



Office of Equity, Diversity and Inclusion Strategic Plan Update to Port Commission

February 11, 2020





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- **Developing the country's first Equity Strategic Plan for Ports**
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Driven by the 2020 Port of Seattle Goals

6. Expand Equity, Diversity, and Inclusion within the Port and across the Region to make tangible differences and deliver benefits for all
7. Operate as a Highly Effective and Equitable Public Agency
 - i. Enhance Safety, Security and Resiliency efforts
 - ii. Strengthen and Expand Community Engagement
 - iii. Improve and Maintain Financial Viability and Stewardship
 - iv. Develop, Support and Inspire our Internal Talent
 - v. Improve Customer Service & Experience
 - vi. Infuse equity principles and practices into all aspects of organizational structure, programs, policies and processes

The First 180 Days



Internal input in Developing the Plan

perceptions shared from conversations with 200 employees:

Organizational Culture

Historically white, male, sexist culture: there are "in" groups that are favored

Some employees are against increasing diversity, tolerance and inclusion

Job mobility, promotions and compensations

Gender disparities in both promotions and pay

Racial Disparities in both promotion and pay

Bias against hiring and promoting internally

Structural and Systems change

Need systemic change

Need leadership and change from the top

Need to integrate equity in everyday practices and operations

WMBE/Diversity

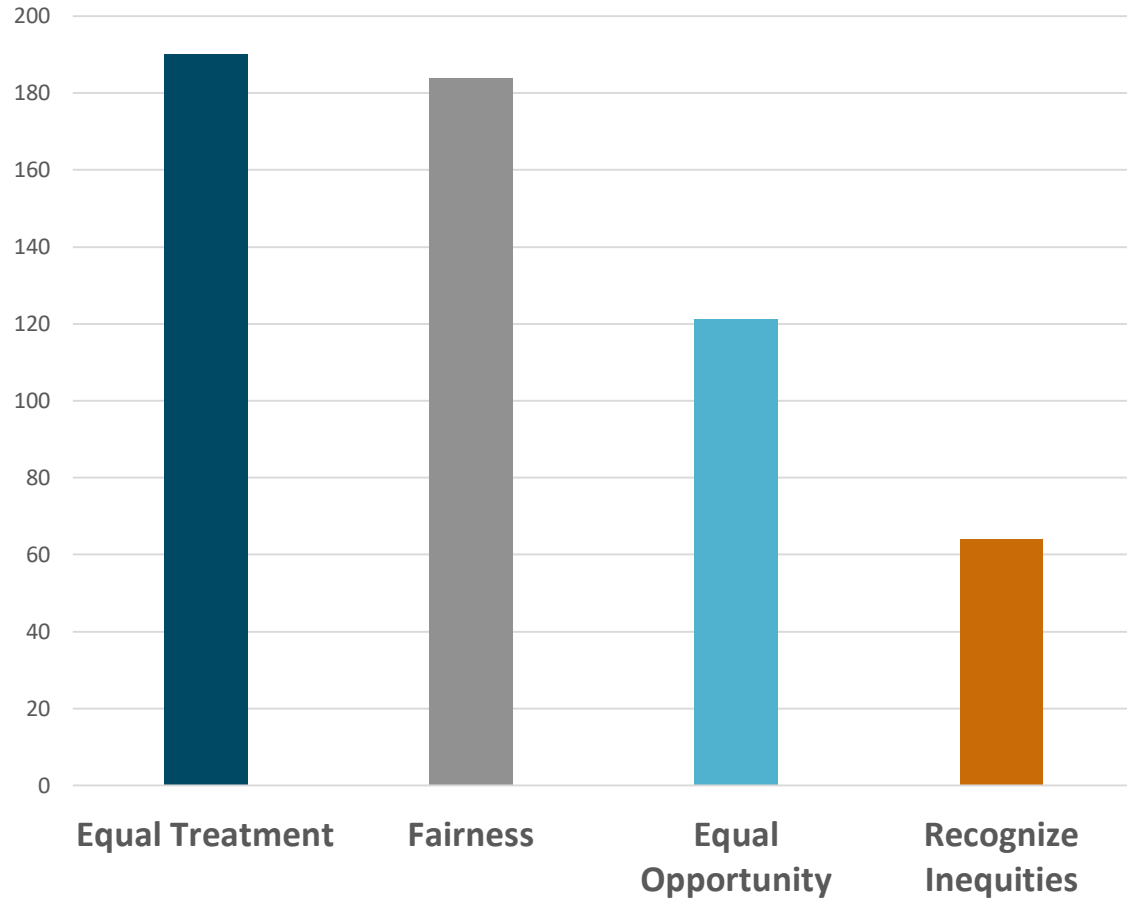
Needs to be more accessible, less complicated

