



April 1, 2026

Keep Moving Forward



Dear Friends,

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 these challenges persist. Yet, the Port and our communities showed up, continued to make progress, and found moments of joy, solidarity, and strength. Learn more in our [2025 Annual Report](#) (PDF).

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 [OEDI's 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. And, in the words of John A. Powell, "There is little doubt that many of us are, and remain, structurally disadvantaged, and institutionally constrained... We cannot use our constraints as an excuse for inaction. We must do what we can, where we can, to the most we can."

In Unity,



Bookda Gheisar
Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

SEA Airport is not impacted by ICE deployment



This past weekend, many people woke up to alarming national headlines about President Donald Trump potentially deploying United States Immigration and Customs Enforcement (ICE) to staff TSA checkpoints at airports across the country. This action comes in response to extremely long lines at security checkpoints nationwide during a partial government shutdown that has paused the pay of TSA workers.

For communities like ours in South Seattle and South King County, where so many of our neighbors are immigrants, refugees, and mixed-status families, news like this can land with real weight. As of now, there are no confirmed plans for any change in operations at SEA. Our team has been in direct communication with federal partners, including TSA. The federal administration is targeting ICE staffing at airports with the highest percentage of TSA absenteeism — right now, we are far below other airports experiencing significant delays, with our TSA absenteeism only at 10%.

[Learn more in an op-ed by Commissioner Toshiko Hasegawa →](#)

Economic Opportunities for Communities program – Accepting applications until April 20



The South King and Port Communities Fund's (SKPCF) [Economic Opportunities for Communities](#) (EOC) program is [accepting applications until April 20, 2026](#), for the Partnership Track. This track is for organizations ready to implement single-year or multi-year career prep and readiness programs to help individuals become prepared to enter jobs and careers in Port-related industries.

It is designed for organizations with at least one year of direct workforce experience and/or partnerships in aviation, construction trades, green jobs, and/or maritime. See the [Funding Opportunities webpage](#) for additional details about applying and the upcoming Technical Assistance Sessions.

Know Your Rights Training for SEA Workers – April 9 from 2 to 3 p.m.

Do you work at SEA or know someone who does? Join or share this upcoming opportunity. On [April 9, from 2 to 3 p.m. on Microsoft Teams](#), the Port of Seattle and Northwest Immigrant Rights Project (NWIRP) are hosting a Know Your Rights training for SEA Airport employees.



It will cover the Port's policies on immigration enforcement actions at Port facilities and your rights during an encounter with immigration agents. [Register today](#), and [contact Jay Doran](#) with any questions.

Protecting Your Civil Rights



As a public agency and in accordance with our values, Port of Seattle facilities must be free of discrimination and accessible to all. Discrimination is illegal when you are harmed and treated differently from others in a similar situation based on your race, gender, or any other protected class.

If you have experienced discrimination or harassment at a Port of Seattle facility based on your race, national origin, gender identity, or any other protected class, [file a complaint](#). Additionally, if you believe you have been denied access to a Port of Seattle program or service based on a disability, [let us know](#). We will listen, investigate your complaint, or refer you to the appropriate person for help. Lastly, [find information and resources related to immigration](#) and returning to SEA from international travel.

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