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November 2025

Budgeting with Our Values



Dear Friends,

At the Port of Seattle, particularly over the last several years, we've been working diligently to ensure that our annual budget truly reflects our priorities and values — both to the communities we serve and to ourselves.

The [mission of the Port of Seattle](#) is to promote economic opportunities and quality of life in the region by advancing trade, travel, commerce, and job creation in an equitable, accountable, and environmentally responsible manner. The [Port's values](#) are respect, anti-racism and equity, integrity, stewardship, and excellence (aka R.A.I.S.E.). Additionally, the Port has a [Century Agenda goal](#), among others, of becoming a “model of equity, diversity, and inclusion.” Our goal is for our budget to reflect all of this.

Beginning in 2022, the Port required all departments to use a tool known as the [Equity in Budgeting Playbook](#) to create their annual budgets. The Port of Seattle's Equity in Budgeting Playbook, which is updated annually, is designed to integrate explicit considerations of racial equity into decisions, including policies, practices, programs, and ultimately, departmental budgets. Using this tool helps develop strategies and actions that reduce inequities, with a particular focus on racial inequities, and improve success for everyone. The most recent version of this tool is the [2026 Equity in Budgeting Playbook](#).

Additionally, in 2023, as per the Port of Seattle Commission's [Equity Policy Directive](#), the Port created a definition of “[equity spending](#),” calculated that spending over the last several years, and developed a process for tracking equity spending annually.

Equity spending is a term defined by a cross-departmental team of Port employees, and equity spending measures how the organization invests in staff, communities, businesses, projects, and programs that advance equity, diversity, and inclusion. By using this definition to evaluate our budget, we gain a better

understanding of how our investments are contributing to our equity goals, and we can be transparent and accountable about how we are using public resources to advance equity.

For example, in 2024, the Port spent approximately 2.9% (or \$18.6 million) of its operating budget on equity spending, investing in efforts such as workforce development, environmental sustainability, and language access. For 2025, the Port budgeted to spend 3.9%, or \$26.8 million, on equity spending, and those final numbers (i.e., actuals) will be publicly available early next year. And, for 2026, we are budgeting 3.3%, or \$24.9 million, on equity spending, investing in programs such as the South King and Port Communities Fund, Duwamish Valley Community Equity Program, and a childcare initiative for SEA workers.

[Watch this short video](#) explaining equity spending, [visit this interactive dashboard](#) to see annual equity spending data, and [view the PowerPoint](#) from the November 18 Commission meeting when the Commission passed the 2026 operating budget.

As an organization, we are continuing to learn how to incorporate an equity lens into our annual budgeting process — to ask tough questions about who is benefiting from our work and who isn't, who is included, and who is excluded (even if it's unintentional). We're building our capacity to embed equity into everything we do. Equity spending is a key part of this, and we hope that by sharing this information and data publicly, we are transforming the way we communicate, promoting transparency, and holding ourselves accountable to our community, our workforce, and our values.

In Unity,



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Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

**Join the OEDI Team as a Workforce Development Contract
and Budget Specialist**



OEDI's powerhouse Workforce Development team is hiring. We're looking for a community-minded, detail-oriented Contract and Budget Specialist. In this role, you will provide administrative and process management for all aspects related to service contracts and budgeting for the Workforce Development team. Your work will be integral to our efforts to create pathways for community members to gain quality, family-wage careers in port-related industries. [Learn more and apply](#) by December 1, 2025, at 11:59 p.m.

Bridging Communication Gaps: Simple Solutions for Accessible Travel at SEA



Seattle-Tacoma International Airport wants to make travel welcoming, safe, and comfortable for everyone. Part of that is making sure every traveler feels supported and understood. In addition to improving facilities, programs, and services to improve travelers' experience, a new analog tool is making it easier to communicate throughout the airport journey.

A new set of communication cards is helping travelers who are Deaf, hard of hearing, neurodiverse, or nonverbal, or who speak another language connect more easily with airport staff during security and customs screening. [Read our blog post](#) to learn how the Port is using these new communication cards.

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