

START OF TRANSCRIPT

[00:00:28] THIS IS COMMISSION PRESIDENT FRED
[00:00:30] FELLEMAN CONVENING THE SPECIAL MEETING
[00:00:31] OF JANUARY 4, 2022. THE TIME NOW IS
[00:00:35] TWELVE THREE. WE'RE MEETING REMOTELY
[00:00:37] TODAY VIA TEAMS TO COMPLY WITH THE
[00:00:39] SENATE CONCURRENT RESOLUTION 8402, AND
[00:00:42] IN ACCORDANCE TO GOVERNOR INSLEE'S
[00:00:44] PROCLAMATION 2028. PRESENT WITH ME TODAY
[00:00:47] ARE COMMISSIONERS CALKINS, CHO, HASEGAWA
[00:00:49] AND MOHAMED. I'LL ASK THE CLERK TO DO A
[00:00:52] ROLL CALL OF ALL COMMISSIONER CHO ENSURE
[00:00:54] EVERYONE IS ON THE LINE. CLERK HART,
[00:00:56] THANK YOU. BEGINNING WITH COMMISSIONER
[00:00:58] CALKINS, THAT'S NEW. I'M FIRST UP
[00:01:01] THIS YEAR. I'M HERE. THANK YOU,
[00:01:04] COMMISSIONER CHO PRESENT. THANK YOU,
[00:01:07] COMMISSIONERS HASEGAWA. PRESENT.
[00:01:09] THANK YOU, COMMISSIONER MOHAMED.
[00:01:16] COMMISSIONERS MOHAMED. I THINK
[00:01:20] SHE'S STILL HAVING SOME TECHNICAL
[00:01:21] DIFFICULTY, BUT SHE IS HERE AND I'M
[00:01:23] NOTING HER FOR THE RECORD AS PRESENT AND
[00:01:25] COMMISSIONER FELLEMAN PRESENT. THANK
[00:01:29] YOU. AND I DO SEE COMMISSIONER MOHAMED.
[00:01:31] SO WE DO HAVE ALL COMMISSIONERS IN
[00:01:32] ATTENDANCE TODAY. THANK YOU. TODAY'S
[00:01:35] MEETING IS STRUCTURED FOR OUR VIRTUAL
[00:01:37] FORMAT. WE'VE MADE SPECIAL ARRANGEMENTS
[00:01:40] TO PROVIDE FOR REMOTE PARTICIPATION FOR
[00:01:42] ALL OF OUR STAFF AND COMMISSIONERS.
[00:01:44] LATER, WE'LL TAKE PUBLIC COMMENT FROM
[00:01:45] PEOPLE WHO ARE PARTICIPATING BY TEAMS
[00:01:47] AND WHO SIGNED UP TO SPEAK. ALL THE
[00:01:51] VOTES TODAY WILL BE TAKEN BY ROLL CALL
[00:01:53] METHOD. SINCE ALL COMMISSIONERS ARE
[00:01:54] PARTICIPATING REMOTELY, THAT MEANS FOR
[00:01:57] EACH VOTE, THE CLERK WILL CALL EACH
[00:01:58] COMMISSIONER'S NAME. COMMISSIONERS ON
[00:02:00] THE TEAM'S CALL WILL MAKE SURE THEY'RE
[00:02:02] UNMUTED AND THEN ANSWER YAY OR NAY TO BE
[00:02:05] EQUITABLE. WE'LL ASK ALL COMMISSIONERS
[00:02:06] TO SPEAK IN TURN AND WAIT TO BE
[00:02:08] RECOGNIZED BEFORE SPEAKING AS MUCH AS
[00:02:10] POSSIBLE. WE'RE MEETING TODAY ON THE
[00:02:12] ANCESTRAL LANDS AND WATERS OF THE
[00:02:14] COAST SALISH PEOPLE WITH WHOM WE SHARE A
[00:02:16] COMMITMENT TO STEWARD THESE NATURAL
[00:02:18] RESOURCES FOR FUTURE GENERATIONS. THIS
[00:02:21] MEETING IS BEING DIGITALLY RECORDED AND
[00:02:23] MAY BE VIEWED OR HEARD AT ANY TIME ON
[00:02:25] THE PORT PORTS WEBSITE AND MAY BE
[00:02:26] REBROADCAST BY KING COUNTY TELEVISION.
[00:02:29] PLEASE STAND OR JOIN US FOR THE PLEDGE
[00:02:31] OF ALLEGIANCE. I PLEDGE ALLEGIANCE TO
[00:02:34] THE FLAG OF THE UNITED STATES OF AMERICA
[00:02:37] AND TO THE REPUBLIC FOR WHICH IT STANDS.
[00:02:39] ONE NATION UNDER GOD, INDIVISIBLE FOR
[00:02:42] LIBERTY AND JUSTICE FOR ALL. THE FIRST
[00:02:45] ITEM OF THE BUSINESS TODAY IS THE
[00:02:47] APPROVAL OF THE AGENDA. COMMISSIONERS,
[00:02:50] PLEASE UNMUTE YOURSELVES AND I'M GOING

[00:02:51] TO ASK EACH COMMISSIONER IF THEY HAVE
[00:02:53] ANY MOTIONS TO REARRANGE THE ORDERS OF
[00:02:55] THE DAY. AND IF YOU DO, I'LL ASK FOR A
[00:02:57] SECOND. ALSO, IF THERE ARE ANY ITEMS TO
[00:02:59] BE PULLED FROM THE CONSENT AGENDA,
[00:03:01] COMMISSIONERS CAN NOTE IT AT THIS TIME.
[00:03:04] PLEASE RESPOND WHEN THE CLERK CALL ROLL
[00:03:05] NAME. IF YOU HAVE NO CHANGES, JUST SAY
[00:03:07] NONE. CLERK HART, PLEASE CALL A ROLE FOR
[00:03:10] ANY CHANGES TO THE AGENDA. THANK YOU FOR
[00:03:12] CHANGES TO THE AGENDA BEGINNING WITH
[00:03:14] COMMISSIONER CALKINS. NONE. THANK YOU,
[00:03:17] COMMISSIONER CHO. NONE FOR ME EITHER.
[00:03:19] THANK YOU. THANK YOU, COMMISSIONER HASAGAWA NONE.
[00:03:22] THANK YOU. THANK YOU,
[00:03:24] COMMISSIONER MOHAMED. CLERK HART WOULD
[00:03:27] LIKE TO REMOVE ITEM AB FROM THE CONSENT
[00:03:30] AGENDA. I HAVE A FEW QUESTIONS FOR STAFF
[00:03:32] TODAY. THANK YOU, COMMISSIONER.
[00:03:33] COMMISSIONER FELLEMAN. NO CHANGES THANK
[00:03:37] YOU.
[00:03:41] I CAN CALL THE ROLL, PLEASE FOR
[00:03:43] APPROVAL. THANK YOU. AND THIS IS FOR
[00:03:45] APPROVAL OF THE AGENDA WITH ITEM 80
[00:03:48] PULLED FROM CONSENT BEGINNING WITH
[00:03:49] COMMISSIONER CALKINS. AYE. THANK YOU,
[00:03:52] COMMISSIONER CHO. AYE. THANK YOU.
[00:03:56] COMMISSIONERS HASEGAWA. AYE. THANK
[00:03:59] YOU. COMMISSIONER MOHAMED. HI.
[00:04:02] THANK YOU. COMMISSIONERS FELLEMAN. HI.
[00:04:06] THANK YOU. THERE ARE FIVE YESES AND ZERO
[00:04:08] NOS FOR APPROVAL OF THE AGENDA. SO THE
[00:04:10] AGENDA IS APPROVED AS MODIFIED. NEXT ON
[00:04:13] THE AGENDA IS THE SPECIAL ORDERS OF THE
[00:04:15] DAY. IT'S A TRADITION FOR THE PORT OF
[00:04:17] SEATTLE COMMISSION TO HOLD A CEREMONIAL
[00:04:19] SWEARING IN OFFICE AND RECEPTION FOR OUR
[00:04:22] NEWLY ELECTED AND REELECTED
[00:04:23] COMMISSIONERS AT THE FIRST MEETING OF
[00:04:25] THE YEAR FOLLOWING ELECTIONS. AS YOU CAN
[00:04:27] SEE, WE ARE STILL IN REMOTE MEETING
[00:04:29] ENVIRONMENT AND AT THIS TIME DURING OUR
[00:04:32] ONGOING STATE OF COVID. IT'S WITH THIS
[00:04:35] CONDITION THAT WE FOREGO THE CEREMONIAL
[00:04:37] PROCESSION AT THIS TIME TO BE SCHEDULED
[00:04:39] AT A FUTURE DATE WHEN CONDITIONS BETTER
[00:04:41] ACCOMMODATE AN INPERSON EVENT THAT BEING
[00:04:44] SAID, WE'LL ABSOLUTELY BEGIN OUR MEETING
[00:04:46] TODAY BY HEARING FROM OUR NEW AND
[00:04:48] RETURNING COMMISSIONER CHO START THE
[00:04:50] YEAR AND THEIR TERM IN OFFICE.
[00:04:52] CLERK HATT. PLEASE READ THEM INTO THE
[00:04:54] RECORD. THANK YOU. THIS IS ITEM FOUR B
[00:04:57] FOR SPECIAL ORDERS OF THE DAY. I'M
[00:04:59] SORRY. FOUR. A COMMENTS FROM NEWLY
[00:05:01] ELECTED AND REELECTED COMMISSIONERS.
[00:05:05] THANK YOU. CLERK HART, COMMISSIONER
[00:05:06] HASEGAWA AGAIN. CONGRATULATIONS ON YOUR
[00:05:08] ELECTION. YOU HAVE THE FLOOR.
[00:05:13] THANK YOU SO MUCH, MR. CHAIR. ESTEEMED
[00:05:16] COLLEAGUES, STAFF, HONORED GUESTS AND
[00:05:17] MEMBERS OF THE PUBLIC. GOOD MORNING. MY
[00:05:20] NAME IS TOSHIKO HASEGAWA, AND IT IS MY

