

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**

<b>Item No.</b>	4a
<b>Date of Meeting</b>	March 9, 2010

**DATE:** February 23, 2010

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** Marjorie Hillson, Sr. Manager, Diversity and Consulting Services

**SUBJECT:** Special Order of Business: Charles Blood Champion of Diversity Award

**BACKGROUND**

The Port is celebrating the tenth anniversary of the Charles Blood Champion of Diversity Award, designed by a group of Port employees and established by Commission resolution in September, 2000. This year's recipient is Alley Greymond, Document Control Specialist, Engineering.

The award, intended "to honor a Port of Seattle employee whose position is not specifically associated with diversity, but who has a record of integrating positive approaches to diversity into his or her work life," was named for Charles Blood, a pioneer leader of color at the Port. Fittingly, Mr. Blood was the first recipient of this award in 2000. Mr. Blood held senior leadership positions in the Aviation Division and later acted as a special advisor to the Chief Executive Officer on community and diversity-related issues. He was an iconic leader for employees who felt overlooked and unheard. Among his accomplishments was the elimination of height requirements that created artificial barriers for some women and people of color applying for public safety positions, his role in the founding of Airport Jobs, and his work to assure equity for applicants and employees with diverse backgrounds and skills.

A champion of diversity award honors an employee who:

- Challenges behaviors and practices that do not align with the Port's commitment to diversity and supports those that do.
- Genuinely demonstrates an appreciation and respect for people of all backgrounds, communication styles and approaches to business.
- Engages in inclusive and open discussions to experiment with new ideas.
- Views issues from multiple perspectives.
- Challenges limiting assumptions and beliefs.
- Communicates with honesty and integrity.
- Confronts and addresses difficult diversity issues.

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Beginning in 2001, Human Resources and Development established an open nomination process for the Charles Blood award along with a selection committee that is now comprised of past honorees and members of the Port's Employee Development and Diversity Council.

Alley Greymond is the Port's tenth Champion of Diversity. Ms. Greymond has consistently demonstrated that leadership is not solely the work of formally designated leaders. While she was employed in Accounting and Financial Reporting, she was a founder of the department's "Enrichment and Diversity Initiative," and was the project manager for the Port's first Port-wide "Diversity Day" celebration. During her tenure in the Engineering Department she has designed and facilitated workshops on navigating transitions, and has been an active member of the Port-wide Employee Development and Diversity Council.

In addition to Ms. Greymond the honorees who have followed Charles Blood include Luisa Bangs, Sr. Manager in Aviation Maintenance; Lilyian Caswell-Isley, Manager, Office of Social Responsibility; Rudy Caluza, Director of Accounting and Financial Reporting; Kenny Lyles, General Manager of Fisherman's Terminal; Luis Navarro, who recently Development became Director of the Office of Social Responsibility; Lindsay Pulsifer, General Manager of Marine Maintenance; Becky Simmons, formerly an administrative assistant in Aviation Project Management, now retired; and Rick Williamson, Purchasing Specialist in Marine Maintenance.

There are many people who contribute daily to realization of the Port's diversity values. Support from the Commission, the Chief Executive Officer, the executive team and Human Resources and Development staff assures that the Charles Blood Champion of Diversity Award continues to exist ten years after it was created. Each time a new "champion" emerges, we underscore both the Port's commitment to diversity and the power of individuals who demonstrate passion and courage in this arena.