

# 2018 Affirmative Action Plan Key Results

Commission Briefing

# The Purpose of the AAP

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## Purpose of the Port's annual Affirmative Action Plan to:

- Ensure good faith efforts toward recruiting, hiring and retaining qualified women and minorities
- Ensure employee demographics are consistent with the internal/external availability of qualified women and minorities



# What is Availability?

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- Two types of Availability:
  1. External availability is the percent of women and minorities with requisite skills in the general services area.
  2. Internal availability is those current employees available to be promoted, transferred, or trained for future openings at the Port.

# What is an Utilization Analysis?

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- A comparison of how the Port's employee demographics compare to the availability of women and minorities in the general service area
  - Under-Utilization occurs if the employer has a lower percentage of women and minorities in an EEO Job Class than what is available in the general service area
  - Under-Utilization may require employers to set placement goals for the next year.

# 2018 AAP Results

EEO JOB GROUP	TOTAL EMPLOYEES	WOMEN			MINORITY		
		Number of Port Employees	Availability	Difference	Number of Port Employees	Availability	Difference
		#	#	#	#	#	#
Officials/Administrators 1	31	12	11	+1	6	7	-1
Officials/Administrators 2	104	38	38	--	33	25	+8
Officials/Administrators 3	202	75	72	+3	41	47	-6
Professionals 1	333	137	144	-7	102	96	+6
Professionals 2	148	85	84	+1	64	49	+15
Admin. Support 1	79	54	57	-3	29	23	+6
Admin. Support 2	24	19	18	+1	6	7	-1
Skilled Craft 1	90	4	5	-1	20	22	-2
Skilled Craft 2	285	13	16	-3	72	76	-4
Protective Services	307	77	89	-12	82	92	-10
Service-Maintenance	91	24	32	-8	32	31	+1
Technicians	36	16	15	+1	11	10	+1
Para-Professionals	76	54	51	+3	34	23	+11
Admin. Support 3	22	14	16	-2	9	9	--
Protective Services Leadership	56	9	10	-1	11	12	-1

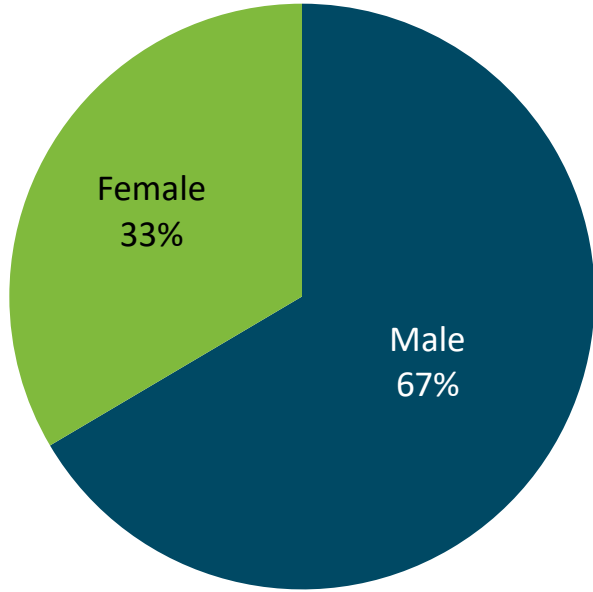
# Common Misconception of AAP

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- Common Misconception of AAP:
  - Compliance equals an employer's workforce mirroring the demographics of the community it recruits in and services.
  - Quotas are used to become compliant. (This is illegal).

