this info (email signatures, Teams, etc.) and to directly ask others for this info (in trainings, interviews, etc.). While it is helpful to openly share pronouns to normalize it and to provide spaces for people to share pronouns as desired, it should never be required or specifically called out. I have had situations where pronouns are not shared until a gender-non-conforming person shows up and then that person is specifically prompted, individually, to share their pronouns. This has turned into a microaggression where the message is "you don't look how I expect you to look, explain your identity." As a GNC person myself, this can be a very "othering" experience where your differences are being called out, often by someone in a superior role to you (an instructor, a meeting leader, an interviewer, etc.), and suddenly you are in the spotlight in a potentially uncomfortable way. No one should be required/forced or otherwise pressured to share pronouns - in many situations, pronouns are not required to be known (e.g., an attendee in a meeting/presentation/training who is not part of the active conversation) or a name could be substituted instead of a pronoun. While the intentions are good, policies where pronoun sharing is required/expected or that encourages people to specifically call out an individual to share can create a situation where someone who does not want to be "out" in that way either has to 1) provide pronouns they do not actually identify with to satisfy the ask while remaining in the closet, or 2) be pressured into outing themselves when they did not yet want to be.

<u>Negative sentiment</u>

- White people do not feel included.
- White Straight men need not apply in this organization any longer.
- Wouldn't feel safe sharing my opinion on this.
- Actions taken by DEI team have gone too far. People other than minorities do good things at the port too. Port leadership seems to have forgotten that and seem to be on a "popularity bandwagon" when it comes to DEI.
- Yet to see. What is the POS goal of EDI? The organization may have achieved it if it was to talk and make people aware of EDI. Still, to begin with, the Port as an organization and the employees are well aware and know about EDI. But the question is, has the organization used that in all business aspects? - Hiring - Procurement - Promotion - Opportunities The answer is NO! I have experienced and also heard from others who chose to leave the Port because of inequity, unfairness, and discrimination. How do you address the equity concern of an employee? How can they report or get help when they see unfair treatment?
- I think that the Port has gone way over to one side and has made working here harder in some ways. Some of the educational things have been eye opening but I feel like it has gone way over to one sidedness, and I have seen really good managers/people lose their jobs for unjustifiable reasons over suspicion of being unequitable when that had no truth whatsoever.
- I believe the communication within the port is guarded. I sense more animosity between peers since OEDI has been created. I feel that the more the organization focuses on the differences of individuals that the more racist it becomes. Let's focus on the commonalities that are shared amongst us instead of the differences that separate us.
- The impact is creating a more hostile working environment by hiding behind the equity, diversity, inclusion and belonging.
- It has caused more division than inclusion; I'm here to work respectfully and knowledgably with coworkers.

- Your actions have made it so those that don't believe in this effort are pivoting to hide it better. Not only have your actions brought me into the radar, now I need to adapt and change to deal with the items you are not addressing. As a non-white individual, you have made it more difficult for me on both sides of the street.
- Committing dollars toward equity says a lot. However, they are also alienating a particular segment of the workforce. Not being one to cry about the "poor white men" I still feel like we as an organization make much more effective progress at changing hearts and minds by educating that particular group instead of reviling them. Remember, we have ALL been fed a line of BS and none of us chose how we came into this world or who would benefit from an (obviously?) whack system.
- Former manager didn't share info with everyone within Team, acting manager is doing the same, withholding info. I realize that this is hopefully temporary. BUT it is frustrating.
- I am not sure. I think people are able to talk about these issues more but my boss has been recognized as a change maker yet does not bring OEDI related information back to our department, does not actively do work to demonstrate his understanding of the OEDI goals, does not share information with his managers or his department, and does not create a supportive environment. It's disappointing and makes me doubt that real changes are happening. Yes, I am disgruntled about this.
- I believe in the process; I personally feel that the message has been lost. It seems to me that the Port has gone a bit overboard on some items making me feel "not included" as well as a bit of an "outcast". Perhaps the pro-nouns, and gender fluidity was a bit aggressive. Why do my personal files need more information about my gender on them? Personally feel this is an aggressive action and makes people feel obligated to acknowledge and pigeonhole them into a "group". This is a sensitive topic and needs to be handled and treated cautiously, not forced or rammed into our faces. Just my perspective on the topic. I am a very open and accepting person who is not threatened nor do I feel challenged by anyone or anything, just don't agree with the delivery method that has been used.
- It is very challenging to change people's mindset. You have a training; the topic is discussed and then they walk away thinking about what was said and they go back to their own beliefs. Having to spend time with those different than their selves brings about more understanding of what it is like to be the other person.
- The Port of Seattle continues to lack the true mission statement of Equity, Diversity, and Inclusion. With leadership sections being 75 percent majority race and ethical to 25 percent minority. The push has been about education in leadership positions. But lacks the same education for current leadership without some education or an associate degree. Executive management has "no interest or opinion" from the lowest positions during the planning phase of improvements that affect their area of daily operations. Along with executive management lack of communication during the peak travel season with the long lines and wait time in passenger movement throughout the terminal.
- Sure, we have a more diverse group working for the port, but at the airport, making diversity a factor in hiring and not just leaving it to experience is a detriment to the operation. Our facilities are overburdened, and you keep wanting to expand. Putting people is safety related positions that have less experience but are diverse WILL get someone killed. It would be better to give people training opportunities to be competitive. Create more internship opportunities for anyone to grow who wants too.
- Actions have only been centered around certain groups. The focus is what the focus is & nothing more for others & there is no way to safely communicate.
- By looking at issues and impacts wholistically - and not clueing in on one specific "hot topic" as it relates to equity, diversity, inclusion and belonging.
- Checking boxes is not helping. Manager accountability is missing.

