



Bookda Gheisar, Senior Director (she/her/hers)

Office of Equity, Diversity, and Inclusion

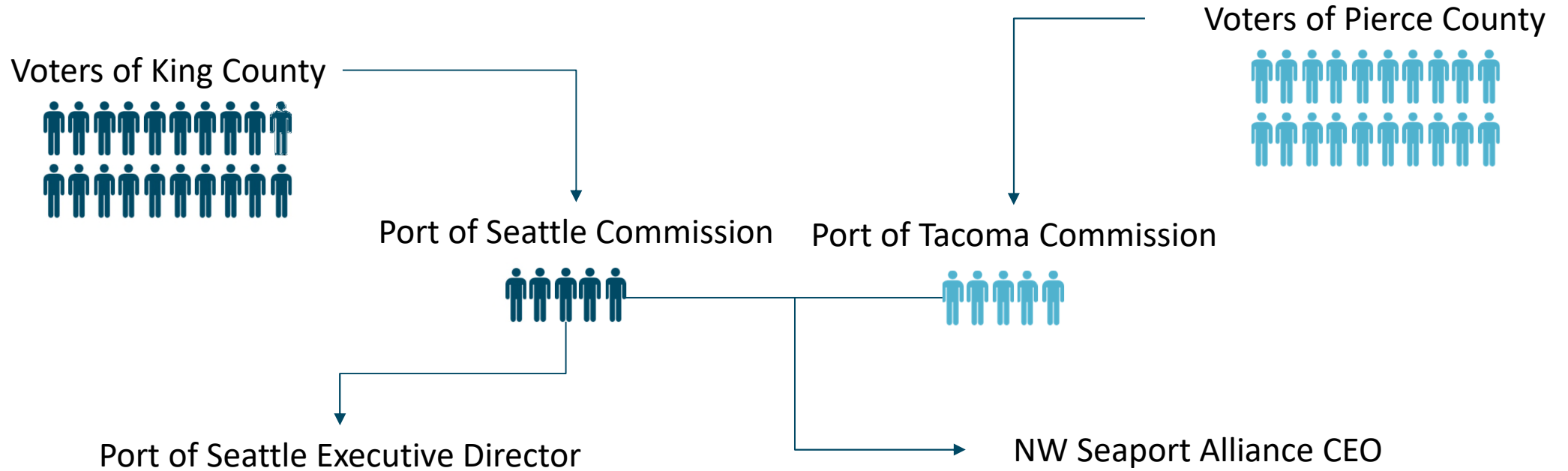


A Progressive Force

- Created over 100 years ago to control and develop Seattle's waterfront
- Special purpose municipal government elected by locals
- Ports enjoy state statutory powers to raise taxes, develop, operate and maintain public facilities
- 75+ Port districts statewide



