

Item No. 9b_supp

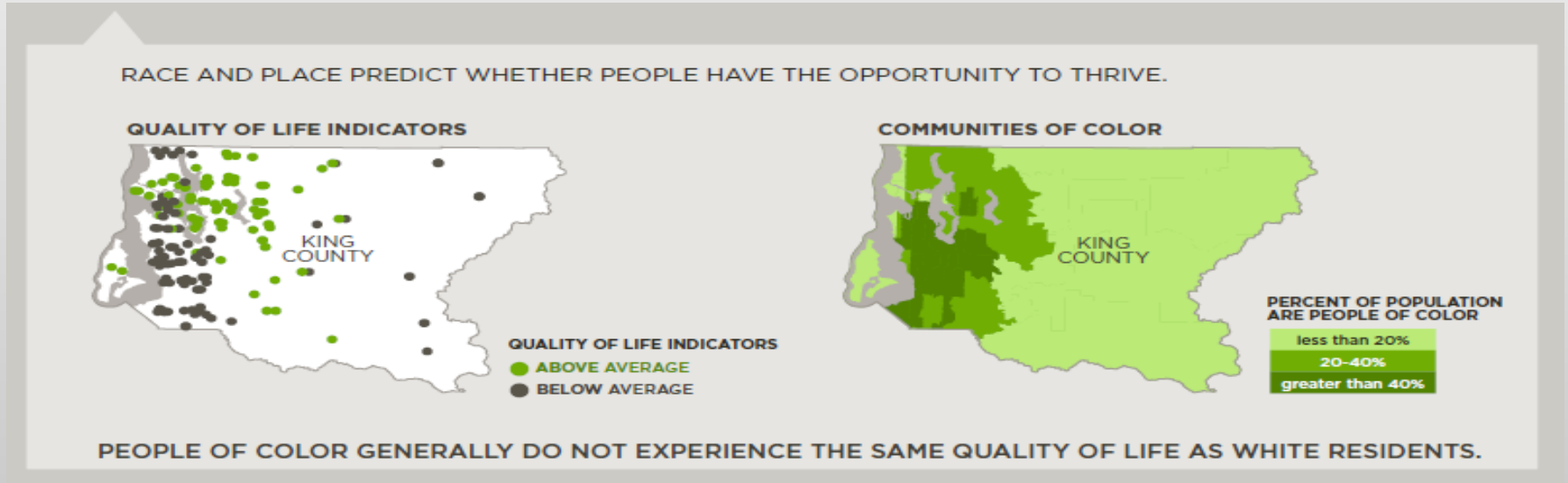
Meeting Date: April 24, 2018

Equity Update

Developing a Port of
Seattle Model of
Practice

Race and Place Matter

Source: King County Office of Equity and Social Justice



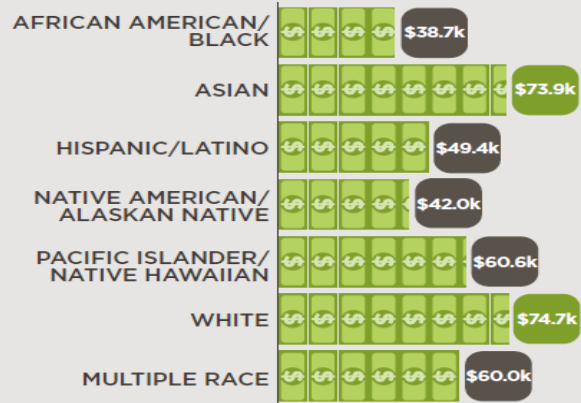
RACE AND PLACE PREDICT WHETHER PEOPLE HAVE THE OPPORTUNITY TO THRIVE

A Closer Look: Income by Race & Place

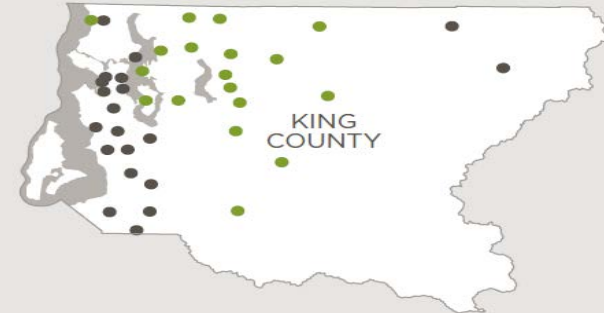
Source: King County Office of Equity and Social Justice