- Diverse yet segregated by job duties. White privilege training is offensive to some employees and negatively affects inclusion/belonging values.
- EDI issues are discussed but it often seems more like singing to the choir rather than bringing everyone along together or changing people's hearts and minds.
- EDI makes make me feel less included and somewhat bullied.
- Equity team made is worse.
- Everyone is treated the same and should be included to participate in activities. The port also requires training in these areas.
- Everything the port does is over the top - constantly bombarded by equity, diversity, inclusion emails
- Feels forced and superficial. Several issues still need to be addressed.
- For question: The efforts of the Office of Equity, Diversity and Inclusion have made the Port of Seattle a more inclusive place to work. It has made work harder not fair.
- Having only job experience relate to your pay and promotions hurts younger employees that may have gone to school and gotten a scholarship to try to make things more equitable but are now being punished by the Port of Seattle as that time does not count as experience.
- I believe that the actions taken by the Port have had a more negative impact towards equity, diversity, inclusion, and belonging. The Port keeps hiring people based on their skin color or sexual orientation rather than their job skills and therefore does not have a good staff to do the job of the operations. If an employee is doing poorly at their job, people are afraid to say anything due to the fact that they would be labeled as a racist or a bigot when that isn't true at all. Jobs should be based on how well an individual can do the job, not based on their skin color or their sexual orientation.
- I believe the changes that have been made swing to far the other direction. It appears that management is afraid of reprimanding POC when they aren't doing their job.
- I don't believe they have. How can the Port say they are working towards greater equity when they refuse to pay represented people what they are worth while giving themself raises.
- I don't think the Port is helping the work environment with their equity, diversity, and inclusion fantasy...
- I feel like this survey is more for the non-represented employees at the port. I joined the union because we are paid the same and treated as equals. The port is nothing but a bunch of clicks trying to schmooze they're way up the corporate ladder. Non-represented employees are constantly moving into different roles at the port, leaving us essential workers who are working at ground zero, to clean up the mess they leave behind. This whole equity/diversity idea is why I joined the union in the first place, because we are treated and paid as equals. It blows my mind to see how many people still work from home and how many times issues on the ground are put off because the non-represented are not present at work. The Port needs to get people back to work everyday and stop getting taken advantage of. That would make it more equitable.
- I feel that we should watch the path we are going. Why does race matter. Let's hire based on the individual qualifications, regardless of race. Let's eliminate the race box entirely. Let's just let the individual's qualifications speak out, not race.
- I haven't really seen any changes beyond throwing out hallow platitudes like a land recognition or equity moment to kick off meetings.
- I often feel there is more division at the Port than before all the EDI work, either you are a woman of color or you don't matter.
- I only see impacts of my immediate department. There are not a lot of positive impacts that I can see. The overall impression is that the goal is being met as long as we hire diverse candidates. In my

opinion, hiring is just one step. There needs to be a system or plan in place to then support all members throughout their careers.