[00:05:23] DISTINGUISHED HONOR TO APPEAR BEFORE YOU
[00:05:24] FOR THE FIRST TIME AT SEATTLE PORT
[00:05:26] COMMISSIONER SERVING KING COUNTY AND
[00:05:29] SEATAC NUMBER FOUR. MY FAMILY'S AMERICAN
[00:05:32] STORY BEGINS AT THE PORT OF SEATTLE,
[00:05:34] WHERE MY GREAT GRANDPARENTS ARRIVED BY
[00:05:35] SHIP FROM JAPAN, OUR OLDEST ASIAN TRADE
[00:05:38] PARTNER IN SEARCH OF ECONOMIC
[00:05:40] OPPORTUNITIES. THEY SET DOWN ROOTS IN
[00:05:42] THE BEACON HILL NEIGHBORHOOD OF SOUTH
[00:05:44] SEATTLE, ONE OF THE ONLY PLACES THEY
[00:05:45] WERE ALLOWED TO BUY AND OWN PROPERTY DUE
[00:05:48] TO THE EXCLUSIONARY REDLINING LAWS AND
[00:05:51] FROM OUR FAMILY HOME. BETWEEN THE
[00:05:52] AIRPORT AND THE WATERFRONT, WE HAVE
[00:05:54] WITNESSED FIRSTHAND, THE PORT'S IMPACT
[00:05:56] UPON OUR COMMUNITIES. AVIATION AND
[00:05:59] MARITIME HAVE HELPED WORKING FAMILIES
[00:06:01] LIKE MINE BREAK INTO THE MIDDLE CLASS,
[00:06:04] AND THE PORT IS WIDELY REGARDED AS THE
[00:06:06] ECONOMIC DRIVER OF OUR REGION. EVEN MORE
[00:06:09] SPECIAL, PERHAPS FISHING AND SHIPPING IS
[00:06:11] INTEGRAL TO OUR REGIONAL HERITAGE AND
[00:06:13] OUR CULTURAL IDENTITY. THEY SUSTAINED
[00:06:16] OUR REGION'S ECONOMY WHEN ALL ELSE CAME
[00:06:18] TO A STANDSTILL IN 2020 AND THEIR
[00:06:20] FRONTLINE WORKERS WORKED TO ENSURE THAT
[00:06:23] EACH OF US HAD WHAT WE NEEDED IN OUR
[00:06:25] DAILY LIVES. BUT WE ALSO KNOW THAT
[00:06:27] NOT EVERYONE HISTORICALLY HAS HAD FAIR
[00:06:30] ACCESS TO SUPPORT PORTS, OPPORTUNITIES
[00:06:32] AND INDUSTRIAL OPERATIONS HAVE LEFT
[00:06:34] THEIR LEGACY OF AIR, WATER AND NOISE
[00:06:37] POLLUTION IMPACTING THE HEALTH AND THE
[00:06:39] QUALITY OF LIFE FOR PUGET SOUND
[00:06:40] RESIDENTS. IT IS A GENUINE LOVE FOR
[00:06:44] PEOPLE AND THE PLANET, AS WELL AS A DEEP
[00:06:46] CONCERN FOR THE FUTURE OF OUR REGION
[00:06:48] THAT CALLS ME TO THE PORT OF SEATTLE. I
[00:06:51] BELIEVE THE PORT HOLDS THE KEY TO A
[00:06:54] THRIVING ECONOMY, ENVIRONMENT, AND
[00:06:56] COMMUNITY, AND IT HAS A HUGE ROLE TO
[00:06:58] PLAY IN ANSWERING TO THE ECONOMIC,
[00:07:00] ENVIRONMENT AND PUBLIC HEALTH CHALLENGES
[00:07:02] OF OUR TIME. THE PORT IS THE FOURTH
[00:07:05] LARGEST CONTAINER PORT. IT'S EQUIDISTANT
[00:07:08] BETWEEN ASIA AND EUROPE AND THE ENTRY
[00:07:10] FOR GOODS AND PEOPLE FROM AROUND THE
[00:07:12] WORLD. IT IS UNIQUELY POSITIONED TO ACT
[00:07:15] LOCALLY FOR GLOBAL IMPACT. I HOPE TO
[00:07:19] HELP THE PORT BE A LEADER IN BRINGING IN
[00:07:21] STAKEHOLDERS FROM AVIATION AND MARITIME
[00:07:23] INDUSTRIES, BUSINESS, LABOR AND
[00:07:26] COMMUNITY GROUPS TO REBUILD OUR ECONOMY,
[00:07:29] TO BE MORE SUSTAINABLE, MORE INCLUSIVE,
[00:07:32] MORE LUCRATIVE THAN IT HAS BEEN BEFORE.
[00:07:36] THERE'S A SAYING IN MY CULTURE, [foreign language 00:07:42] ,
[00:07:41] WHICH MEANS I AM WHO I AM
[00:07:43] BECAUSE OF YOU. IT'S A RECOGNITION THAT
[00:07:45] WE ARE ALL A PART OF SOMETHING GREATER
[00:07:47] THAN OURSELVES, THAT WE INHERIT THE
[00:07:49] LEGACY OF THE PEOPLE WHO COME BEFORE US
[00:07:52] AND THAT WE ARE INTERNALLY INDEBTED TO

