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April 2025

Equity Starts With Us



Dear Friends,

It is both hard for me to believe and incredibly heartwarming that the Port's Office of Equity, Diversity, and Inclusion (OEDI) is over five years old! In 2019, the Port became the first port authority in the country to establish an office of equity. In doing so, our organization committed time and resources to embed equity, diversity, and inclusion into the fabric of the organization.

During the first five years of OEDI, our organization navigated multiple challenges and opportunities — an international pandemic, a national racial equity reawakening, federal attacks on diversity, equity, and inclusion, and a cyberattack, to name a few. Throughout these events, we were creative, resourceful, and true to our values.

Also, during the past five years, our work has grown significantly in scope and impact. In collaboration with our partners and local communities, we took meaningful steps to advance equity, diversity, and inclusion inside and outside the Port. [Our Five-Year Impact Report](#) highlights those achievements and our impact on our organization's systems, culture, and the communities we serve.

As one of the largest economic drivers in the Pacific Northwest region, the Port is committed to creating fair access to opportunities for our communities to thrive. When we prioritize fairness and diversity, it improves our culture, operations, and outcomes. That's why we're committed to leading local, regional, and national efforts to achieve equity, diversity, and inclusion.



However, progress is never linear and rarely happens overnight. Today, in 2025, we are operating in a time of extreme polarization with expansive attacks on many of our values — equity, diversity, inclusion, accessibility, immigration, environmental justice, and the like. Yet, we remain committed to promoting respect, understanding, and celebrating diverse perspectives. This means ensuring that people of all races, backgrounds, and beliefs are included and valued in the workplace; everyone receives fair treatment and equal access to opportunities; and all individuals and groups inside the Port as well as external communities feel welcomed and supported.

We will continue to foster an inclusive, thriving, and safe community for all in our communities and workforce. We will continue working toward a vision of a Port that reflects the diversity of our community across its operations, services, and leadership. Check out the above video — [Equity Starts With Us](#) — to hear from Port employees about how we're working toward this vision.

Our work embodies love and hope — grounded in reality and paired with action. Together, a brighter future for all is possible.

In Unity,

Handwritten signature of Bookda Gheisar in blue ink.

Bookda Gheisar

Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

Office of Equity, Diversity, and Inclusion's Five-Year Impact Report



Since its establishment five years ago, the Port of Seattle's Office of Equity, Diversity, and Inclusion (OEDI) has reached many major milestones and made notable progress toward our goal of normalizing, organizing, and operationalizing equity both inside and outside the organization. Our accomplishments range broadly, from advancing equity within the Port to creating access to quality, family-wage careers in structurally excluded communities to positioning the Port as a leader in advancing equity, diversity, and inclusion among port authorities. [Download impact report \(PDF\)](#)

Port of Seattle Commission Approves \$1.9 Million for Economic Development Partnerships with King County Cities



On April 8, the Port of Seattle Commission approved \$1.9 million to support economic development partnerships with cities in King County for the next two years. The extension is a continuation of support for local cities that the Port began in 2016. In 2024, the program granted \$804,052 to 27 cities across King County. Including city matches, over \$1.44 million was invested in economic development projects. Projects funded included business assistance, tourism efforts, and buy local or placemaking campaigns. [About grant program →](#)

Port Electrification Strategy Prepares for Energy Transition and Future Power Needs by 2050

In April, Port of Seattle released its Seattle Waterfront Clean Energy Strategy assessing the power infrastructure investments and strategies needed to support the electrification of buildings, vehicles, vessels, and equipment on Port-owned properties. The strategy document projects that the power required to support the Port's operations at peak times will increase fourfold by 2050. It indicates continued planning and investment in clean energy infrastructure will be critical to the Port reaching its sustainability goals. The strategy was created in partnership with The Northwest Seaport Alliance and Seattle City Light. [Full press release →](#)



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