- I think my concern is that all topics only address one color, black. We are all in this together, not only black lives matter! All lives matter!
- I think there is a disconnect between what we say we are doing for equity and diversity to what is actually happening with HR. In my recent job change my manager pushed for pay equity with my new peers and HR pushed backed and said no. I continue to see pay inequalities in my career as a person of color and with my colleges. Why???
- I think there is a lot of momentum and deliberate intention around DEI. I think the education, communication, and intention is planting seeds that will hopefully bear fruit. However, there are gaps in what we are being taught and what we are discussing and how things are moving forward. Some examples: - We are hearing that job descriptions are being reviewed to remove degree requirements for jobs that actually do not require degrees. However, I know in our group that degree requirements are being kept and that it is just reinforcing the paper ceiling. - We talk about being more open to diversity in hiring, but recent experience indicates that we might not be there in practice. I had a recent Level I job posting, which should be a great opportunity to consider non-traditional candidates, so long as they meet or are close to meeting the basic job requirements. Instead, we were required by HR to prioritize years of stated experience, even when that candidate failed to mention any of competencies listed in the posted job description. Further, we were instructed to prioritize one skill over another when the requirement was stated as X years of skill A OR skill B. It was a disheartening experience.
- I think there's been too much focus on EDI and not enough focus on looking for the best qualified people.
- I think we are on a precipice, and only time will tell if executive leadership has the commitment to move farther along to make the PoS an ACTUALLY inclusive workplace or merely one that looks like it's inclusive. It's a distinction that is critical and one I've observed tipping in the wrong direction in the last year or so. An example is the decision not to consider education as part of hiring or compensation practices. On the surface, this seems to be a positive step, as we know access to education is highly inequitable. In actual practice, however, it's a performative step organizations use to pat themselves on the back at how they are upholding equity. It does little or nothing to help the people they are purporting to help. Devaluing education is not the answer. Supporting programs that increase access to quality education from pre-school forward is the only way to actually support educational equity. Employees see this and understand what's real, and what is a smokescreen. The port needs to steer clear from smokescreens, because the only people executive leadership is fooling are themselves.
- If anything, the efforts have called out and highlighted differences that have created more divisions between people than bringing cohesion and trust. People are more afraid to speak their mind today as they fear being fully truthful and transparent will result in an investigation of racism.
- If feels like equity and diversity primarily apply to a select few at the Port, if you are not included in that group, equity and diversity for you is not important to the Port. Bias and discrimination are a part of daily life at the Port. Hiring and promoting people based predominantly on their ability and skill to do a job is not the norm, more often than not it is based almost exclusively on what and how many protected classes they fall under. There are directors gifting manager and senior manager positions to people that have no knowledge, ability, training or skill to do the job but get it anyway based on what appears to be solely their race and gender. The best, most skilled people know it will happen, so they no longer even apply. Favoring certain people over others for no apparent or justifiable reason other than race, gender, or sexual orientation is still discrimination no matter how the Port tries to spin it. It

certainly feels as if the Port thinks that it's OK to discriminate as long as you have good intentions. It is not.

- If you want honesty… It has only made certain people FEEL better. Not make IT better.
- IMHO the impact has been negative in my work group. We are here to earn a living for ourselves and our families. We see/hear about how important we all are as workers. We hear our CEO talk about investing in human capitol. We see the non-represented workers receive a ton of attention and action in regard to their pay. But when my group tries to negotiate some pay stuff it is immediately shut down by labor, an immediate no. This is in no way in line with equity and inclusion. Equity and inclusion does not just refer to race or gender or ethnicity. It means that we all get treated equally and with the same respect. The Port IS NOT treating everyone fairly and equitably. It has created a palpable feeling of indifference within my group. We feel left out. We feel mistreated and taken advantage of. All the while the Port keeps singing the EDI song for everyone to hear but doesn't want to talk about the disparity of treatment amongst its represented and non-represented employees. The Port pays its represented employees in my group 88% of what a less skilled worker makes working out of the union hall. They are showing us that we are worth 88% of what people with less specialized skills are worth 12% more than we are. That's the short of it, the longer story is far more atrocious. This comment will be met with thoughts along the lines of.....the union sets the pay (not the 88%), this is not an EDI issue (heck yes it is, equity means equal treatment for all), the 88% wage plus benefits is equal to greater than 100% pay (tell that to my bank account, tell that to all of us that have received an average of $.75 a year raise for 20+ years). This is an EDI issue. This is an ethical issue. The Port wants to be all things great except when it comes to paying represented employees a wage that is equitable to what they would make on the outside. The Port is preying on these tradespeople that love their jobs, that want to be here and that keep the airport running.
- In many ways it has given up or forgot about 1 or 2 groups to make sure other groups can feel good and other groups get their way without thinking about what it will do to others. I believe we have more of a problem now that we have had in a very long time.
- In my opinion, being a white male and working on an off shift, I'm pretty much invisible to all the efforts that DEI are intending to address.
- In my personal experience as the second woman in 45 years to work in the boiler shop, I feel like I am not given enough support by the port of Seattle.
- Investigations regarding repeated employee discrimination (hostile work environment) need to be taken seriously and disciplinary action needs to be swift. Often times, too many entities (departments/divisions) are involved in the process and the investigation becomes convoluted resulting in unusual outcomes.
- It is made it a place that you can't talk to anyone openly anymore, unless you identify as any of the 'marginalized' group based on their own interests or beliefs.
- Look at the staff at P69, it is a diverse place to work. The trades, not so much
- No. It's casual ideas of edi has put a many people of color in traumatizing situations.
- Not enough… as a gay individual, not nearly enough has been done. It's all about people of color and nobody else.
- Not good!
- Not sure but it seems like treating everyone equally and not pointing out the differences in race, gender etc. would be more inclusive.
- Open the lines of equity conversation if we need to address it (fair factors).