BY RACE

- ABOVE KC AVERAGE
- KC AVERAGE: \$71,175
- BELOW KC AVERAGE

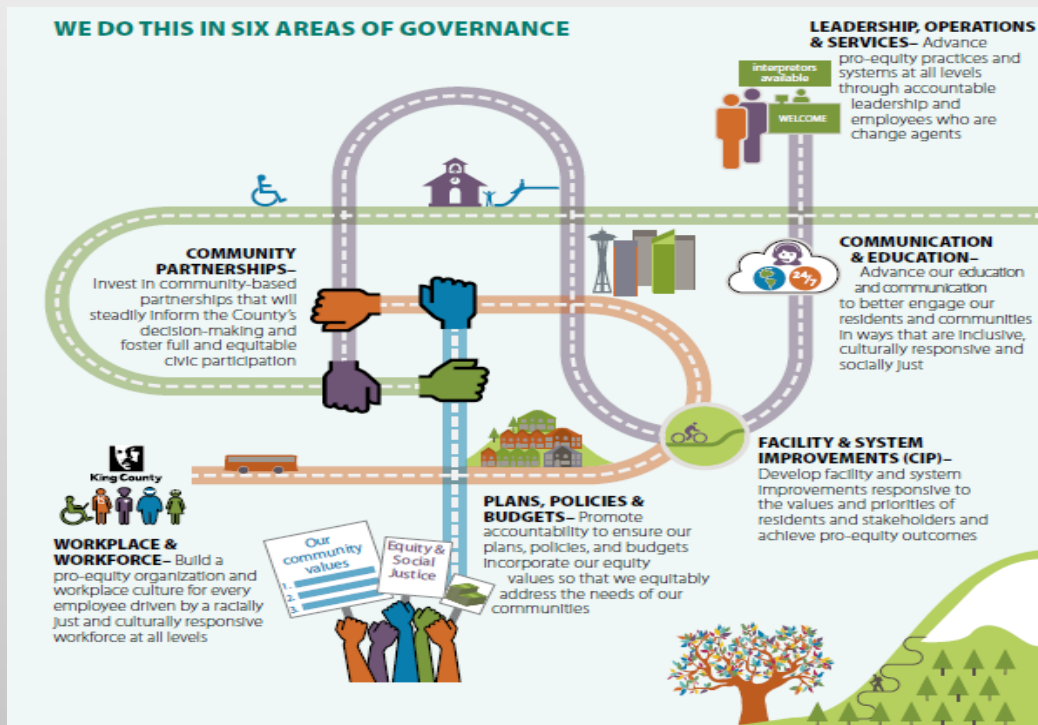


BY PLACE



INCOME DISPARITIES BY RACE AND PLACE

King County Strategy



SIX AREAS OF GOVERNANCE

King County's Office of Equity and Social Justice

Goal: Leadership, Operations and Services

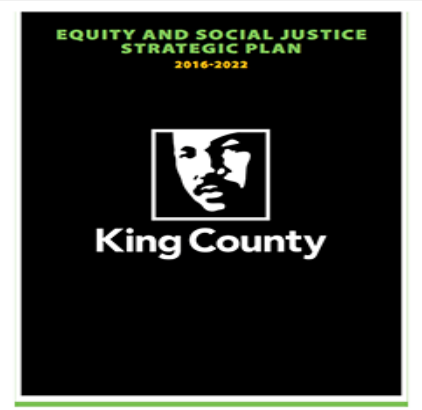
Develop effective and accountable leadership for advancing ESJ to drive pro-equity governance at all levels of the organization

Goal: Plans, Policies and Budgets

Department and agency business plans, including line of business and other planning processes, include analyses of equity impacts from their operations, services and programs, as well as equity targets and measures of progress.