[00:07:54] PAY GOOD WORK FORWARD. MY FAMILY AND MY
[00:07:57] COMMUNITY INSTILL THIS VALUE OF PUBLIC
[00:08:00] SERVICE IN ME. AND SO TODAY I AM JOINED
[00:08:03] ELECTRONICALLY BY SOME FOLKS WHO HAVE
[00:08:05] BEEN INTEGRAL FIGURES FOR JUSTICE AND
[00:08:07] ADVOCACY. AND AS I NAME YOU, PLEASE DO
[00:08:10] TURN ON YOUR CAMERAS AND BE RECOGNIZED.
[00:08:13] MY MOTHER, MELINDA MAY, WHO IS JOINED
[00:08:17] HERE TODAY BY HER HUSBAND, NEALANE,
[00:08:20] MY FATHER, SENATOR BOB,
[00:08:22] HASEGAWA MY SISTER,
[00:08:25] MINEKO, WHO IS JOINED BY HER HUSBAND,
[00:08:27] JORDAN, AND MY NIECE, HER DAUGHTER
[00:08:29] SIENNA, MY HUSBAND, MICHAEL, WITHOUT WHOM
[00:08:34] NONE OF THIS WOULD BE POSSIBLE. AND MY
[00:08:37] DAUGHTER, MY REASON,
[00:08:40] KEIKO ROSE. I'M ALSO JOINED
[00:08:44] BY THE CONSUL GENERAL OF JAPAN, HISAO INAGAKI,
[00:08:47] AND HIS WIFE, YUKI,
[00:08:48] WITH WHOM I HOPE TO CONTINUE OUR
[00:08:50] RESPECTIVE COUNTRIES HISTORY OF
[00:08:53] MEANINGFUL COLLABORATION TO
[00:08:55] REVOLUTIONIZE INDUSTRIES AND PROMOTE A
[00:08:57] VIBRANT, FLOWING ECONOMY. AND I'M ALSO
[00:09:01] JOINED BY METROPOLITAN KING COUNTY
[00:09:03] COUNCIL MEMBER JEANNIE COLE WELLS, A
[00:09:06] PERSONAL MENTOR AND A REGIONAL LEADER IN
[00:09:09] ADDRESSING ISSUES OF HUMAN TRAFFICKING
[00:09:11] WHO HELPED SHINE A LIGHT ON THE ISSUES
[00:09:13] OF ECONOMIC EXPLOITATION RIGHT HERE AT
[00:09:16] HOME IN KING COUNTY. AND I AM
[00:09:19] HONORED TO BE JOINED BY MY DISTINGUISHED
[00:09:21] GUESTS REPRESENTING THE MUCKLESHOOT
[00:09:23] INDIAN SHORELINE. PUBLIC AND GOVERNMENT
[00:09:26] RELATIONS MANAGER MADRID SALGADO IS
[00:09:28] HERE, AS WELL AS PUBLIC AFFAIRS
[00:09:31] CONSULTANT ROLAND FATLAND.
[00:09:33] INDIGENOUS PEOPLE ARE THE ORIGINAL
[00:09:35] STEWARDS OF THIS LAND WITH THE KNOWLEDGE
[00:09:38] AND THE WISDOM TO NURTURE IT STATEWIDE.
[00:09:41] AND HERE AT HOME, TRIBES ARE LEADING THE
[00:09:43] EFFORT TO SALVAGE OUR WILDERNESS, AND I
[00:09:46] HOPE TO MAKE GOOD ON MY CAMPAIGN PROMISE
[00:09:48] TO ESTABLISH A MEMORANDUM OF
[00:09:51] UNDERSTANDING WITH THE TRIBES,
[00:09:52] CODIFYING HOW WE ENGAGE ON IMPORTANT
[00:09:54] ISSUES, CHIEF SELF SAID,
[00:09:58] WE DO NOT INHERIT THE EARTH FROM OUR
[00:10:00] ANCESTORS. WE BORROW IT FROM OUR
[00:10:03] CHILDREN. WHAT THE PORT OF SEATTLE DOES
[00:10:06] NEXT WILL SHAPE THE FUTURE OF THIS
[00:10:09] REGION AND OUR WORLD. WITH THE FOUR
[00:10:12] YEARS THAT THE VOTERS OF KING COUNTY
[00:10:13] HAVE AFFORDED ME, I HOPE TO MAKE A
[00:10:16] MEANINGFUL DIFFERENCE TO ENSURE A
[00:10:17] VIBRANT, HEALTHY, PROSPEROUS FUTURE.
[00:10:19] FOR POSTERITY. THANK YOU.
[00:10:23] WELL, THANK YOU, COMMISSIONER HASEGAWA.
[00:10:26] WELCOME TO THE PORT AND TO THE
[00:10:27] PORT COMMISSIONERS. WE NEXT HAVE
[00:10:29] COMMISSIONER MOHAMED AND CONGRATULATIONS
[00:10:31] TO YOUR ELECTION TO OFFICE AS WELL. YOU
[00:10:34] HAVE THE FLOOR.

[00:10:37] THANK YOU SO MUCH. GOOD AFTERNOON, MY
[00:10:39] FELLOW HONORABLE COMMISSIONERS EXECUTIVE
[00:10:42] STEVE METRUCK AND THE COMMUNITY AT LARGE.
[00:10:45] IT IS AN HONOR TO SHARE SPACE WITH YOU
[00:10:48] ALL. I'D LIKE TO START BY THANKING ALL
[00:10:51] OF OUR COMMISSION STAFF AND CONTENT
[00:10:54] EXPERTS WHO HAVE BEEN ASSISTING US WITH
[00:10:57] ONBOARDING PROCESS IN THE LAST FEW
[00:11:00] WEEKS. I APPRECIATE THE WORK THAT YOU
[00:11:02] ALL DO AT CIVIL SERVANTS, SUPPORTING AND
[00:11:06] DELIVERING PUBLIC SERVICE THAT IMPACTS
[00:11:09] OUR STATE'S ECONOMY AND THE LIVES OF SO
[00:11:12] MANY, DIRECTLY AND INDIRECTLY. AS YOU
[00:11:16] ALL KNOW, I HAVE SPENT THIS LAST YEAR
[00:11:19] SHARING SO MUCH ABOUT MY STORY AND MY
[00:11:22] ISSUE PRIORITIES WITH THE VOTERS OF KING
[00:11:24] COUNTY, AND I'M HONORED AND HUMBLLED TO
[00:11:27] HAVE BEEN ELECTED AS YOUR PORT OF
[00:11:29] SEATTLE COMMISSIONER. THOSE PRIORITIES
[00:11:32] INCLUDE ADDRESSING THE ROOT CAUSES OF
[00:11:34] THE SUPPLY CHAIN CRISIS AND THE LABOR
[00:11:37] SHORTAGE IN MARITIME AND IN THE AVIATION
[00:11:40] INDUSTRY, HIGHLIGHTING THE IMPORTANCE OF
[00:11:43] CREATING PATHWAYS TO PERMANENT JOBS,
[00:11:46] SUPPORTING OUR SMALL BUSINESSES,
[00:11:49] RECOVER EQUITABLY, AND PROTECTING THE
[00:11:51] HEALTH OF ALL OF OUR COMMUNITY AND THE
[00:11:55] ENVIRONMENT. I AM GRATEFUL THAT MY
[00:11:58] VISION RESONATED WITH SO MANY PEOPLE ALL
[00:12:01] ACROSS KING COUNTY. THIS IS A
[00:12:04] HISTORICAL MOMENT THAT SO MANY PEOPLE
[00:12:07] ARE CELEBRATING WITH ME TODAY.
[00:12:11] MY SEEDS OF SUCCESS WAS PLANTED IN
[00:12:14] KING COUNTY LONG BEFORE I CAME HERE. IT
[00:12:17] WAS PLANTED BY CIVIL RIGHTS LEADERS. IT
[00:12:19] WAS PLANTED BY THE AFRICAN AMERICAN
[00:12:21] COMMUNITY, AND I PAY A LOT OF RESPECT
[00:12:24] AND HOMAGE. AS YOU ALL KNOW, I CAME TO
[00:12:27] THE US AS A REFUGEE FROM SOMALIA
[00:12:30] AND ONE OF MY FIRST PORTS OF ENTRY WAS
[00:12:33] AT SEATAC AIRPORT. AGAINST ALL ODDS, MY
[00:12:37] FAMILY SURVIVED AND THEY THRIVED HERE.
[00:12:40] I OFTEN SAY I AM MY ANCESTORS
[00:12:44] WILDEST DREAMS. I GREW UP WATCHING MY
[00:12:47] MOTHER JUGGLE HER JOB AT SEATAC AIRPORT TO
[00:12:49] MAKE ENDS MEET. MY MOTHER WOULD COME
[00:12:52] HOME EVERY NIGHT AND SHARE STORIES ABOUT
[00:12:54] WALKING THROUGH THE AIRPORT, TALKING TO
[00:12:56] HER COLLEAGUES WHO WERE CABIN CLEANERS,
[00:12:59] WHEELCHAIR PUSHERS, BAGGAGE HANDLERS AND
[00:13:02] CAR RENTAL TRANSPORTERS. SHE WOULD
[00:13:05] DESCRIBE TO ME A COMMUNITY PEOPLE FROM
[00:13:08] ALL WALKS OF LIFE WHO SHARED FOOD
[00:13:12] RESOURCES, JOY AND EVEN PRAYED TOGETHER.
[00:13:16] TODAY, MY WORK ETHIC AND VALUES ARE
[00:13:19] FUELED BY MY MOTHER'S EXPERIENCE AND
[00:13:21] THOSE STORIES ABOUT SEATAC AIRPORT
[00:13:23] WORKERS. LIKE MANY PEOPLE FROM LOWER
[00:13:26] SOCIOECONOMIC BACKGROUNDS, I OFTEN FELT
[00:13:29] LIKE I WAS LIVING AND LEARNING BETWEEN
[00:13:31] WORLDS. KING COUNTY TRULY MADE ME WHO I
[00:13:34] AM, AND I'VE SPENT MUCH OF MY
[00:13:36] PROFESSIONAL LIFE WORKING TO MAKE KING