- Opened up the conversation about it, bringing it into the norm for discussion. Unfortunately, I continue to see some significant pushback / backlash from some individuals within my work world who think it has gone way too far. This has brought tension to certain topics/interactions.
- Over the last 2 years (2021 and 2022), women have been promoted at a rate that is almost 40% higher than men. That is based on demographic data and promotion data on the EDI website. Pretty sure that is a systemic violation of I-200 and discourages men from participating or seeking promotion.
- Part of me feels as though it has been pushed too hard. I was taught that I work hard for my paycheck, it is not just given to me. I was taught to respect others and leadership. I was raised early on in life that all people are equal no matter what color or creed. So that is my belief. I sometimes feel at work that the Port is trying to raise us as if were/are children. That bothers me. I go with it because that is how I was taught. The Port has given me a job and I go with your rules. Again, this is how I was taught. We are all adults and should act like adults.
- People at upper levels are talking about it. It’s not some secret thing that’s not allowed to be spoken of, at least at management level.
- Perhaps there is a small amount of overcompensation.
- Providing training and educational opportunities to increase knowledge and awareness regarding EDI issues. I don't see "belonging" as part of those sessions.
- Some supervisors have provided false accusation and there has been formal recourse for their actions towards the supervisor.
- The actions have created a divisive workplace where everyone tells on each other to HR for anything outside of their narrative. It's no longer enjoyable to work for the Port of Seattle.
- The actions the Port has made towards equity, diversity, inclusion and belonging has made it worse. The Port is now favoring people based off of how much melanin they have. Work should be based on how well a person is able to perform that job, not based on if they check a box off based on their race or ethnicity.
- the equity training is elective and within the maintenance crafts there lies a lot of bigotry- that said, I believe employees should all have to actively participate in a training that encourages them to reflect on their belief system more effectively and in a group setting.
- The fact that you are to hold management accountable to higher standards are not being followed.
- The impact has been primarily "window dressing" with many groups feeling less inclusive.
- The pay scale for administrative workers does not illustrate the equity I know the Port is capable of.
- The Port is now going too far with trying to shove diversity and inclusion down employee’s throats. It’s too much.
- The Port needs to ensure all equity issues are addressed from different perspectives and points of views. To ensure true equity, diversity, inclusion and belonging, the Port has to be comfortable going against mainstream America and show up even when certain situations are complex or controversial. Otherwise, the equity, diversity, will lack inclusion and will not allow all to feel like they belong.
- The Port needs to work on being more consistent in what's right and what's wrong. Especially when it comes to racial behavior that gets overlooked. My personal experience hasn't been a pleasant one with it comes to racial behaviors from coworkers or customers. Me being a man of color never wants to feel like one group gets moral support and the other one doesn't especially when we talk about Inclusion. To end this, I'm not sure who Inclusion includes when racial acts keep getting brushed off. And not taken seriously.
- The strategies employed by ODEI is not effective and has not made the Port a better place to work. They actively work to undermine the cohesiveness of groups and continue to separate employees from

each other. There is a lesser spirit of togetherness now than before. OEDI trainings pit races against each other and outside facilitators also continue this practice.