Goal: Facility and System Improvements

Infrastructure system master plans, including line of business and other strategic planning processes, include clear objectives to advance equity and social justice that are informed by and sensitive to priority populations and key affected parties .



City of Seattle's Race and Social Justice Initiative



Goal: Racial Equity in City Operations

- Fairness in contracting
- Fairness in hiring and promotion
- Improving City employees' skills.

Goal: Racial Equity in City Engagement and Services

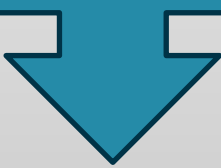
- Outreach and public engagement
- Programs and services.



Port of Portland Equity Program

VISION

To advance equity at the Port and Region by promoting fair treatment and equitable access to business, services, and employment opportunities



Goal

Provide leadership to institutionalize the integration of equity consideration into Port economic development programs, projects, and decision-making projects

Outcome 1: Increase Access to Prosperity Related to Port Activities

- Build Port institutional and organizational capacity about equity.
- Use an equity framework to influence Port processes and decision making.

Outcome 2: Create a More Diverse and Inclusive Employee Workforce

- Assess, identify, and remove institutional barriers that hinder fair treatment & equitable access to employment opportunities.
- Promote an inclusive workplace culture that respects and values diversity & provides opportunity for all Port employees to pursue innovation and excellence.

Outcome 3: Demonstrate Regional Equity Leadership

- Partner
- Influence

Equity at the Port of Seattle

Working Definition:

“Equity” refers to equal economic, political and social rights and opportunities.

Goal:

To become a more equitable, diverse and inclusive organization



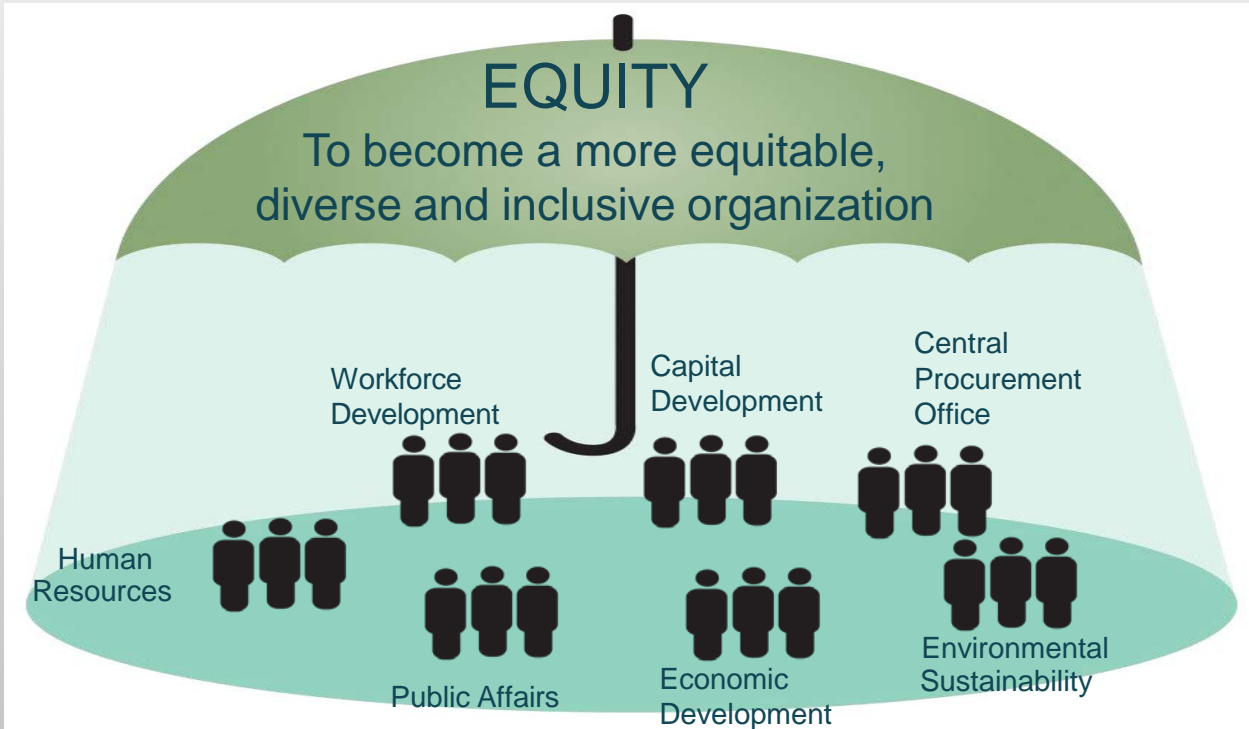
LONG RANGE PLAN STRATEGY 4: High Performance Organization