About the Port



SEA Airport



Cruise



Marinas



Commercial
Fishing



Environmental
Programs



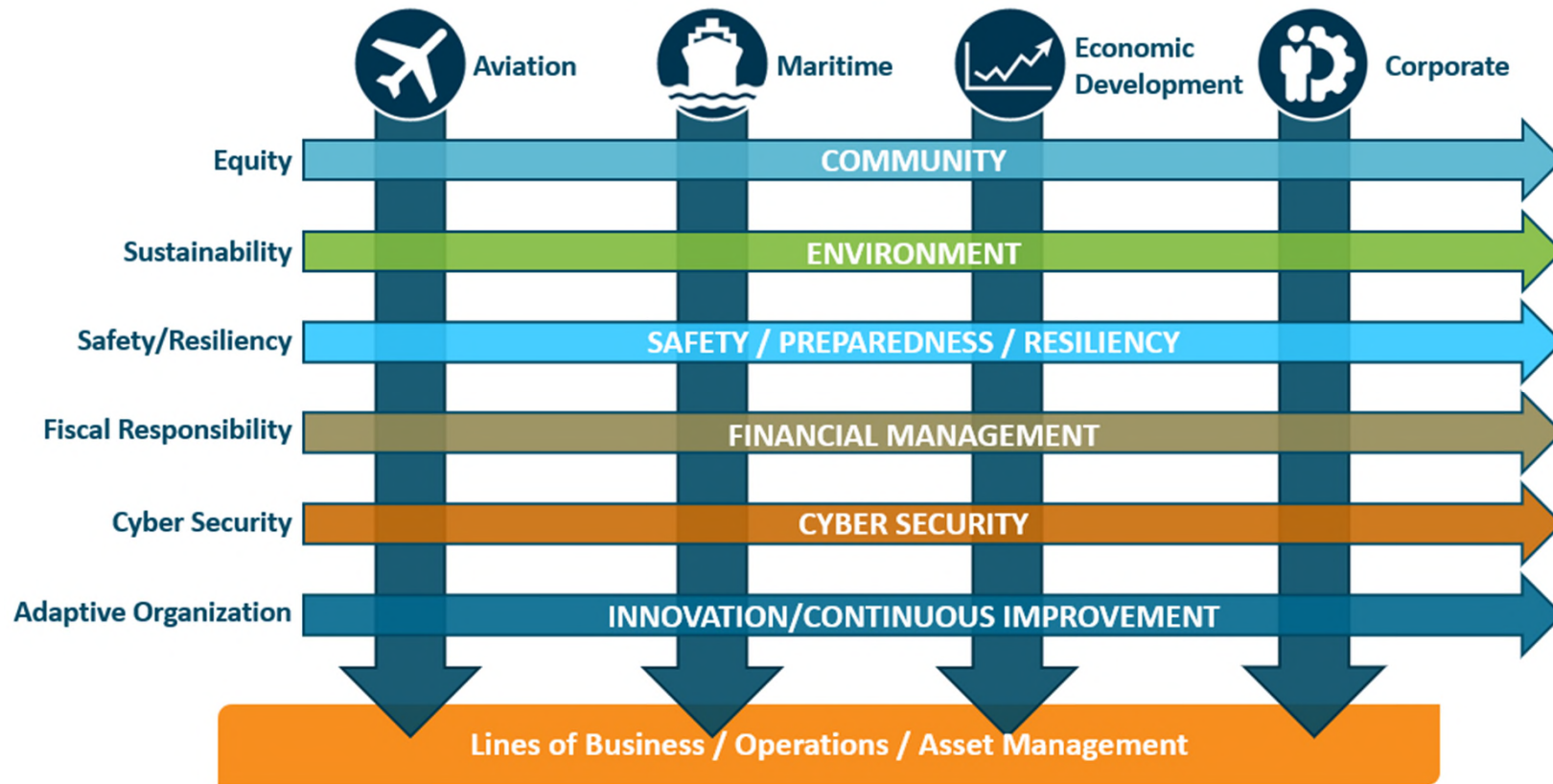
Real Estate



Maritime Cargo

The Port's Vision for Equity

Our vision is to develop a Port that mirrors — throughout its breadth of operations and services and within its leadership structure — the diversity of our community, instills principles of equity in its culture, and ensures a fair and intentional distribution of opportunities with the goal of expanding economic development and quality of life for all.



History of the Port's Equity Work, 2016-2017

October 2016 - POS ELT attends *Undoing Institutional Racism and* establishes commitment to build an anti-racist Port of Seattle

January –August 2017 - ELT and other Port leaders met with equity leaders from the City of Seattle, King County, the Government Alliance on Race and Equity, and Nike to explore effective approaches to equity, diversity and inclusion

April 2017 - The Port joins The Government Alliance on Race and Equity (GARE), a national network of governments working to achieve racial equity and advance opportunities for all

May 2017 - A cross-port design team meets to begin work on the Port's Model of Equity, Diversity and Inclusion, Human Resources pilots a training for employees on Institutional Racism and Courageous Conversations

May 2017 - Energy and Sustainability Workgroup of the POS Commission recommends establishing a POS Equity policy

History of the Port's Equity Work, 2017-2018

November 2017 Equity FTE established in the 2018 Salary and Benefits Resolution

December 2017 – Completed design of Port of Seattle Specific Equity Toolkit


January through April 2018 – Equity Lead job development including gathering community input, Pilot selection , Provide Anti-Racism training to employees quarterly

May 2018 Port of Seattle Motion on an Equity Pilot


October –December 2018 Complete and evaluate Equity Toolkit pilots to inform Port of Seattle Equity Policy

History of the Port's Equity Work, 2019-2022


June of 2019 – Sr Director of Office of Equity joins the Port to establish the Office of Equity, Diversity, and Inclusion (Port of Seattle becomes first port authority in the country to create such an office/department)




June - October 2019 – Community listening sessions and roundtables with employees are held to help establish OEDI's first year's strategic priorities and plan



September 2020 – A Change Team, with representatives from every department across the Port, is established to be racial equity champions, advocates, and leaders within the organization



March – December 2021 – Conducted the first port-wide equity assessment to establish baseline data and identify priority areas for change and improvement



January 2022 – Published findings and report from the Equity Assessment and began a process for all departments to set annual equity goals

Why Do We Center Race?

The Port leads its equity work with race because it allow for a specific, strategic focus that can develop structural approaches to address all forms of oppression. Because racial oppression is so foundational to our country's origins – from mass exploitation of Native American populations to the enslavement of Black Americans – it forms the language, logic, and structure for all types of discrimination.