- There is certainly no bias when it comes to putting the right people in the right places and positions.
- There should be a better way
- They don't address ANY issues
- They have made it worse with their woke agenda.
- They have not. I have not seen any positive changes in this regard, just lots of time spent without any additional resources to compensate for the time we spend away from our required tasks. It seems like people who previously were resistant to these ideas are still resistant to these ideas - doesn't seem like this office or their efforts have reached the people that need to be reached. Most participation comes from the people that have previously supported these efforts.
- They have resulted in people being placed in positions based on demographics and political considerations as opposed to qualifications causing a lot of dysfunction and sore feelings amongst highly qualified personnel unable to advance.
- They haven't really. Everything is still passed down to managers who don't understand.
- They haven't. This place needs an overhaul, too many undercover racism here and they are boss's.
- They haven't. It doesn't mean anything if the gatekeepers (HR) want it a certain way for certain people of a certain type. DEI- nothing more than window dressing for the masses.
- They really haven't in my department. Nothing has really changed from my starting time here 2 years ago. I see problems all around and they are ignored by management.
- Things seem way over the top. I hear a lot of song and dance but doesn't carry a lot of meaning to me.
- Those actions have made little to no impact. There's no equity when certain work groups are not getting compensated and treated fairly and equally, while others are already ahead of the curve.
- Too many topics covered, so meaningful issues of interest to me are diluted and of little impact or value.
- Too much. Scale it back and it will be more effective.
- We've brought a lot to the front but the biggest issue seems to be just checking boxes and not holding people accountable after
- While making staff aware of equity, diversity, inclusion and belonging is important, at some point when it is overly discussed it starts to highlight the differences rather than focus on how we can work together.
- You're attempting to be more inclusive of some groups, at the detriment of others.
- Actions taken by POS management clearly have resulted in REVERSE RACISM in this workplace.
- They worked backwards by stunting other people's growth and slowing down those that exceed and excel to not make those who don't exceed feel bad.
- I think it only made a minimum to no impact on Port's EDI. Everything shown is on the paper only, not in practical day-day use. Port has developed the EDI department, had mandated certain trainings that we have to undertake to get a satisfactory rating in our annual performance review- but nothing has practically changed. The supervisors and managers never listen to their direct employees, it's a one-way communication only and when asked anything from the manager's, we are told that their decision is final. Where is the equity and inclusion?

Very negative sentiment

- Budka only believes in women of color! That is all she preaches. Most people in my group just delete all her stuff. I believe in equity for all people. Not all white people are privileged. I have worked my ass off all my life to get to where I am today. Nothing has been given to me.
- EDI is overblown to the extent of a hostile work environment to the middle-aged white male or female. Both need not apply to any Sr Mgr or Director level position with this organization to the detriment to the organization.
- By making us more "Diverse" we are actually creating racism and becoming less diverse. The Port is so focused on race, they are creating racism. Why does race even matter? we are ALL HUMAN! Hire the individual based on their skills, not their race.
- Choosing employees to hire and support by how they look to the diversity quota rather than their qualifications. Beyond insulting to be asked to train someone for a position you didn't get. Not to mention all this talk about diversity, but Asians in the lower ranks take a lot of negativity from above them and it's so difficult to move up because that quota has already been filled and your work experience means nothing compared to that.
- Diversity over equality. Nothing like seeing a probationary employee get numerous opportunities to "grow", but employees that have been working for the Port from a year to more than 20 years get shot down time and again just because that probationary employee is considered a minority. All I hear from others and what I feel is deep seated resentment for how we are treated. And when we bring the unfairness forward, we are given vague answers or that HR is handling it, but nothing changes. Just gets worse. Workplace bullying is at an all-time high as well and there's nothing being done about it. Work performance ratings were knocked down as well, so why do more work? Why go out of my way and stay later hours or come in on my days off to help when I'm treated so poorly?
- EDI is a Disaster at the Port. It's not even fun working here anymore because of the Equity BS you continually shove down our throats. Required training for supervisors and employees is TERRIBLE. FIRE THE ENTIRE EDI DEPARMENT. The port is making a mountain out of a mole hill with EDI.
- I believe that since the hiring of Bookda, the ports has become more racist than ever. Her comment about there being too many white men at the ports MMNO shop has really upset me and others. The new hiring policies have been bringing in less talented individuals as well as promoted diversity suck ups that have no business in the positions they have found themselves in. I've learned if you don't know the job, just learn something about diversity and inclusion and now your qualified for anything here at the port. People are more willing to vocalize their distaste for another race now that race is being forced down our throats with media and at the workplace. We haven't had a race issue until it became popular to have one in the media. There is no value in the current state of the diversity and equity plan and hiring policies that are in place here at the port. Diversity hire is a term that wasn't being thrown around before the rain of racist Bookda. Race and gender qualify you for a job here over talent.
- I do not think that there has been a positive impact. Anytime you mandate your opinions, as well as share your political opinions in weekly emails it makes a negative impact. The HR pay study has been a complete disaster. No answers, no accountability and making employees feel extremely uncomfortable. Executive Leadership has no accountability to each other or to their employees.
- I don't know that it has. How is the leadership team tracking progress? Is it just about how many diversity hires we have? Is it a ratio of men to women in leadership positions? Is it the comp project? Are we alienating people with "requirements" in EDI? Are labor people required to meet EDI goals? Seems like that's an area that would benefit. My child left the construction industry because it is full of

"good ol boys"...what are the requirements for businesses the port contracts with? What are the requirements for the unions that protect the labor workers?

