

# 2021 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).

# 2021 AA Program Key Results

- Individuals with disabilities represent 6.57%, a 1.63% increase from last year. Eleven out of our 17 EEO Job Groups align with the 7% aspirational goal, an increase from 7 in 2020.
- VEVRAA-protected veterans represent 9.50% of the Port's workforce, a .25% increase from 2020. Fifteen of our 17 EEO Job Groups meet or exceed the 5.7% benchmark, an increase from 13 EEO Job Groups last year.
- The Port's 2021 EEO Compensation Analysis showed salary differences of more than 7.5% needing further analysis. These difference impact employees regardless of race and gender. Further analysis will be completed as part of our Compensation Study.

# 2021 AA Program Key Results

- Representation of minorities in each of our 17 EEO Job Groups meets the internal and external availability of qualified minorities.
- Representation of women in 16 of our 17 EEO Job Groups meets the internal and external availability of qualified women.
- Underutilization of women in the Professionals 2 EEO Job Group.

# Underutilization Explained

- An underutilization exists when the percentage of women or minorities is less than would be reasonably expected given their availability, both internal and external.

EEO JOB GROUP	TOTAL NUMBER	FEMALE EMPLOYEES	AVAILABILITY	DIFFERENCE
Professionals 2	380	156	179	-23

- Availability is an estimate of the number of qualified women and minorities available, both internal and external, for employment in an EEO Job Group.

## Placement Goal for Women in Professional 2 EEO Job Group

- A placement goal serves as target, not a quota or set-aside, for the Port to make good faith efforts to meet.
- Partnering with our colleagues in Talent Acquisition and Emerging Talent to identify recruitments for positions within the Professionals Group 2 EEO Job Group. Once identified, Talent Acquisition will conduct targeted outreach and recruitment of women to ensure diverse applicant pools.

# 2021 AAP Availability – Women and Minorities

EEO JOB GROUP	Total #	Female			Minorities		
		Employees	Availability	Difference	Employees	Availability	Difference
Officials/Administrators 1	26	8	10	-2	7	6	1
Officials/Administrators 2	40	20	18	2	12	10	2
Professionals 1	257	93	96	-3	66	65	1
Professionals 2	380	156	179	-23	129	117	12
Professional 3	67	37	36	1	29	17	12
Admin. Support 1	3	3	2	1	2	1	1
Admin. Support 2	53	47	47	0	22	18	4
Admin. Support 3	7	6	5	1	1	2	-1
Skilled Craft 1	117	6	7	-1	25	29	-4
Skilled Craft 2	334	16	20	-4	87	91	-4
Commissioned Police - Command	27	5	3	2	6	5	1
Commissioned Police	88	9	15	-6	16	18	-2
Non-Commissioned Protective Services – Command	23	1	4	-3	5	8	-3
Non-Commissioned Protective Services	302	96	89	7	136	84	42
Service-Maintenance	151	64	71	-7	71	59	12
Technicians	135	51	60	-9	59	42	17
Paraprofessionals	74	60	54	6	31	27	4