[00:13:39] COUNTY A BETTER PLACE FOR EVERYONE TO
[00:13:41] LIVE. I'VE DEDICATED MY LIFE TO PUBLIC
[00:13:44] SERVICE, ADVOCATING FOR SMALL BUSINESSES
[00:13:46] AND WORKING FAMILIES AT THE LOCAL AND
[00:13:49] FEDERAL LEVEL. AND NOW I AM SITTING HERE
[00:13:51] TODAY AS YOUR PORT OF SEATTLE
[00:13:54] COMMISSIONERS. MY UNIQUE LIFE EXPERIENCE
[00:13:56] CONTINUES TO FUEL MY PASSION TO SERVE
[00:14:00] AND CONSISTENTLY INFORMS MY DECISION
[00:14:03] THAT IMPACTS COMMUNITIES AND BUSINESSES.
[00:14:06] I WILL CONTINUE TO BE A CHAMPION FOR
[00:14:08] WORKING FAMILIES AND ENSURE THAT WE ARE
[00:14:11] INVESTING IN WHERE THE NEEDS ARE
[00:14:13] GREATEST. IN CLOSING, I WANT TO THANK MY
[00:14:16] FAMILY, FRIENDS, ADVISORS, THE LONG LIST
[00:14:19] OF ELECTED LEADERS THAT PUT THEIR NAMES
[00:14:21] BEHIND ME, COMMUNITY MEMBERS WHO HAVE
[00:14:23] SUPPORTED ME THROUGHOUT THIS JOURNEY.
[00:14:26] IF I START NAMING NAMES, IT WILL GET
[00:14:28] REALLY LONG. SO I JUST WANT TO SAY THANK
[00:14:30] YOU. THANK YOU ALL FOR YOUR SUPPORT. I
[00:14:33] WILL WORK HARD TO ENSURE THAT WE HAVE
[00:14:35] ECONOMIC GROWTH AND THAT WE ENSURE THAT
[00:14:37] IT'S REACHING EVERYONE IN OUR COMMUNITY.
[00:14:40] THANK YOU SO MUCH. WELL, THANK YOU,
[00:14:43] COMMISSIONER MOHAMED, AND WELCOME TO THE
[00:14:46] PORT AS WELL AS WELL AS THE PORT
[00:14:47] COMMISSIONERS. SO, COMMISSIONER CALKINS,
[00:14:50] YOU WERE UP FOR ELECTION AS WELL. DO YOU
[00:14:52] HAVE A FEW WORDS TO SAY? SURE. ALTHOUGH
[00:14:55] I FEEL LIKE IT'S LIKE COMING UP TO BAT
[00:14:57] AFTER GRIFFITH AND EDGAR MARTINEZ,
[00:15:00] I DON'T HAVE ANYTHING NEARLY AS
[00:15:02] INSPIRING TO SHARE. I DO WANT TO JUST
[00:15:04] SHARE A FEW REMARKS, THOUGH IT IS AND
[00:15:07] HAS BEEN A TRUE PRIVILEGE TO SERVE ON
[00:15:10] THE PORT OF SEATTLE COMMISSION. AND I'M
[00:15:11] THRILLED TO GET TO DO THIS FOR ANOTHER
[00:15:13] FOUR YEARS. I THINK IF FOR NO OTHER
[00:15:15] REASON, THAT PRIVILEGE IS BECAUSE IT
[00:15:17] MEANS THAT THE FIVE OF US GET TO DO
[00:15:19] SOMETHING THAT I THINK THAT IT'S A VALUE
[00:15:22] THAT WE ALL TRULY SHARE, WHICH IS TO TRY
[00:15:24] TO LEAVE THIS PLACE A LITTLE BIT BETTER
[00:15:26] OFF THAN WE FOUND IT. AND BY THIS PLACE,
[00:15:28] I MEAN THE PORT AND OUR COMMUNITY, AND
[00:15:30] IN SOME LARGER SENSE, THE WORLD,
[00:15:33] WHICH I KNOW GETTING TO KNOW ALL OF YOU
[00:15:36] IS A DRIVING VALUE FOR EACH ONE OF YOU.
[00:15:40] I KNOW THAT THE DAY TO DAY WORK OF THE
[00:15:42] PORT IS ENSURING THAT OUR SHIPS ARE
[00:15:44] COMING AND GOING ON TIME AND THAT THE
[00:15:46] HARBOR IS OPERATING EFFICIENTLY. THE
[00:15:48] PASSENGERS ARE TRAVELING THROUGH SEA ARE
[00:15:50] HAVING A GREAT EXPERIENCE AND GETTING
[00:15:52] HOME TO THEIR LOVED ONES QUICKLY. BUT
[00:15:54] OUR LARGER MISSION AND REALLY WHAT WE'RE
[00:15:56] CARETAKING AS A COMMISSION IS THE
[00:15:59] PROMOTION OF ECONOMIC OPPORTUNITIES AND
[00:16:01] QUALITY OF LIFE IN THE REGION THROUGH
[00:16:03] TRADE AND TRAVEL AND COMMERCE AND JOB
[00:16:06] CREATION. BUT DOING SO IN AN EQUITABLE,
[00:16:08] ACCOUNTABLE AND ENVIRONMENTALLY

[00:16:10] RESPONSIBLE MANNER. AND I JUST THINK
[00:16:13] THAT TRULY IS OUR MISSION. HAVING SERVED
[00:16:16] ALONGSIDE COMMISSIONERS FELLEMAN AND CHO AND
[00:16:18] HAVING CAMPAIGNED ALONGSIDE
[00:16:19] COMMISSIONERS HASEGAWA AND MOHAMED OVER THE
[00:16:21] LAST YEAR, I HAVE THE UTMOST CONFIDENCE
[00:16:24] THAT THIS GROUP OF FIVE WILL ADVANCE
[00:16:26] THAT MISSION AND IN SO DOING, MAKE THIS
[00:16:28] WORLD JUST A LITTLE BIT BETTER OFF THAN
[00:16:31] HOW WE FOUND IT. WELCOME TO THE
[00:16:33] COMMISSION. COMMISSIONERS, HASAEGAWA
[00:16:35] AND MOHAMED. I AM HONORED TO HAVE BEEN
[00:16:37] ELECTED ALONGSIDE YOU, AND I REALLY LOOK
[00:16:39] FORWARD TO SERVING WITH YOU. THANK YOU,
[00:16:42] FRED. THANK YOU, COMMISSIONER CALKINS.
[00:16:44] AND CONGRATULATIONS. LOOKING FORWARD TO
[00:16:46] SERVING ANOTHER TERM WITH YOU,
[00:16:48] COMMISSIONER CHO, YOU HAVE A FLOOR WANTS
[00:16:50] TO WELCOME US, EVEN THOUGH YOU WEREN'T
[00:16:52] UP FOR ELECTION. WELL, I HOPE TO FOLLOW
[00:16:55] IN THE FOOTSTEPS OF MY NEWLY ELECTED
[00:16:58] COLLEAGUES. I CAN'T EXPRESS
[00:17:02] HOW EXCITED I AM TO HAVE MY NEW FRIENDS
[00:17:06] HERE AT THE PORT OF SEATTLE.
[00:17:10] I DON'T HAVE ANY PREPARED MARKS, BUT I
[00:17:11] DID WANT TO HIGHLIGHT AND I CAN'T HELP
[00:17:14] BUT HIGHLIGHT HOW MUCH CHANGE IS
[00:17:16] POSSIBLE IN SUCH A SHORT AMOUNT OF TIME.
[00:17:19] AND I REMEMBER WHEN I WAS FIRST ELECTED
[00:17:22] TO THE PORT. THE HEADLINE AT THE SEATTLE
[00:17:24] TIME WAS THE SOLE MINORITY MEMBER OF THE
[00:17:26] PORT COMMISSION GETS SWORN IN.
[00:17:29] AND TODAY WE HAVE A BIPOC MAJORITY
[00:17:33] PORT COMMISSIONERS IN JUST TWO YEARS.
[00:17:36] AND I THINK THIS IS A TESTAMENT TO
[00:17:40] THE TREMENDOUS WORK THAT BOTH
[00:17:41] COMMISSIONER MOHAMED AND COMMISSIONER
[00:17:44] HASEGAWA HAVE PUT IN TO BE WHERE THEY
[00:17:46] ARE TODAY. SO THANK YOU SO MUCH FOR
[00:17:49] STEPPING UP TO RUN, TO SERVE WITH US,
[00:17:55] BUT ALSO THE TREMENDOUS WORK OF OUR
[00:17:57] COMMUNITY AND THE FOUNDATIONS THAT HAVE
[00:18:01] BEEN LAID DOWN FOR GENERATIONS FOR US
[00:18:04] TO BE WHERE WE ARE. AND SO I TOO, WOULD
[00:18:07] LOVE TO PAY HOMAGE TO ALL THOSE WHO CAME
[00:18:09] BEFORE US. YOU ALL KNOW WHO YOU ARE AND
[00:18:13] WE ALL KNOW WHO YOU ARE AND WE STAND ON
[00:18:16] THE SHOULDERS OF THOSE GIANTS. I'M
[00:18:19] EXTREMELY EXCITED FOR THIS NEW CHAPTER
[00:18:20] AT THE PORT. I AM INSPIRED BY THESE NEW
[00:18:24] COLLEAGUES. I HAVE FRIENDS BEFORE, BUT
[00:18:27] NOW I HAVE THE HONOR OF CALLING THEM
[00:18:29] COLLEAGUES AND I CAN'T EXPRESS HOW
[00:18:32] EXCITED AND HOW FUN THIS IS GOING TO BE.
[00:18:36] I ALSO WANT TO TAKE A MINUTE TO
[00:18:39] ACKNOWLEDGE AND THANK OUR STAFF.
[00:18:42] THE REASON I WANT TO DO THAT IS BECAUSE
[00:18:44] CHANGE IS NOT EASY, AND I THINK IT'S
[00:18:48] FAIR TO SAY IN THE LAST FEW YEARS, THE
[00:18:50] PORT HAS SEEN A LOT OF CHANGE IN
[00:18:51] POSITIVE WAYS, AND OUR STAFF HAVE BEEN
[00:18:55] TREMENDOUS IN ROLLING WITH THE PUNCHES
[00:18:57] AND ADAPTING AND MOST IMPORTANTLY,