- I feel as though things have gotten worse. Being forced into speaking on uncomfortable topics make for a terrible working environment.
- I feel like we don't hold everyone accountable for performance, responsibilities aren't clearly defined leading to dysfunction confusion and frustration. Some individuals have to work harder than others for same or less pay.
- I feel that the Port of Seattle, through the OEDI training sessions, sent a clear message to all employees that all employees are equal, but some are more equal than others. I feel that OEDI created a toxic work environment at the Port.
- I feel when opinions are expressed that are different than the DEI narrative, they are quickly discouraged and even labeled as “white privilege”, racists”, “micro aggression”, or “transphobic” and no discussion can occur and silencing any further expression or discourse.
- I have had numerous coworkers with intense anger directed at me and some coworker's multiple times. I have mentioned this to my direct supervisor and management... nothing. I then mentioned it at the end of our group meeting. That mentioning made various coworkers angry at me. So, I stopped interfering with the workplace arrangements. Somedays it's hard for to control my anger, due to my treatment and the bad treatment of a few others. Maybe, because of this. HR will investigate me and fire me.
- I strongly believe in Traditional American Values, I find the whole idea of EDI repugnant! As someone who has very different values and beliefs, there is no option to opt-out of all the EDI discussions, which make me ill and getting shit shoved down my throat, that I can't swallow, makes me very uncomfortable. There needs to be a way to just be left alone, to do my work and not feel the oppression of the EDI dogma, that I will never buy into, or be "Brainwashed into", which is the purpose of EDI. I do not share my views with any of my co-workers, I understand I'm in the minority here, but I have a RIGHT TO BELIEVE, WHAT I CHOSE TO BELIEVE!!! No matter what the "Upper Management Believes"! EDI is by its very purpose DISCRIMINATION!!! When you hold back those who work hard and become "achievers" and elevate those who don't have as much talent or drive to succeed just because "life's not fair" you are creating DISCRIMINATION! The only system that is fair, is one where only the very best advance, and those with less drive and / or abilities, only get as far as their talents and abilities take them!!! Anything else is an erosion of all society, and a diminution the quality of life for everyone. The Constitution of the United States, guarantees, that all men are created equal! That means that everyone has a RIGHT to pursue whatever they chose, and let their talents and abilities take them as far as they can go! But there is no RIGHT to Equity!!! Which is DISCRIMINATING against those who deserve to advance, in favor of those who should not!
- I think and feel that all we hear about anymore is this topic, and it takes away from the business at hand that needs to be done. Having hours tied to our performance is a bit much and it's not inclusive, there are groups for different races, but now I feel white women have no voice, can't join the women of color meetings, get called out because they are white. I just see all these equity diversity inclusion meetings, and high-level managers, but I feel more unincluded.
- I would say the exact opposite has happened. We have always been a great example of an equitable, diverse and inclusive place of business. Since we want the recognition of becoming an EDI company, we have moved WAY past responsibly using Seattle taxpayer funds. Now we spend them on temporarily placing workers in positions that they have not earned or are not qualified for. It is a slap in the face for anyone that has earned their position. These practices would have been a great

response for a company that does not have an entire department for this or treat employees fairly. What was our HR department doing to necessitate this level of response?