Community outreach, communications, and partnerships

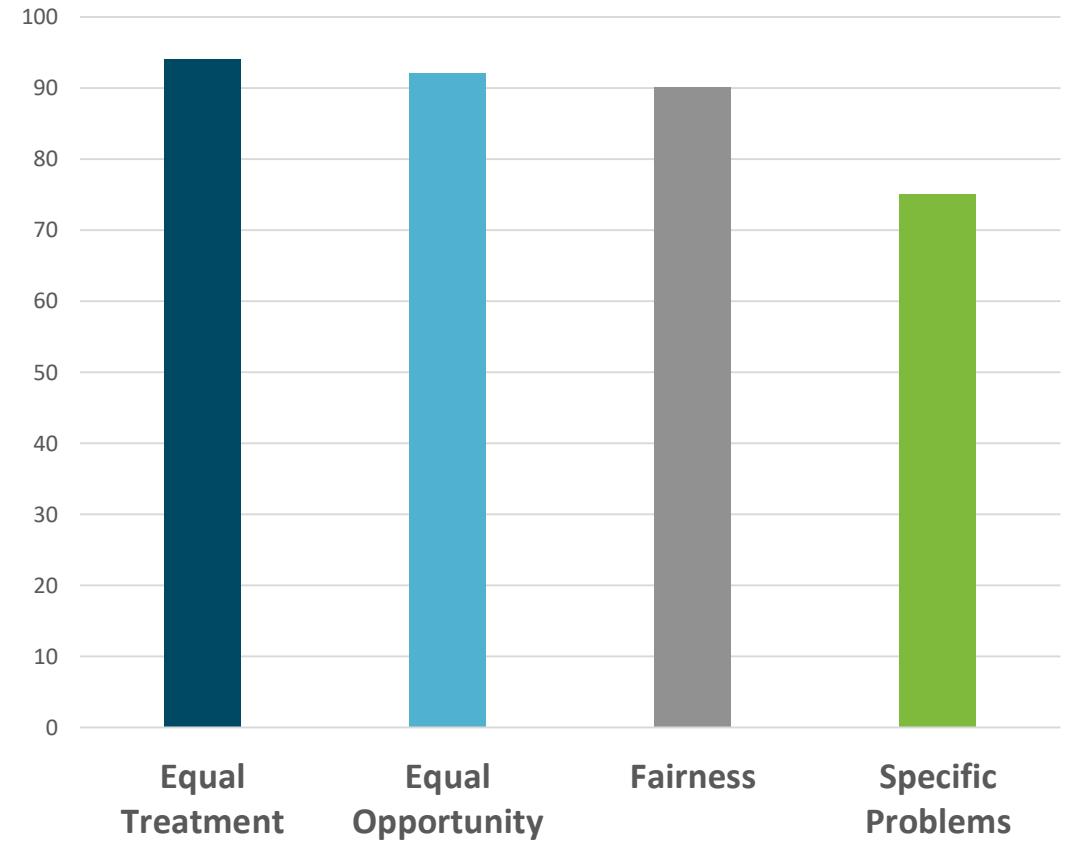
Port needs more visibility in and engagement with communities

Employee Equity Survey (450+)

How do you personally define Equity?



How do you define Equity in relation to the Port of Seattle as an organization?



