

Port of Seattle

2017 Affirmative Action Plan

Key Results

Commission Briefing



Introduction

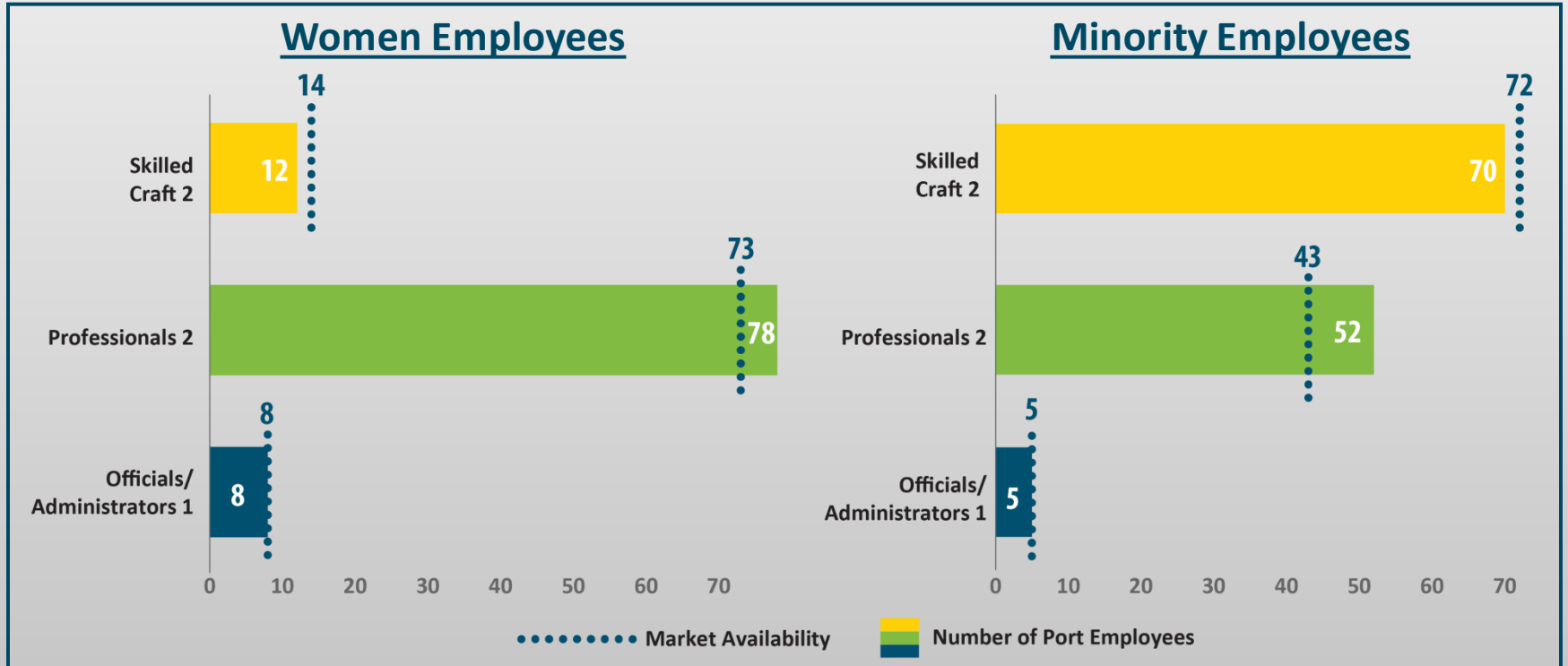
- Port creates an annual AAP to:
 - Recruit, hire, and retain qualified women and minorities
 - Ensure employee demographics are consistent with internal/external availability

Results of Port's 2017 AAP

- Number of women & minorities within Port reflect the availability of qualified women & minorities in communities from which we recruit & hire
- The Port has not had to set placement goals for any of our last three years AAP(s), which includes our current 2017 AAP

TARGETED RECRUITMENT OF DIVERSE APPLICANTS & OTHER GOOD FAITH EFFORTS ALLOW PORT TO EXCEL

Sampling of 2017 AAP Results



OFFICIALS/ADMINISTRATORS AND PROFESSIONALS MEETING OR EXCEEDING , SKILLED CRAFTS SHORT BY TWO

Opportunities Moving Forward

- Continue targeted recruitment of diverse applicants pools
- Continue Compensation Equity Analysis
- Continue equity, D & I training opportunities
- Learn from other local public employers how to identify and address equity issues beyond compliance

GOING BEYOND COMPLIANCE TO ADDRESS EQUITY ISSUES INTERNAL AND EXTERNAL TO PORT