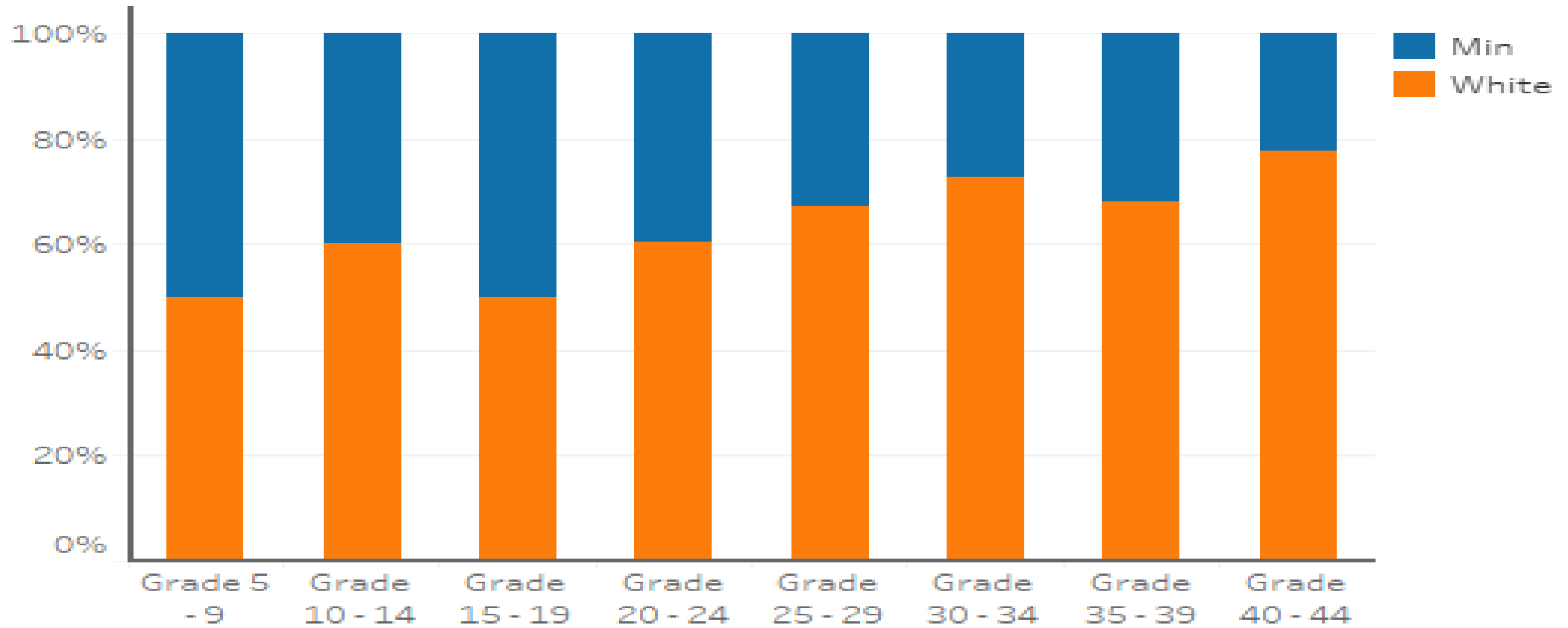


# Demographics at a Glance

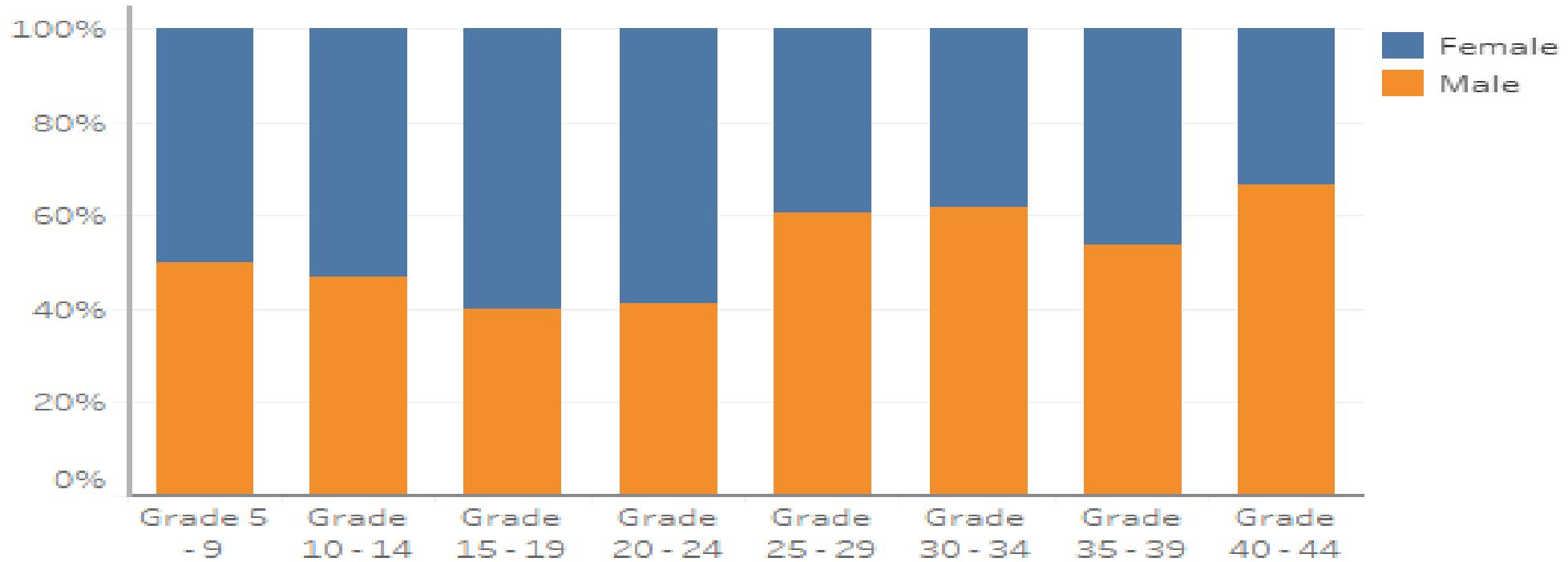




# Minorities and Pay Grades



# Gender and Pay Grades



\*Regular, Non-Represented employees.  
-Excludes Commissioners and Executive Director

# Port Demographics V. County

## Population Demographics (King, Pierce, Snohomish)

	Port of Seattle	King County	Pierce County	Snohomish County
Female	33%	49.7%	50.1%	49.8%
Male	67%	50.3%	49.9%	50.2%

	Port of Seattle	King County	Pierce County	Snohomish County
White	66%	66.2%	74.3%	77%
Minority	34%	33.8%	25.7%	23%

# Opportunities Moving Forward

- Targeted outreach and recruitment of women in jobs within the Professional 2 EEO Job Group.
- Continue the targeted recruitment of women, minorities, individuals with disabilities, and VEVRAA-protected veterans.
- Develop and roll out new EEO/AA compliance training in 2022.
- Utilize 2021 EEO Compensation Analysis findings to move forward Pay Equity as part of HR's Compensation Project.



Questions?