Become a Model Workplace for Equity, Diversity and Inclusion



- **Objective 8:** Increase Management Accountability for Equity, Diversity , & Inclusion
- **Objective 9:** Increase the Percentage of Employees that Agree that the Port of Seattle is Committed to Equity, Diversity, & Inclusion
- **Objective 10:** Increase Awareness Internally and Actively Share Diversity and Inclusion programs Externally

Port of Seattle Equity Efforts



Key Efforts

- Diversity in Contracting
- Priority Hire
- Sustainability Project Fra
- Airport Dining and Retail
- Engagement with the Community (Office of Social Responsibility)
- Institutional Racism Training

EQUITY ACROSS ALL OUR LINES OF BUSINESS

What are we doing?

In 2016, the Port's executive team made a commitment to become an anti-racism organization that courageously addresses obstacles to and opportunities for increasing equity in the agency's policies, procedures and practices.

We are working to ensure that our policies, practices, and procedures recognize and address social injustice as it impacts the work of the Port.

This applies to how we:

- Identify and address priorities
- Navigate complex issues
- Engage employees
- Engage the diverse communities we serve



Why are We Doing This?

We recognize the negative impact of institutional and structural racism. By building capacity to address racism we will also improve our ability to recognize and address other forms of discrimination such as sexism and heterosexism.

At the Port of Seattle, diversity is viewed as a source of possibility and strength – integral:

- The core values of the organization
- Pursuing our mission and the Century Agenda
- Attracting and retaining talent with shared values
- Improving the quality of work-life integration
- Sustaining an environment that treats people and communities fairly and equitably



Racial Equity Toolkit

When racial equity is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated.

Racial equity tools are designed to integrate explicit consideration of racial equity in decision analysis, policies, practices, programs, and budgets.

A racial equity tool:

- Identifies clear goals, objectives and measurable outcomes;
- Engages community in decision-making processes;
- Identifies who will benefit or be burdened by a given decision, examines potential unintended consequences of a decision, and develops strategies to advance racial equity and mitigate unintended negative consequences; and,
- Develops mechanisms for successful implementation and evaluation of impacts early in the process.



What will our outcomes be, and how will they serve our mission?



This effort will enable us to perform more effectively and sustain organizational performance, including:


- Identifying and addressing barriers to opportunity, for example, internally for employees, attracting future employees, in our Small/WMBE efforts, in our role in the region as an economic engine, and in our efforts to build environmental sustainability
- Producing innovative and effective solutions
- Achieving higher levels of employee engagement and commitment
- Building more collaborative relationships with the communities we serve

Building Equity Policy and Practice: 2017-2018


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

Building Equity Policy and Practice: 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

Questions?