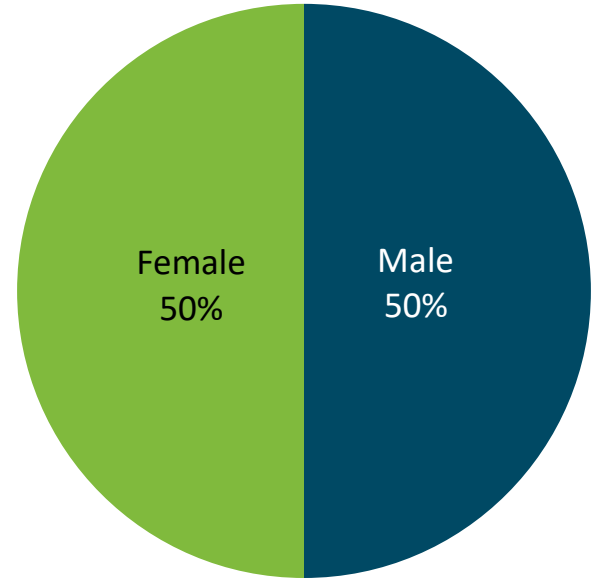
# Port of Seattle Staff vs. the State

## Port of Seattle



Data as of September 30, 2017

## State of Washington

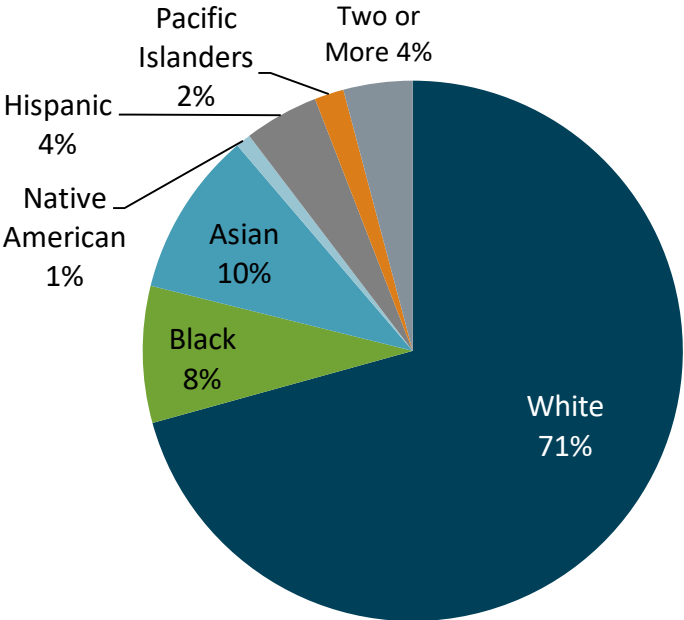


Data as of July 17, 2017

Total Port Employees: 1,884

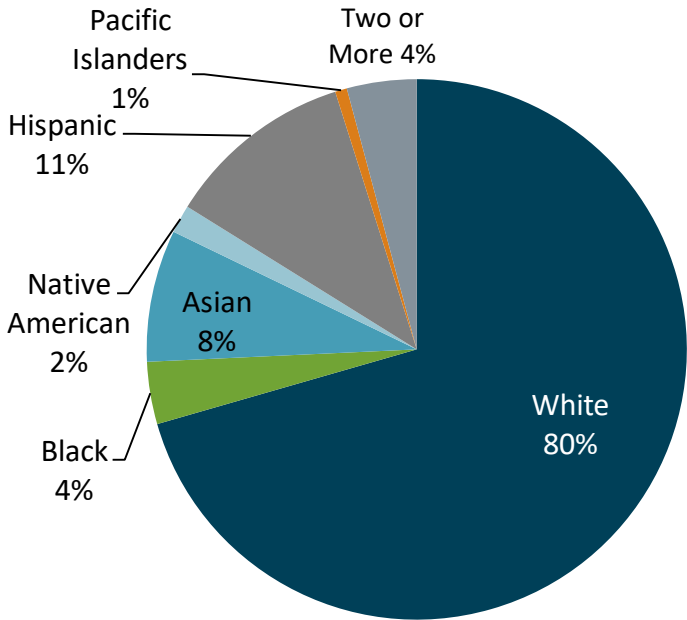
# Port of Seattle Staff vs. the State

## Port of Seattle



Data as of September 30, 2017\*

## State of Washington



Data as of July 17, 2017



# Results of Port's 2018 AAP

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- Number of women & minorities within Port reflect the availability of qualified minorities and women in the communities from which we recruit and hire
- The Port has not had to set placement goals for any of the last five years AAP(s), which includes our current 2018 AAP



# Opportunities Moving Forward

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- Continue targeted recruitment of diverse applicants pools
- Continue bi-annual Compensation Equity Analysis
- Continue to provide training programs to support employee promotability
- Continue equity, diversity and inclusion training opportunities
- Keep the bar higher than meeting availability goals



Questions?