- I've filled out countless surveys in the last Three Years !!!!! Never Interview for ANYTHING at the PORT.
- In the past 15 years my department has been neglected when it comes to improvements. for 15 years we have asked to get the Toll Plaza updated and a proper wellness room but had sat by while other department locations get their upgrades and then upgraded again. Wellness rooms at the AOB are redecorated then redecorated again, meanwhile we have a broken-down chaise lounge in our too small storage room that is so cold, you could store meat in there. Other locations get TV's or work out rooms and we get a meat locker! The bus driver's break room finally got refreshed but we are still waiting! It's NEVER in the budget to improve the TP. We have always felt as if we do not belong to the rest of the Port and the employees who come through the gate remind us of the disenfranchisement daily.
- It has not done very well. The New Port of Seattle has done more to create hate and division between the represented groups and non-represented groups. The very people that had to come to work during Covid received nothing for putting their lives on the line for the customers and the Port. At the time cutting wages and taking away benefits. Then after Covid people still do not have to come to work. Being at home they were not doing their jobs. Multiple groups lost their insurance for two months because of it. Non-represented people at the Port received Wage increases, cost of living increases and pay scale reevaluation. The represented side were not even offered true cost of living and were forced to take away benefits (health care) to help shift cost to get a raise. Still not getting true cost of living never mind a raise and pay scale reevaluation. The top is getting way too heavy and the workers can't keep supporting the supervisor and directors.
- It has polarized people just like our politicians have. The Port is only inclusive to those who agree with the Port's beliefs. The Port is focusing on equality of outcomes and not focusing on merit. I have felt increasingly more ostracized over the last decade of working here as my political and religious beliefs do not align with the running narrative. I am forced to attend these "training meetings" that I strongly disagree with, but if I opt out or voice my concern, my job is on the line. These ideologies are tyrannical in nature and are seemingly becoming Orwellian.
- It’s all lip service to make high ups feel good about themselves. If they were serious, they would treat ALL employees the same, even if they were represented. Two tier status of employees at the port. Management and the lowly frontline workers. Management will not give the resources that are needed to effectively do the job. Then cannot figure out why there is always a crisis. Very Poor Leadership. Will not listen and respond to the concerns of the workers.
- My department seems to be about 30% white where the King County population is over 60% white. It seems to me that the Port is skewed in the opposite direction, so I don't know what all this talk about EDI is about. Having materials on your website for whites and non-whites just seems like segregation, and I thought we were passed that point in history. My feeling is that the Port contributes to racism and stokes the fire. A long time Port manager made the comment recently that they were in a meeting recently where a superior mentioned that they should "feel free to say whatever they wanted as it was a safe space". This 25-year veteran said "I know better than to think it's a safe space, and it actually wouldn't worry me so much if they didn't bring it up". I couldn't have said it better. It seems that the Port prefers being an echo chamber. Most employees that I know just see right through all of it and just tolerate it as part of the job.
- My work group, minus most of leadership treat us like robots mostly all of the workers bust are asses every day we the workers are worn out, hurt and barely able to keep up, with little support from management, feels like if we complain and or suggest changes we would be labeled as lazy, and the old

adage from the management is if you don't like it you can find another job , welcome to the concrete jungle.

- No, I feel I've missed out on internal jobs due to changes made and am judged for who I am (proud Hispanic but don't look like I'm bi-racial) and my job title. Inaccurate grade since 2007 but added supervisor role in 2019 but STILL below an admin grade level. Being judged for grade level even before interview (confirmed info). Not have diversity in interview. If interview for admin job should have represented from admin workgroup attend. I'm not able to move up for job title is low and not seen as valuable to advance. When not visible to other departments no movement opportunities as others have stated as well. The Port is more than P69 and AOB people.
- No. They seem to have made a greater divide between all people and quite honestly feels like you just want to check a box and talk about how wonderful you are. Diversity encompasses so many different things, not just the color of your skin but HRD hiring team doesn't seem to understand that concept. All in all, the Port has been super disappointing in the execution of programs.
- NOBODY wants to take these classes that you shove down our throats. They do not make the port of Seattle a better place to work, they make it a drag to come to work. WE ARE GOING THE WRONG DIRECTION AS AN ORGANIZATION.
- None. The Port has only created an even greater divide. There is a silent majority that is afraid to speak up due to retaliation. The EDI department can't even define institutional Racism with any specificity or provide any specific examples. EDI uses generalizations of people categorizing them by color with no knowledge their actual ethnicity and broadly stating that if you are white you are racist. This is wrong and I believe the port will be held accountable in the near future.
- Not really. When it comes to this subject, you just have silly classes no one cares about, you put up statements about inclusion and often will give preference to people you feel are marginalized even when they clearly didn't earn it. It's political grand standing and we see it. Whenever we report an issue or incident to the equity, diversity in HR, they spend months "investigating". No one know what it is they're investigating but then nothing happens. I've seen people quit due to hostile work environment here at the Port. But you're scared, you don't even offer an exit interview or try to address the problem. In fact, we actually promoted a guy who marginalized a woman so badly she had to quit, so honestly, I really wish you guys would just STFU and shut down this whole idea.
- Nothing has changed. So much of the equity moments in meetings are a joke, hiring and compensation equity is also a joke. It's all talk and literally no action. Frankly I think the more equity is pushed the more people are driving against it.
- OVERBEARING
- Pay equity does not make me feel equitable, diverse, inclusive or belonging. I feel that pay equity has made my hard work and my family's hard work to put me through college mean nothing. Also, my hard work and promotions to get where I am makes me feel that it was useless and not worth my time or effort. I am also being used for my minority status on numerous interviews to pain the picture of diversity.
- Senior Directors and Directors do not live the Port values. The Port allows their higher ups to abuse, bully and harass employees and the Port does nothing about it.
- The greatest impact I have seen is when the covid vaccine mandate was dropped. The mandate was unconstitutional and reckless causing good people to lose their jobs. It also caused unknown risks to their health.
- The OEDI can be overwhelming with the pushing.
- The pendulum has swung too far in the opposite direction, trying to correct for prior EDI issues. If the expectation is that employees are required to continue participating in these kinds of activities, then it

should be factored into the employee's schedule. When departments are already over-burdened with just trying to keep up with the work, it is frustrating to also be required to take additional trainings, etc. Additionally, please stop with all the polls!