Employee Equity Survey

Samples of input from the Survey:

“Administrative assistants are underpaid and undervalued”

“More support is needed for people of color to gain skills and step into leadership roles”

“There is not enough awareness of the lack of equity in departments”

“There is a need for more transparent communication about pay and promotions decisions”

70 Community organizations provided Input:

Small business access and capacity building

Contracting barriers (unbundle contracts, bonding requirements)

Share information widely/to small businesses

Jobs, career pathways and workforce development

Provide career pathways and upward mobility

Reduce complexity/barriers to programs such as Priority Hire

Community outreach, communication, and partnerships

More visibility or Port in communities, especially near airport

Understand diverse communities and reach out in culturally appropriate ways

Structural and systems change accountability

Ensure OEDI work is prioritized and resourced to have impact

Equity efforts should be different, not just business as usual

Inequities for communities and businesses of color

Cuts across all these issue areas

The Plan

- Purpose: OEDI's mission and work
 - Long term broad strategies,
 - First year concrete actions
- Guided by three concepts:
 - Evolutionary: Build on previous equity work
 - Revolutionary: **Normalize, Organize, and Operationalize** (Government Alliance for Racial Equity)
 - Transformational: **Transactional and Transformative** activities
- Results Driven: concrete actions in the first year, to achieve an associated Objective.



The Plan

Strategy 1: Infuse equity principles and practices into organizational structure, programs, policies, and processes.

Objective 1

Normalize Equity

Objective 2

Internal policies, programs, operations, and structures

Objective 3

ELT and Commission lead by example

Objective 4

Collaborate with HR to build the Port's leadership as an equitable, inclusive and welcoming place to work

The Plan

STRATEGY 2: Provide equitable and tangible benefits to impacted communities

Objective 1

Ensure equity in public-facing programs and activities

Objective 2

Implement equitable communications, public outreach and engagement strategies in service to equitable community impact

Objective 3

Public accountability is visible

The Plan

STRATEGY 3: Building a center of expertise for Equity by establishing ourselves as a resource internally and externally.

Objective 1

Clarify/delineate key functions of EDI

Objective 2

Hire expert staff to support and lead Port's equity work.

Early Implementation

- **Equity embedded into current efforts.** Bring equity expertise and analyses to multiple current initiatives
- **South King County Fund and Equity Index.** Lead the development of an Equity Index to inform decision making throughout the Port including funding decisions on SKCF.



Early Implementation

- **Communications materials.**
 - message framework
 - equity statement
- **Training of Staff.**
 - Eight internal workshops (November 2019 – Feb 2020)
 - 350 staff have attended these trainings
 - Additional trainings will be ongoing



