



OFFICE OF EQUITY, DIVERSITY, AND INCLUSION 2025 ANNUAL REPORT

Without a doubt, 2025 was an incredibly challenging year for advancing equity, diversity, and inclusion in government. Unprecedented changes at the federal level threatened our work, attacked our values, and alienated our communities. And still, the Port and our communities showed up, continued to make progress, and found moments of joy, solidarity, and strength.

Even with pressure from the federal administration as other governments and companies retreated from their values, the Port of Seattle stood firm in our beliefs. In big and small ways, the Port’s leadership recommitted to living our values and becoming a truly equitable, anti-racist organization. While we continue working toward this visionary goal, we have a responsibility to address the broader context that, too often, our communities are confronted with tragedy, loss, and fear.



For valid reasons, many people in the communities we serve are concerned about what’s next and how federal authorities might affect them and their loved ones. In this moment, as stewards of local government, we must act with courage and moral clarity to affirm the equal dignity and respect of all people, to protect our civil rights, and to build a community that is truly rooted in safety, accountability, and trust.

Our work is difficult, but it is not impossible. It takes partnership, commitment, and strength. The pursuit of racial equity requires that we take time to build trusting, transformational relationships, center the voices of people most impacted by the inequities we seek to address, and creatively challenge a business-as-usual mindset.

In this 2025 annual report, we share highlights of our efforts to partner with communities, to build a culture of belonging and inclusion within the Port, and to transform policies and practices that advance equity.

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Senior Director,
Office of Equity, Diversity, and Inclusion

A YEAR IN REVIEW: OFFICE OF EQUITY, DIVERSITY, AND INCLUSION

- 1 In October 2025, the Port of Seattle Commission updated the Welcoming Port Policy Directive to address the changes in federal immigration practices. The Commission first adopted its **Welcoming Port Policy** in May 2018, affirming the Port's commitment to the safety, inclusion, and engagement of immigrants, refugees, and international visitors who interact with our facilities or services. For our organization, this directive prioritizes our goal of being a welcoming and inclusive port, while also recognizing the central and critical nature of immigrant communities in carrying out our mission and operations. The updated policy added directions to Port employees regarding immigration-related activities on Port property — from prohibiting the use of time or resources to support civil immigration enforcement to providing clear steps in responding to immigration-related inquiries. It also created an internal Immigration Working Group to address emerging needs for the organization and communities, established expectations that individuals with limited English proficiency have meaningful access to services, and protected personal information from unauthorized disclosure.
- 2 The **South King and Port Communities Fund** (formerly the South King County Community Impact Fund) develops equity-based partnerships and provides resources and support to historically underserved, ethnically, and culturally diverse near-airport communities. In 2025, 10 community-led organizations across South King County, Beacon Hill, and Duwamish Valley received a combined \$2.7 million through the SKPCF's *Economic Opportunities for Communities* (EOC) Program. These organizations lead career prep and readiness programs, connecting underrepresented communities to career pathways and employment in port-related industries. In partnership with External Relations, SKPCF hosted its inaugural Community Day at the SEA Conference Center, bringing together over 50 organizations to recognize community achievements and enjoy an airfield tour highlighting workforce and environmental initiatives.
- 3 Annual **Equity, Diversity, and Inclusion Training** is one way that Port employees learn to normalize equity (i.e., develop a shared understanding of EDI terms and gain familiarity with talking about EDI) and operationalize equity (i.e., incorporate EDI skills, tools, and frameworks into our day-to-day work and operations) in the organization. These trainings develop our skills to be effective communicators, inclusive colleagues, and equitable public servants. In 2025, more than 1,600 Port employees (66% of our workforce) completed at least five hours of EDI training, including 71% of the Port's supervisors.
- 4 In 2021, OEDI conducted the Port's first-ever organizational **Equity Assessment**, which identified gaps and opportunities to strengthen the Port's commitment to equity, diversity, and inclusion. This assessment generated more than 60 recommendations for improvements, and from 2022 – 2025, our organization successfully implemented more than 80% of those changes, positively impacting our workplace culture, our hiring and retention practices, how we engage with community-based organizations and businesses, and how we integrate equity into port-wide processes and services. There is still work to be done, but we have a strong foundation and many successes to build on. Throughout most of 2026, OEDI will lead the Port in its second Equity Assessment to help us understand the impacts of our work and to shape the next chapter of how we advance equity inside and outside of our organization.
- 5 Building off the success of previous years, members of the Port's Change Team and the Finance and Budget department created the **2026 Equity in Budgeting Playbook**, which is a tool that all departments are required to use to create their annual budgets. As departments submit budgets for approval, they must demonstrate how they utilized the playbook to guide equity considerations in their budget. As part of the Equity in Budgeting Playbook, the Port measures Equity Spending, which measures how the organization invests in staff, communities, businesses, projects, and programs that advance equity, diversity, and inclusion. Equity Spending gives us a better understanding of how our investments contribute to our equity goals, and publicly sharing this information allows us to be transparent and accountable about how we are using public resources to advance equity. For 2026, the Port is budgeted 3.3%, or \$24.9 million, of its operating budget 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.
- 6 In 2025, the Office of Equity, Diversity, and Inclusion celebrated its **sixth anniversary!** The Port established OEDI in 2019, becoming the first port authority in the country to create such an office. During our first six years, our work has grown significantly in scope and impact. In collaboration with our partners and local communities, we have taken meaningful steps to advance equity, diversity, and inclusion inside and outside of the Port. To commemorate this milestone, we hosted a short boat trip on the Duwamish River with over 150 partners and allies. During the event, Paulina López (Executive Director of the Duwamish River Community Coalition) and George Blomberg (Senior Environmental Program Manager, Port of Seattle) presented on the environmental, economic, social, and historical importance of the Duwamish River.