- The Port is so Woke and tied together with the EDI CRAP it's scary. People can express themselves any way they like and have different colored hair, wear choke collars and have all sorts of different colored fingernails. SO SAD THIS IS WHAT HR SAYS IS OK NOW. The port is A MUCH worse place to work today as compared to 10 years ago Imo. They chose to make medical decisions (Covid Shots Mandatory) to retain your job. Workers don't care to be forced to attend EDI classes.
- The Port of Seattle hasn't taken the true efforts to improve or show relative facts on changing the culture of diversity, equity, inclusion or belonging to this organization. With the failure to address the data of ethnically diverse leadership. The current foundation of leadership from the lower-level to upper-level management needs significant improvement. With some sections within the organization having above average majority ethnicity and gender in all levels of management.
- The POS has not considered how much time is needed for training. Overwhelmed workloads along with mandatory training has been challenging and causing burnout.
- The structures put in place by the aviation division have a strongly negative impact toward inclusion. The airport has been cultivated to be a class-based service organization. The richest in our society get private lounges and special lines to cut in front of others. These class-based practices lead directly to racist practices. And the staff enforcing this racist and classist structures then bring them into their workplace every day.
- They don't. It is the epitome of performative action. Period. They like to use big fancy corporate words that sound like they align with fostering "greater equity, diversity, inclusion and belonging" yet actually have no means or guts to actually make the direct changes to do so. They like to make policies, recommendations, and put out memos that have good intentions, but that's all it boils down to. Intentions that are followed up with lackluster action, if there is any action to actually show for. What they really should be doing is directly addressing the personnel and work groups that carry dangerous beliefs and toxic practices. They need to be more involved in the weeds. They need to be HONEST, and stop turning a blind eye towards it all and take real accountability for allowing this toxicity to fester for so long.
- They have done the opposite. Jamming equity down our throats doesn't help. Bookda makes idiotic statements about police and black people that are inflammatory. You do not make me feel included, I feel about as far away from Port of Seattle management as possible. You should be ashamed of how you run the DEI section, it is a waste of money and you are making race relations worse.
- They have not, the port is doing things to make a few groups feel protected while ignoring others. For example, people that have been abused or raped should not have to share the bathroom with people of the opposite sex. People have a lot of trauma when it comes to this and there is about 1 in 5 that have been sexually abused, I don't think that the coed bathrooms have taken everyone into consideration when making this decision. There are many that feel un-safe using the bathroom.
- They have not. Having worked here a long time I have not felt a significant sense of division and shame about the Port as I have since OEDI started. I feel less of a sense of belonging in this sense that at any point in my career. While I have always considered and been proud of the Port a progressive workplace valuing inclusion and celebrating diversity, the current climate does not recognize or celebrate those previous efforts. There is no clear goal or metrics of where we are headed or how we are doing. For example, how does the Port workforce compare with the constituency it represents in King County? Is this the representation we are trying to come closer to mirroring?

- This advice is free but I suggest you heed these words. You cannot rob Peter to pay Paul. Fixed outcomes will always fail. You rob people of the opportunity to fail, learn, challenge themselves and blossom by fixing outcomes based on race, gender, sexual orientation, etc. This is called Socialism. It will fail because you will never be able to control all necessary variables to get your predesignated and desired outcomes. What will happen, is you will continue to alienate a great workforce dedicated to serving the Port and the public. 1. Equity of outcomes is not real, equality is. Let folks compete. It's good for business. 2. Diversity, our military is diverse and it works. But you cannot force diversity at the Port because it's a localized entity unlike our military. 3. Inclusion fails because you alienate one group to force give to another. Bad business sense here. Aka robbing Peter. 3. If you want belonging and inclusiveness, teach respect and value relationships as Jesus does. That's it. Good luck.
- You have far greater number of individuals that will try to silence your efforts internally and externally than supporting it. Word spreads fast and people will create mental and physical threats/ taunts in order to silence those efforts for change. Rather than being with the movement of change, it is less energy to focus on your job role than to fight for change. Lives and mental health are at danger for our staff when you speak up for EDI work.