Early Implementation



Equity 101

with Scott Winn

100 Participants



Islamophobia 101

with Aneelah Afzali

100 Participants

Transgender Inclusion 101

with Yee Won Chong

77 Participants



How to Be an Effective Ally

with Anastacia Renee

70 Participants

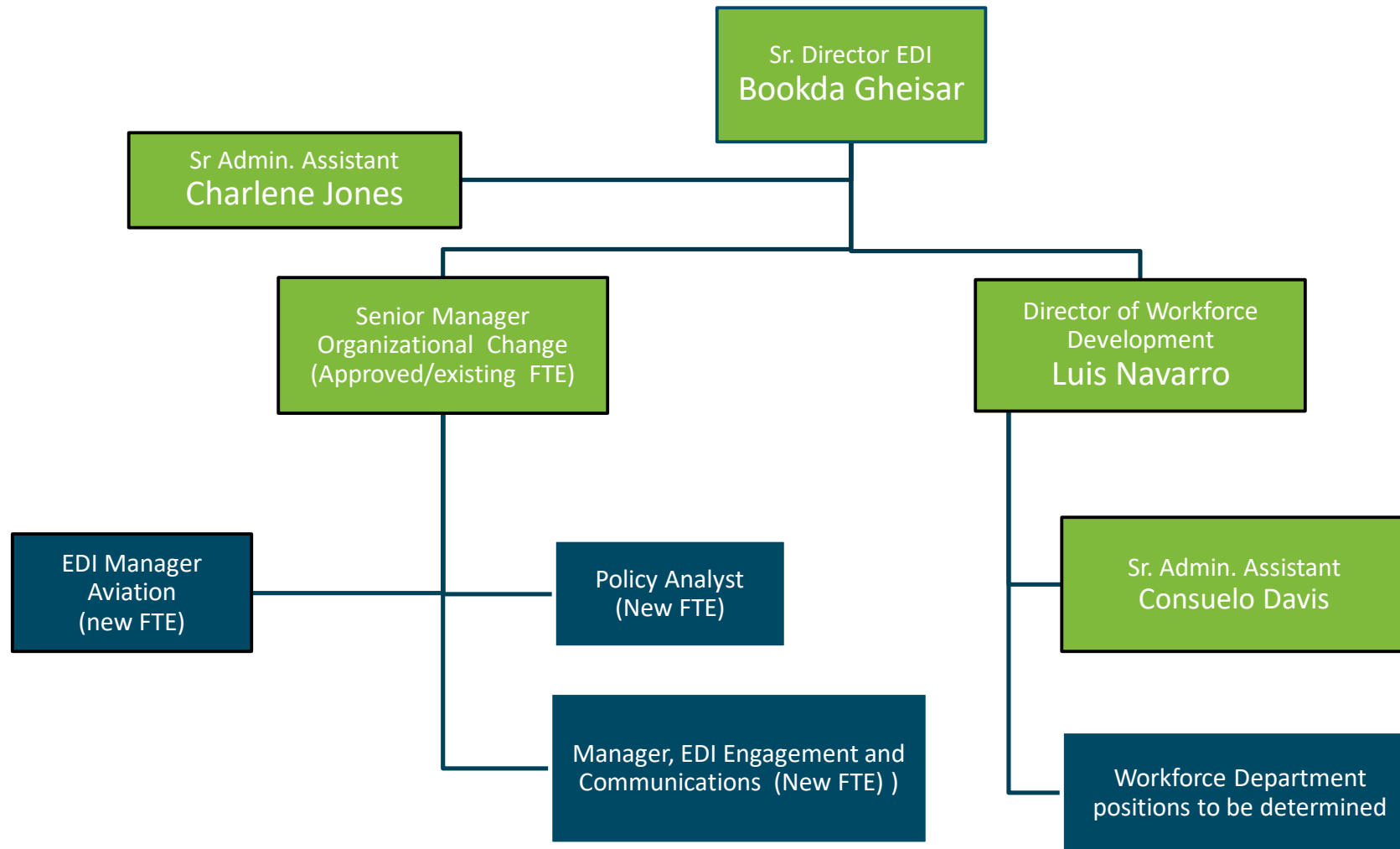


Early Implementation

- **Community Board**
 - Draft concept paper
 - External engagement for input
 - Commission review and provide input by May 2020.



OEDI Organizational Chart



What's Next

- **Presenting Workforce Policy Directive 2/25 and strategic plan 4/28:**
 - National best practice research for WFD
- **Equity, diversity and inclusion (EDI) is an emerging area of effort:**
 - We have located only one port - Portland – has a comprehensive equity action plan
 - Seattle is among the vanguard of EDI work.
 - Looking for opportunities to present in conferences. Two proposals have been submitted.
 - Community board concept will come before the commission committee and full commission in May 2020
- **Equity Committee of the Commission will meet quarterly**

Office of Equity, Diversity and Inclusion vision

Develop a Port that mirrors the diversity of our community, instills principles of equity in its culture, and ensures a fair and intentional distribution of opportunities with the goal of expanding economic development and quality of life for all.

Attachments to Commission Memo

- Appendix A. OEDI Strategic Plan 2019-2020
- Appendix B. Summary of Comments - Employee Meetings
- Appendix C. Summary of Comments - Community Meetings
- Appendix D. List of Organizations Participating in Community Meetings
- Appendix E. OEDI Organizational Chart
- Appendix F. OEDI Budget
- Appendix G. National Research on Equity Best Practices
- Appendix H. Equity Survey Summary and Analysis