[00:19:00] HAVING AN OPEN MIND AND REALLY
[00:19:03] GIVING THINGS A CHANCE. AND I THINK IT'S
[00:19:06] SAFE TO SAY THAT EVERYONE WITHIN
[00:19:09] THE COMMISSION OFFICE, BUT ALSO
[00:19:11] THROUGHOUT THE PORT IS VERY EXCITED FOR
[00:19:13] THIS NEW ERA AT THE PORT. I'VE SAID THIS
[00:19:15] MULTIPLE TIMES SINCE THE ELECTION OF
[00:19:17] BOTH COMMISSIONER HASEGAWA AND
[00:19:19] COMMISSIONERS MOHAMED, BUT I REALLY
[00:19:22] THINK WE HAVE A COMMISSION TODAY
[00:19:26] THAT REALLY IS ON THE CUSP OF A LOT OF
[00:19:29] REVOLUTIONARY THINGS FOR THE PORT TO DO
[00:19:32] IN THE COUNTRY. WE HAVE A LOT OF VERY
[00:19:35] AMBITIOUS GOALS AS A PORT,
[00:19:37] AND I'VE NEVER BEEN MORE CONFIDENT THAT
[00:19:41] WE HAVE THE RIGHT BUTTS IN THE SEATS TO
[00:19:43] GET IT DONE. AND SO WELCOME,
[00:19:46] COMMISSIONER HASEGAWA. COMMISSIONER
[00:19:48] MOHAMED TO THE PORT OF SEATTLE TO THE
[00:19:51] COMMISSIONERS CANNOT WAIT TO GET
[00:19:54] STARTED. WELL,
[00:19:57] THANK YOU, COMMISSIONER CHO, AND HAVING
[00:20:00] BEEN ON THE CAMPAIGN TRAIL WITH YOU AS
[00:20:02] WELL, IT'S REALLY GOOD TO GET TO KNOW
[00:20:04] EACH OTHER ALONG THE WAY AS IT'S BEEN MY
[00:20:07] TRADITION. I WILL GIVE MY FINAL REMARKS
[00:20:11] PRIOR TO THE PASSING OF THE TORCH OF
[00:20:14] THIS BEING MY LAST COMMISSION
[00:20:16] PRESIDENCY. SO I JUST WANT TO START BY
[00:20:18] WISHING EVERYONE A HAPPY NEW YEAR AND
[00:20:20] HOPING THAT EVERYBODY HAD A CHANCE TO
[00:20:22] RECHARGE THEIR BATTERIES AS THIS IS
[00:20:24] GOING TO BE YET ANOTHER BUSY YEAR, AND
[00:20:26] MY HAT PARTICULARLY GOES OFF AND REALLY
[00:20:28] MY HEART AS WELL TO ALL THOSE WHO WORK
[00:20:30] THROUGH THIS, THE PORT AND THE SEAPORT
[00:20:33] DURING THIS PARTICULARLY BUSY AND
[00:20:36] CHALLENGING TIME, REALLY HEROIC EFFORTS
[00:20:39] DUE TO THE RESURGENCE OF COVID AND THE
[00:20:42] SIGNIFICANT SNOWFALL. SO REALLY, THANK
[00:20:44] YOU SO MUCH FOR ALL THAT WORK. AND I
[00:20:46] JOINED MY COLLEAGUES, OF COURSE, IN
[00:20:47] WELCOMING OUR TWO COMMISSIONERS, HAMDI
[00:20:49] MOHAMED AND TOSHIKO HASEGAWA, WHO BRING
[00:20:52] REALLY ADDED PERSPECTIVES TO OUR
[00:20:53] DISCUSSIONS AND THE PORT'S MISSION.
[00:20:56] WHILE ELECTIONS ARE ARDUOUS, THEY AFFORD
[00:20:59] COMMISSIONERS THE OPPORTUNITY TO HEAR
[00:21:00] FROM PEOPLE ACROSS THE COUNTY, WHICH
[00:21:02] ENABLES US TO SHARE INSIGHTS WITH PORT
[00:21:04] STAFF SO THAT TOGETHER WE CAN BETTER
[00:21:07] SERVE THOSE COMMUNITIES IN KING COUNTY
[00:21:09] AND BEYOND. AND HAVING HAD THE PRIVILEGE
[00:21:12] TO SERVE AS COMMISSION PRESIDENT THIS
[00:21:13] PAST YEAR, I'D LIKE TO TAKE THE
[00:21:15] OPPORTUNITY TO BRIEFLY REFLECT ON WHERE
[00:21:17] WE'VE BEEN AND WHAT WE EXPECT TO COME
[00:21:19] FOR THE BENEFIT OF OUR NEW COMMISSIONERS
[00:21:21] AND OUR GUESTS AND FEEL FOR ME YET
[00:21:24] ANOTHER OPPORTUNITY TO REITERATE MY
[00:21:26] APPRECIATION TO OUR EXECUTIVE AND STAFF
[00:21:28] WHO ARE ABLE TO OVERCOME THE MYRIAD OF
[00:21:31] CHALLENGES WE FACE THIS PAST YEAR. WE