Historical Legacy

- Government's role in creating and perpetuating racial inequities
- Government has "power over" people and communities

Practices & Policies

- Intersectional approach because racial disparities are ubiquitous
- Establishes a framework to address other inequities

Culture

- Everyone has a race but whiteness is centered as "normal"
- Race is used as a wedge to divide, instead of unite communities

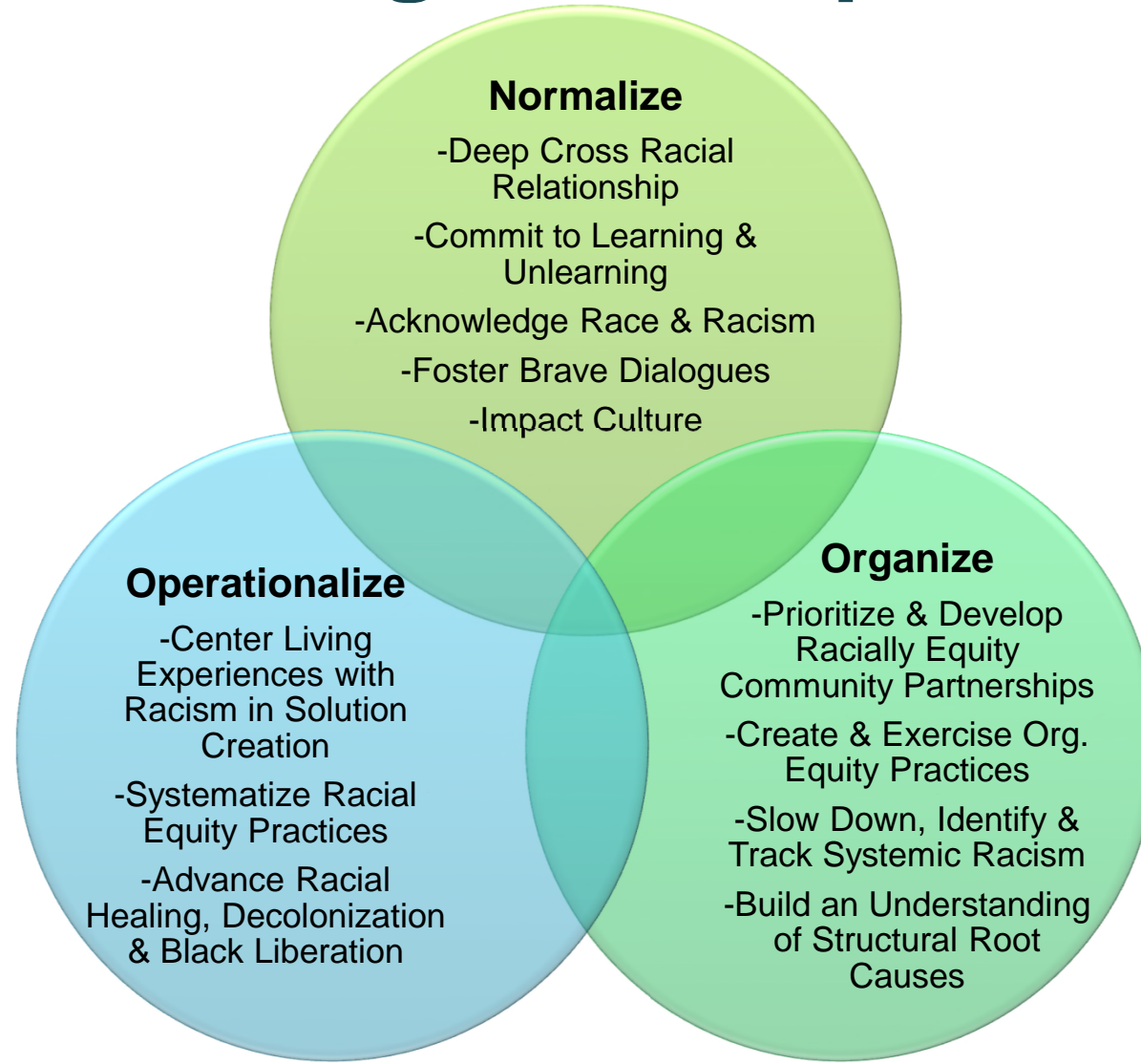
OEDI 2022 Strategic Plan

Strategy 1: Transform the Port by infusing racial equity principles and practices into all aspects of organizational structure, programs, policies, and processes.

Strategy 2: Provide equitable and tangible benefits to impacted communities of color and immigrant and refugee communities.

Strategy 3: Build OEDI's capacity and expertise to lead equity change work internally and to be a resource for and thought partner with external peer agencies.

Normalize, Organize, Operationalize



*Framework from
Government Alliance on Race and Equity (GARE)*

OEDI's 2020 - 2021 Impact

COVID-19
Economic
Recovery
Framework

Employee
Engagement
and Cultural
Transformation

Racial Bias
and Equity
Motion

Port-wide
Change
Team

Juneteenth as
Port-paid
holiday

Port of Seattle's
Equity Index

South King
County Fund

Supporting
Afghan
Refugees

New Port
values -
R.A.I.S.E

Police, EDI,
WoC
Assessments

Opp Youth
Initiative ->
Youth Career
Launch Pilot

Equity
Moments &
Equity in
Budgeting

OEDI's 2021 Impact – By the Numbers



1,279

Employees participated in OEDI's training, workshops, and engagement events

437

Supervisors completed an 8-hour racial equity training

57

Departments used an Equity in Budgeting tool for the first time in Port's history

\$2M

Directed to 4 CBOs to train more than 250 youth through Opportunity Youth Initiative

1,211

People placed in jobs at SEA through the employment center

30%

Constructions workers from econ distressed zip codes (among 30 contracts with over 1.6 million hrs of labor)

Questions?