



Good afternoon,

My name is Regina Glenn I reside at 4872 123rd Pl. SE., Bellevue, WA I am the president of Pacific Communications Consultants Inc. For over 28 years I have been working in the area of small diverse business development in both the public and private sector. I have served on the Port's Advisory Committee for Minority /businesses and been engaged with helping with 2 disparity studies involving the Port of Seattle, and had the pleasure of working on the original Port job study.

From this up-close-and-personal view, I can truly commend the staff, the commissioners and the consultants who have helped bring together this needed and ambitious diversity in contracting plan, under the leadership of Steve (Executive Director of the Port).

In January 9, 2018 when the port commissioners adopted their new diversity and contracting Policy Resolution 3737, it acknowledged historic disparities in women and minority business enterprise participating in port contracting.

That acknowledgment was critical but more importantly the tools outlined in your diversity and contracting 2018 annual report are outstanding. A solid foundation building on community input and sound testing.

I only add three suggestions moving forward: Be publicly accountable, provide incentives for innovation, and keep the pipeline for youth open.

Being publicly accountable

1. Merge the best of all charged at the port with diversity inclusion and contracting and the workforce goals to plan and coordinate with a united voice and coordinated voice.

Do this by Convening quarterly public meetings and distributing reports in these chambers reviewing the progress and evidence of collaboration of the 4 major areas dedicated to equity and inclusion at the port. Those four offices each Individually reporting their successes, challenges and budgetary needs. I simply sharing what is going well, what needs to be improved what needs to be discontinued.

A. The Office of social responsibility headed by Luis Navarro

B. the newly formed equity department-Headed by the to be appointed senior director of equity and inclusion

C. The office of the director of diversity in contracting under the leadership of Mian Rice



D. The Seattle international airport dining and retail operations encompassing the ACDBE concession's successful program under the leadership of Dawn Hunter

The experiences lessons learned and resources these for organizations can you bring together is exceptional and should be clearly explain to all stakeholders.

Establish an equity and diversity advisory committee to support the collaboration of your four major organizations working at the port to change its culture and increase its participation of diverse firms

Provide incentives for Innovation in Diversity contracting

2. Provide innovative incentives for contracting such as price preference points for certified firms on contracts. Special grants to encourage crimes to partner with small businesses and their contracting endeavors. Many of the ports around the country have invitations we could look at it closely.

Pipeline for youth

3. Continue youth internships and ensure we keep open pipelines into port jobs and experiences to assure workers and contractors for the port

Again, I commend you on your vision, outstanding staff selections and true commitment to change.

A handwritten signature in black ink, appearing to read 'Regina Glenn'.

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