[00:21:34] STARTED 2021 WITH THE COVID-19 DRIVERS
[00:21:37] PERSISTING FOR A SECOND YEAR. STILL, WE
[00:21:39] WERE CAUTIOUSLY OPTIMISTIC ABOUT OUR
[00:21:41] ABILITY TO LEAD ECONOMIC RECOVERY BUT
[00:21:43] ALSO KEENLY AWARE THE PANDEMIC WAS
[00:21:45] EXACERBATING THEIR PERVASIVE, SOCIAL AND
[00:21:47] ECONOMIC INEQUITIES IN OUR SOCIETY.
[00:21:50] THEREFORE, WE REALIZED WE HAD TO USE TO
[00:21:52] FULFILL OUR MISSION. WE HAD TO CREATE
[00:21:54] BROADBASED ECONOMIC OPPORTUNITIES, BUT
[00:21:56] WE HAD TO FOCUS ON HOW WE DID THAT BOTH
[00:21:59] IN OUR HOW WE BUILD AND DO BUSINESS. IT
[00:22:02] WAS LIKE WE WERE LIVING IN TWO WORLDS.
[00:22:04] FOR EXAMPLE, THE LACK OF CHILDCARE AND
[00:22:06] CLASSROOM LEARNING WREAKED HAVOC ON
[00:22:08] WORKING MOMS IN PARTICULAR, AND THEN THE
[00:22:10] COLLAPSE OF THE SERVICE INDUSTRY
[00:22:11] SEVERELY IMPACTED YOUTH EMPLOYMENT. BUT
[00:22:14] IN THE MEANTIME, THE STOCK AND REAL
[00:22:15] ESTATE MARKETS ACHIEVED RECORD LEVELS.
[00:22:18] DESPITE THESE ONGOING DISPARITIES, WE
[00:22:20] FOUND SIGNIFICANT STRIDES TOWARDS OUR
[00:22:23] GOALS IN 2021 AND WILL DO EVEN MORE THIS
[00:22:25] YEAR. THIS IS DUE IN LARGE PARTS OF THE
[00:22:28] PORT'S PRUDENT FINANCIAL MANAGEMENT
[00:22:30] FOCUS ON HEALTH AND SAFETY, AND THE
[00:22:32] CREATION OF A MORE UNIFIED PORT VISION
[00:22:34] THROUGH THE INTEGRATION OF COMMISSION
[00:22:36] PRIORITIES IN THE PORT'S OPERATION.
[00:22:39] THIS HAS ENABLED US TO CONTINUE TO MEET
[00:22:40] THE PORT'S IMMEDIATE NEEDS WHILE
[00:22:43] PREPARING FOR MAJOR TRANSFORMATIONS TO
[00:22:45] COME IN OUR REGION IN TERMS OF THE JOB
[00:22:47] MARKET AND THE PLANET. I BELIEVE ONE OF
[00:22:50] THE COMMISSION'S PRIMARY OBLIGATION IS
[00:22:52] TO FIND THE RIGHT PATH BETWEEN THESE
[00:22:54] SOMETIMES COMPETING INTERESTS BY HELPING
[00:22:56] TO DECARBONISE OUR EXISTING OPERATIONS
[00:22:59] WHILE FOSTERING A JUST TRANSITION TO THE
[00:23:01] GREEN JOBS OF THE FUTURE. OVER SEVEN
[00:23:04] YEARS AGO, BEFORE HIS RECENT PASSING,
[00:23:06] DESMOND TUTU WROTE IN AN OP ED IN THE
[00:23:08] GUARDIAN, REDUCING OUR CARBON FOOTPRINT
[00:23:10] IS NOT JUST A TECHNICAL SCIENTIFIC
[00:23:12] NECESSITY. IT HAS ALSO EMERGED AS THE
[00:23:15] HUMAN RIGHTS CHALLENGE OF OUR TIME.
[00:23:18] SOME OF THE WAYS WE TRIED TO MAKE
[00:23:19] PROGRESS TO ACHIEVE THIS BALANCE WAS BY
[00:23:21] EXPANDING OUR COMMITMENTS TO
[00:23:22] SUSTAINABILITY AND EQUITY, MAKING THEM
[00:23:25] NOT JUST PROGRAMS BUT INTEGRAL PARTS OF
[00:23:27] ALL PORT OPERATIONS FROM KELP TO KILLER
[00:23:30] WHALES AND CLIMATE, WHILE ALSO WORKING
[00:23:32] TO ASSURE OUR INTERACTIONS WITHIN THE
[00:23:34] PORT AND OUR ENGAGEMENT WITH COMMUNITIES
[00:23:36] WAS INCLUSIVE AND CULTURALLY
[00:23:37] APPROPRIATE. 2021 WAS PRIMARILY FOCUSED
[00:23:41] ON RECOVERY, AND I'M PLEASED TO SAY THAT
[00:23:43] WE MADE MAJOR PROGRESS TO ADVANCE OUR
[00:23:45] AMBITIOUS GOALS, AND I'M GOING TO RUN
[00:23:47] THROUGH SOME OF THEM. AIRPORT TRAVEL
[00:23:50] RECOVERED 74% TO 2019 PRE COVID
[00:23:53] LEVELS. WE COMPLETED THE CONSTRUCTION OF

[00:23:55] THE INTERNATIONAL ARRIVAL FACILITY,
[00:23:57] WHICH WILL REOPEN THIS QUARTER. WE
[00:24:00] COMPLETED PHASE TWO OF THE NORTH
[00:24:02] SATELLITE RENOVATION PROJECT THAT
[00:24:04] PROVIDED MODERN AMENITIES AND
[00:24:06] SUSTAINABLE FEATURES LIKE WATER
[00:24:07] ATTACHMENT. WE HOSTED THE SUSTAINABLE
[00:24:10] AVIATION FUEL STUDY SESSION AND
[00:24:12] INITIATED A STUDY OF CONVERTING
[00:24:13] MUNICIPAL SOLID WASTE TO LIQUID FUELS
[00:24:16] WITH KING COUNTY. THANK YOU,
[00:24:18] COMMISSIONER COLE WELLS COUNCILWOMAN.
[00:24:20] WE ENTERED INTO A TEN YEAR CONTRACT TO
[00:24:23] PROVIDE RENEWABLE NATURAL GAS TO RUN
[00:24:24] HVAC SYSTEMS AND SHUTTLE BUSES AT THE
[00:24:27] AIRPORT, THEREBY ENABLING THE PORT TO
[00:24:29] MEET OUR GREENHOUSE GAS REDUCTION
[00:24:31] TARGETS. TEN YEARS EARLY, WE ADOPTED THE
[00:24:34] NORTHWEST PORTS CLEAN AIR STRATEGY,
[00:24:36] WHICH LAYS OUT A SHARED VISION FOR ZERO
[00:24:38] COMMISSIONERS MARITIME INDUSTRY, AND
[00:24:40] DEVELOPED THE PORT'S MARITIME CLIMATE
[00:24:43] AND ACTION PLAN, CHARTING A COURSE TO
[00:24:45] ZERO. OUR ADVOCACY OVER THE PAST THREE
[00:24:47] YEARS HELPED THE STATE OF WASHINGTON TO
[00:24:49] ADOPT A CLEAN FUEL STANDARD THIS YEAR,
[00:24:51] AND NOT LONG AFTER THE CAUSES FOR PORT
[00:24:54] CONGESTION BECAME THE SUBJECT OF KITCHEN
[00:24:56] TABLE CONVERSATION. THROUGH OUR
[00:24:58] PARTNERSHIP WITH THE NORTHWEST SEAPORT
[00:24:59] ALLIANCE, TERMINAL FIVE WILL RECEIVE ITS
[00:25:02] FIRST SHIP THIS WEEK WITH ONDOCK RAIL,
[00:25:05] SHORE POWER AND A WORLD CLASS STORMWATER
[00:25:07] SYSTEM. IT WILL ENABLE US TO REDUCE
[00:25:09] CONGESTION AND AIR POLLUTION IMPACTING
[00:25:12] SURROUNDING COMMUNITIES AND THE CLIMATE.
[00:25:14] WE MADE A MAJOR INVESTMENT IN THE REPAIR
[00:25:17] OF THE WEST SEATTLE BRIDGE SO THAT
[00:25:18] COMMERCE AND COMMUTERS CAN COEXIST AND
[00:25:21] TO ENSURE CONSTRUCTION IS COMPLETED
[00:25:22] PROMPTLY. WE WORKED WITH CRUISE LINES,
[00:25:25] FEDERAL AND LOCAL OFFICIALS TO SAFELY
[00:25:27] RESTORE CRUISE OPERATIONS, WITH A TOTAL
[00:25:29] OF 83 CRUISE SAILINGS IN 2021. WE ALSO
[00:25:32] UPDATED CRUISE SHIP LEASE AGREEMENTS TO
[00:25:35] REQUIRE USE OF SHORE POWER FOR THOSE
[00:25:36] EQUIPPED TO DO SO AND TO RESTRICT THE
[00:25:39] DISCHARGE OF SEAWATER SCRUBBERS. WE
[00:25:41] CONTINUE TO INVEST IN TOURISM FOR THE
[00:25:44] REGION AND THROUGH GRANT PROGRAMS, AS
[00:25:47] WELL AS ONGOING INVESTMENTS IN THE
[00:25:49] WASHINGTON TOURISM ALLIANCE AND VISIT
[00:25:51] SEATTLE, WHICH WE'LL HEAR MORE ABOUT
[00:25:52] SHORTLY. THE PORT WILL BE ALSO
[00:25:54] SPONSORING AN ECO TOURISM CONFERENCE IN
[00:25:56] 2022 TO HIGHLIGHT THE IMPORTANCE OF
[00:25:59] PROTECTING OUR REGION'S NATURAL ASSETS
[00:26:01] AS WE MAKE THEM ACCESSIBLE TO VISITORS.
[00:26:03] AND WE CONTINUE TO ADVANCE MARITIME
[00:26:05] INNOVATION THROUGH INVESTMENTS IN THE
[00:26:07] WASHINGTON MARITIME BLUE AND
[00:26:09] REDEVELOPMENT OF THE SHIP SUPPLY
[00:26:10] BUILDING IN MARITIME INNOVATION CENTER

