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Item No. 11c supp \_\_\_\_\_  
Meeting Date: Octob e r, 11, 2022\_  
2022 Affirmative Action Program  
Key Results  
Commission Briefing

Affirmative Action (AA) Program Purpose

- As a federal contractor, the Port is required to create annual AA Plans for Women & Minorities, Individuals with Disabilities, and VEVRAA-Protected Veterans.
- Ensure good faith efforts taken to recruit, hire and retain qualified women, minorities, individuals with disabilities, and VEVRAA-protected veterans.
- Ensure representation of women, minorities, individuals with disabilities, and VEVRAA-protected veterans meet standards set by Office of Federal Contract Compliance Program (OFCCP).

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2022 Affirmative Action Program Highlights

- Resolution of 2021 underutilization of women in Professionals 2 EEO Job Group.
- No underutilization of minorities in any of our 17 EEO Job Groups.
- No underutilization of women in 15 of our 17 EEO Job Groups.
- Underutilization of women in 2 EEO Job Groups.
- The Port's 2022 EEO Compensation Analysis showed salary differences of more than 7.5% amongst some employees performing the same job. These differences impact employees regardless of race and gender. Human Resources is currently working to finalize the pay equity methodology. Following the application of the pay equity analysis, we will remediate discrepancies identified.
- Rolled out Discrimination-Free Workplace training for managers. 3

2022 Affirmative Action Program Highlights  
2021 2022 Change

Individuals with Disabilities 6.57% 7.94% +1.37%

VEVRAA-Protected Veterans 9.50% 9.52% +0.02%

12 of 17 EEO job groups align with, or exceed, the OFCCP goal for individuals with disabilities  
15 of 17 EEO job groups align with, or exceed, the OFCCP benchmark for VEVRAA-protected veterans

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2022 Underutilization

2021

EEO JOB GROUP TOTAL NUMBER FEMALE EMPLOYEES AVAILABILITY / DIFFERENCE  
CLASS GOAL

Technicians 134 49 65.83 -16.83

Non-Commissioned Protective 26 1 6.19 -5.19

Services, Command

2020

EEO JOB GROUP TOTAL NUMBER FEMALE EMPLOYEES AVAILABILITY / DIFFERENCE  
CLASS GOAL

Technicians 135 51 59.64 -8.64

Non-Commissioned Protective 23 1 4.15 -3.15

Services, Command

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DEMOGRAPHICS AT A GLANCE  
2022 Affirmative Action Program

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Non-represented Gender and Pay Grades Male

BI Female  
100%

80% 42% 40%  
59% 62% 64%

60%

Overall F

40%

20%

0%

Grades 15-19 Grades 20 - 24 Grades 25-29 Grades 30 - 34 Grades 35+

\*Regular, Non-Represented employees as of 11/01/2021.

-Excludes Commissioners and Executive Director

-'Grades 5 - 9' & 'Grades 10 - 14' were removed because they did not meet the 15 person reporting threshold.

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Non-represented Race and Pay Grades 1white

II Minority  
100%

80%

60%

20%

Grades 15-19 Grades 20-24 Grades 25-29 Grades 30 - 34 Grades 35+

\*Regular, Non-Represented employees as of 11/01/2021.

-Excludes Commissioners and Executive Director

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Port Demographics v. County

Population Demographics (King, Pierce, Snohomish)

Port of Seattle King County Pierce County Snohomish County

Female 34% 49% 50% 50%

Male 66% 51% 50% 51%

Port of Seattle King County Pierce County Snohomish County

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White 65% 54% 62% 64%  
Minority 35% 46% 38% 36%

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#### Opportunities Moving Forward

- Partner with Talent Acquisition and Emerging Talent to identify recruitments for positions within the Technicians and Non-Commissioned Protective Service EEO Job Groups. Once identified, we will conduct targeted outreach and recruitment of women to ensure diverse applicant pools.
- Complete Workplace Responsibility and Employee Relations process improvement work currently underway with support from CPI Specialist.
- Refresh Port-wide EEO compliance trainings, in consultation with ERGs and D&D Council, to ensure they are current with all applicable laws and regulations.
- Continue to update HR and Code of Conduct policies to include a review of policies through an equity lens.
- Onboard new Affirmative Action Program Manager to administer the Port 's Affirmative Action Program under the direction of the Senior Manager, Employee Relations.

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