FEATURED PROGRAMS

SOUTH KING AND PORT COMMUNITIES FUND

For the 2025-2029 funding cycles, the Economic Opportunity Program (formerly the Economic Recovery Program) will fund projects that advance economic opportunity instead of projects focused solely on recovery from the impacts of the COVID-19 pandemic; the SKPCF- eligible geographic region will expand to include areas of South King County, the Duwamish Valley, and Beacon Hill that the Port of Seattle's Equity Index identifies as experiencing social, economic, and environmental inequities; and the program will continue to prioritize the Port's commitment to the six near-airport cities. Since its launch in 2020, SKPCF has revolutionized how the Port works with communities to improve access to funding opportunities. SKPCF investments have fostered new partnerships with more than 50 BIPOC-led, community-based organizations and increased support for structurally excluded communities of color.

THE PORT OF SEATTLE CHANGE TEAM

In 2025, 171 employees were members of the Port's Change Team. The Change Team created the *2026 Equity in Budgeting Playbook*, facilitated more than 20 EDI trainings for Port employees, created improved annual equity performance goals for all employees, led all Port departments in creating department-specific equity goals, and, for the first time in the Port's history, guided all departments through the process of establishing annual language access plans. In Launched in September 2020, the Port's Change Team operationalizes our values of equity and anti-racism. The Change Team includes representatives from every Port department who lead efforts to implement equity principles and practices within their respective teams and departments.

IMMIGRATION WORKING GROUP

In July 2025, the Port's Executive Director established an inter-departmental working group to create and implement policy, processes, training, and communication to address Port employees' roles in both immigration enforcement activities and fielding immigration-related questions from the public. The Working Group, led by OEDI, created procedures, protocols, and training regarding what Port employees are allowed to do in relation to immigration enforcement – strictly adhering to the Welcoming Port Policy and Keep Washington Working Act. The Immigration Working Group also provided up-to-date information to both community members and Port employees about a range of issues related to immigration, from Know Your Rights training to community and legal resources. Additionally, the working group provided guidance and consultation to Port Commissioners and leadership in responding to immigration-related events, including *Customs and Border Protection's Detention Practices* and SEA Airport, the *Federal Administration's Travel Ban*, and supporting *Somali and Afghan Communities*.

LANGUAGE ACCESS

In 2025, for the first time in the Port's history, all departments in the organization completed a process to develop annual language access goals that will be implemented and tracked throughout 2026. Also, during 2026, OEDI is rolling out a Language Access Guidance Manual – a tool for all departments to meet their interpretation and translation needs. This work began in 2023, when the Port of Seattle Commission passed a Language Access Order to move the organization beyond simple compliance to achieve the goal of language access as a permanent, ongoing commitment by the Port of Seattle in every department and every division. During the last few years, OEDI has led the organization in fulfilling this commitment, conducting an organization-wide and community language access survey to assess language access needs, developing a Language Access Cohort to create resources, procedures, and guidance for all departments, and ensuring that the necessary resources are allocated to this work.



BY THE NUMBERS

\$2.7M

supporting 10 community-led organizations through the SKPCF's Economic Opportunities for Communities Program

98%

of Port employees completed training on the Port's immigration protocol

72

EDI trainings and workshops offered to Port employees

84%

of the 2021 Equity Assessment recommendations completed

42

Port departments set annual equity goals to advance and embed EDI in their work in 2026

1ST

For the first time in the Port's history, departments created Language Access plans

724

community members completed workforce development training in port-related industries through the South King and Port Communities Fund

\$24.9M

(or 3.3%) of the Port's 2026 operating budget is designated for work, programs, and investments that advance the Port's equity, diversity, and inclusion goals