[00:26:13] TO BE CERTIFIED AS A LIVING BUILDING.
[00:26:15] THE INNOVATION CENTER WAS THE FIRST
[00:26:17] CONSTRUCTION PROJECT SUBJECT TO
[00:26:19] SCREENING BY THE PORT SUSTAINABILITY
[00:26:21] FRAMEWORK I INITIATED SIX YEARS AGO. IT
[00:26:24] INVOLVES IDENTIFYING WAYS TO REDUCE THE
[00:26:26] ENVIRONMENTAL IMPACT OF LARGE PROJECTS
[00:26:28] WHEN THE DESIGN IS 30% COMPLETE AND WE
[00:26:31] PARTICIPATED IN THE ESTABLISHMENT OF THE
[00:26:33] QUIET SOUND PROGRAM TO EXPLORE WAYS TO
[00:26:35] REDUCE SHIP NOISE IN THE PRESENCE OF
[00:26:36] ENDANGERED ORCA. WE INTRODUCED PORT
[00:26:40] EQUITY DIVERSITY AND INCLUSION PROGRAM
[00:26:42] AND LAUNCHED THE PORT'S EQUITY INDEX TO
[00:26:45] GUIDE FUNDING DECISIONS AND BROADLY
[00:26:47] INFORMED POLICIES ACROSS THE PORT. WE
[00:26:50] ADVANCED THE IMPLEMENTATION OF THE DUWAMISH
[00:26:51] VALLEY COMMUNITY EQUITY PROGRAM,
[00:26:53] INCLUDING THE OPENING OF THE DUWAMISH
[00:26:55] RIVER COMMUNITY HUB IN SOUTH PARK. WE
[00:26:58] ADDED RESOURCES TO THE SOUTH KOREAN
[00:27:00] COUNTY FUND TO MITIGATE THE IMPACTS OF
[00:27:02] THE PANDEMIC IMPORT OPERATION ON
[00:27:04] COMMUNITIES AND TO SUPPORT REGIONAL
[00:27:06] ECONOMIC RECOVERY. AND FINALLY, WE
[00:27:08] SUPPORTED LEGISLATION THAT HAS ENABLED
[00:27:10] THE PORT TO HELP FLIGHT, KITCHEN AND
[00:27:12] OTHER AIRPORT WORKERS RECEIVE THE
[00:27:14] COMPENSATION THEY DESERVE OR AT LEAST
[00:27:16] BEGIN TO. THESE ARE SOME OF THE MANY OF
[00:27:19] THE PORT ACCOMPLISHMENTS I'M PROUD TO
[00:27:21] HAVE HELPED STEWARD FOR THE BENEFIT OF
[00:27:23] THE COMMUNITY AND THE ENVIRONMENT. WE
[00:27:25] ALSO SEIZED THE OPPORTUNITY TO WORK WITH
[00:27:28] CONGRESS TO PASS THE BIDEN
[00:27:29] ADMINISTRATION'S INFRASTRUCTURE
[00:27:31] INVESTMENT AND JOBS ACT, WHICH INCLUDES
[00:27:33] GENERATIONAL INVESTMENTS IN PORTS. JUST
[00:27:36] LAST WEEK, TRANSPORTATION SECRETARY
[00:27:37] BUTTIGIEG ANNOUNCED THE PORT WILL
[00:27:39] RECEIVE A \$20 MILLION RAISE GRANT FOR
[00:27:42] EAST MARGINAL WAY TO ACCOMMODATE
[00:27:44] COMMUTERS WHILE IMPROVING TRUCK ACCESS
[00:27:45] TO THE CARGO TERMINALS. WE CONTINUE TO
[00:27:48] HELP PASS BUILD BACK BETTER ACT AND MAKE
[00:27:51] CRITICAL INVESTMENTS IN HUMAN AND
[00:27:52] ENVIRONMENTAL INFRASTRUCTURE. IT'S A
[00:27:54] VERY IMPORTANT AND EXCITING OPPORTUNITY
[00:27:56] TO SHARE A COMMITMENT WITH THE
[00:27:58] ADMINISTRATION AND CONGRESS TO
[00:28:01] COMMUNITY, COMMERCE, AND THE
[00:28:03] ENVIRONMENT. THIS YEAR BEGINS WITH THE
[00:28:06] LONG AWAITED COMPLETION OF THE IAF AND T
[00:28:09] FIVE. BY THE END OF THE FIRST QUARTER,
[00:28:11] THE COAST GUARD WILL BE RELEASING ITS
[00:28:12] EIS FOR POTENTIAL EXPANSION OF ITS BASE
[00:28:15] ON TERMINAL 46, WHICH IS CURRENTLY BEING
[00:28:18] USED IN PART TO STORE CONTAINERS TO
[00:28:19] DECONGEST T 18 AND TO TRAIN FUTURE CRANE
[00:28:23] OPERATORS. THE RELEASE OF THE EIS FOR
[00:28:25] THE SUSTAINABLE AIRPORT MASTER PLAN WILL
[00:28:27] KICK OFF A LONG TERM DISCUSSION AS THE
[00:28:30] FUTURE GROWTH OF SEA AND ELEVATE THE

[00:28:32] DISCUSSION OF THE DEVELOPMENT OF
[00:28:34] REGIONAL AIRPORTS. NOW, JUST AS I WAS
[00:28:37] HOPING, THE USE OF THE TERM UNCERTAINTY
[00:28:39] TO DESCRIBE OUR RECOVERY WAS BECOMING
[00:28:40] PASSES, THE REMARKABLY FAST SPREAD OF
[00:28:43] THE OMICRON VARIANT AND ITS WIDE RANGING
[00:28:46] IMPLICATIONS ON EVERYTHING FROM THE
[00:28:47] RETURN TO SCHOOL, THE LEGISLATURE AND
[00:28:50] TRAVEL LOOM OVER THE BEGINNING OF YET
[00:28:52] ANOTHER YEAR. HOWEVER, THIS YEAR MARKED
[00:28:55] THE PORT'S 110TH ANNIVERSARY, WHICH
[00:28:58] SERVED TO REMIND ME OF THE INSTITUTION'S
[00:29:00] RESILIENCY TO EXECUTIVE DIRECTOR METRUCK.
[00:29:03] YOUR INTEGRITY, HUMILITY PARTNERSHIP AND
[00:29:06] COMMITMENT TO PUBLIC SERVICE HAS BEEN
[00:29:08] INSTRUMENTAL IN CREATING A UNIFIED
[00:29:09] POSITION WITH THE COMMISSION TO ADVANCE
[00:29:12] THE PORT'S MISSION. I'D LIKE TO
[00:29:14] RECOGNIZE COMMISSIONERS CALKINS AND CHO
[00:29:16] FOR THEIR CONTINUED HARD WORK AND
[00:29:17] COMMITMENT TO THE PORT AND TO REITERATE
[00:29:20] MY WELCOME TO COMMISSIONERS MOHAMED AND
[00:29:21] HASEGAWA. I'D ALSO LIKE TO RECOGNIZE THE
[00:29:24] CONTRIBUTIONS OF COMMISSIONERS BOWMAN
[00:29:26] AND STEINBREUCK. THE PORT OF SEATTLE IS A
[00:29:28] BETTER, STRONGER ORGANIZATION BECAUSE OF
[00:29:29] THEIR EFFORTS TO MY COLLEAGUES AND
[00:29:32] COMMUNITY. THERE'S NO DOUBT THIS HAS
[00:29:34] BEEN A CHALLENGING BUT VERY SUCCESSFUL
[00:29:35] YEAR. I LOOK FORWARD TO WORKING WITH ALL
[00:29:37] OF YOU TO SERVE OUR REGION AND THE
[00:29:39] PLANET FOR AN ORGANIZATION THAT HAS BEEN
[00:29:41] AROUND FOR 110 YEARS, TRANSFORMATION IS
[00:29:44] NOTHING NEW AS EXEMPLIFIED BY OUR
[00:29:46] NEIGHBORING TRIBAL LEADERS WITH WHOM WE
[00:29:49] SHARE A SPECIAL RELATIONSHIP. WE DO WHAT
[00:29:51] WE DO FOR FUTURE GENERATIONS. THANK YOU
[00:29:54] ONCE AGAIN FOR THE OPPORTUNITY TO SERVE
[00:29:55] AS COMMISSION PRESIDENT THIS PAST YEAR.
[00:29:59] WE WILL NOW MOVE FORWARD TO OUR NEXT
[00:30:01] ORDER OF BUSINESS. ITEM FOUR, B,
[00:30:04] ELECTION OF THE SLATE OF OFFICERS FOR
[00:30:06] 2022. CLERK HART, PLEASE READ THE SLATE
[00:30:09] OF OFFICERS INTO THE RECORD.
[00:30:12] THANK YOU, MR. COMMISSION PRESIDENT,
[00:30:14] THIS IS ITEM FOUR, B, ORDER NUMBER 2022.
[00:30:17] ONE, AN ORDER OF THE PORT OF SEATTLE
[00:30:20] COMMISSION ELECTING A FLIGHT OF OFFICERS
[00:30:22] FOR CALENDAR YEAR 2022. AND I'LL GO
[00:30:25] AHEAD AND READ THE TEXT OF THE ORDER AND
[00:30:27] THE STATEMENT AND SUPPORT INTO THE
[00:30:28] RECORD. THE PORT OF SEATTLE COMMISSION
[00:30:31] HEREBY ELECTS THE FOLLOWING SLATE OF
[00:30:33] OFFICERS FOR 2022, ALL TERMS EXPIRE
[00:30:36] DECEMBER 31, 2022, PURSUANT TO
[00:30:39] COMMISSION BYLAWS. PRESIDENT, RYAN CALKINS.
[00:30:43] VICE PRESIDENT SAM CHO. SECRETARY, TOSHIKO
[00:30:47] HASEGAWA AND A STATEMENT AND SUPPORT. AT
[00:30:50] THE FIRST MEETING OF EACH CALENDAR YEAR,
[00:30:52] THE COMMISSION ELECTS THE PRESIDENT,
[00:30:53] VICE PRESIDENT AND SECRETARY, WHOSE
[00:30:55] TERMS RUN FROM THE DATE OF ELECTION
[00:30:57] UNTIL THE END OF THE CALENDAR YEAR. THE

[00:31:00] DUTIES OF THE PRESIDENT, VICE PRESIDENT
[00:31:02] AND SECRETARY ARE DESCRIBED IN THE
[00:31:04] COMMISSION'S BYLAWS AND RULES OF
[00:31:05] PROCEDURES IN ARTICLE THREE SECTIONS
[00:31:07] FIVE, SIX AND SEVEN, RESPECTIVELY. THE
[00:31:10] INDIVIDUALS LISTED ABOVE HAVE AGREED TO
[00:31:12] PERFORM THE DUTIES OF THEIR RESPECTIVE
[00:31:14] PROPOSED OFFICES IN 2022 HAVE
[00:31:16] ACKNOWLEDGED THE PRINCIPLE THAT PUBLIC
[00:31:18] SERVICE IS A PUBLIC TRUST. HAVE EXECUTED
[00:31:21] ANNUAL TRANSPARENCY PLEDGES AND
[00:31:23] RECOGNIZE THAT ALL OFFICERS SERVE AT THE
[00:31:26] PLEASURE OF THE PORT OF SEATTLE
[00:31:27] COMMISSION AND THAT CONCLUDES THE
[00:31:29] READING OF THE ORDER. THANK YOU,
[00:31:32] COMMISSIONERS. THE ORDER BEFORE YOU
[00:31:34] DESIGNATES OUR PRESIDENT VICE PRESIDENT
[00:31:36] AND SECRETARY POSITIONS FOR 2022.
[00:31:39] IS THERE A MOTION AND SECOND TO ADOPT
[00:31:42] ORDER NUMBER 2022-01? SO MOVED.
[00:31:47] SECOND.
[00:31:51] THE MOTION HAS BEEN MOVED AND SECONDED.
[00:31:54] [crosstalk 00:31:56] LOT. BY THE WAY,
[00:31:58] THE COMMISSIONERS, PLEASE UNMUTE
[00:31:59] YOURSELVES NOW FOR DISCUSSION. CLERK
[00:32:01] HART, PLEASE CALL THE ROLL. THIS IS FOR
[00:32:04] DISCUSSION ON THE ORDER BEGINNING WITH
[00:32:05] COMMISSIONER CALKINS. NOTHING TO
[00:32:08] DISCUSS. THANK YOU, COMMISSIONER CHIP.
[00:32:11] NOTHING TO DISCUSS. COMMISSIONER
[00:32:13] HASEGAWA NOTHING TO DISCUSS,
[00:32:17] COMMISSIONER MOHAMED. NOTHING TO
[00:32:21] DISCUSS. BUT I JUST WANT TO RECOGNIZE
[00:32:25] PRESIDENT FRED FELLEMAN AND HIS
[00:32:28] LEADERSHIP AND JUST WANT TO SAY THANK
[00:32:29] YOU FOR THE WORK YOU'VE DONE FOR THE
[00:32:30] LAST FEW YEARS. THANK YOU.
[00:32:33] AND THEN, COMMISSIONER FELLEMAN, HAVING
[00:32:36] RECEIVED A COMPLIMENT AND SPEECHLESS.
[00:32:39] THANK YOU. SEE, NO FURTHER DISCUSSION.
[00:32:41] CLERK HART, PLEASE CALL THE ROLL FOR THE
[00:32:43] VOTE. COMMISSIONERS, PLEASE SAY YES OR
[00:32:45] NO WHEN YOUR NAME IS CALLED FOR THE
[00:32:47] VOTE. COMMISSIONER CALKINS. AYE. THANK
[00:32:50] YOU, COMMISSIONERS CHO. AYE. THANK YOU,
[00:32:53] COMMISSIONER HASEGAWA. AYE. THANK YOU,
[00:32:56] COMMISSIONER MOHAMED. AYE. THANK YOU,
[00:32:59] COMMISSIONERS FELLEMAN. AYE. THANK YOU.
[00:33:02] THERE ARE FIVE YESES AND ZERO NOS FOR
[00:33:04] THIS ITEM. THE MOTION PASSES
[00:33:06] UNANIMOUSLY. OUR SLATE OF OFFICERS FOR
[00:33:09] 2022 IS NOW ADOPTED. CONGRATULATIONS,
[00:33:12] COMMISSIONERS CHO AND HASEGAWA, CALKINS
[00:33:15] AS WELL SORRY ABOUT THAT. I WILL NOW
[00:33:17] PASS THE GAVEL TO COMMISSIONER CALKINS,
[00:33:19] WHO WILL PRESIDE OVER THE REMAINDER OF
[00:33:20] THE MEETING AND EVERY OTHER MEETING FOR
[00:33:23] 2022. COMMISSIONER, THE GAVEL IS YOURS.
[00:33:28] THANK YOU, COMMISSIONER FELLEMAN.
[00:33:31] I'M LOOKING FORWARD TO A MORE RELAXED
[00:33:33] YEAR FOR YOU IN THAT STATE. I IMAGINE
[00:33:35] NOT HAVING TO BE ON EVERY MINUTE. I DO
[00:33:38] WANT TO START OFF WITH A COUPLE OF

[00:33:40] REMARKS AS I TAKE ON THE PRESIDENCY THIS
[00:33:42] YEAR. IN PARTICULAR, I WANT TO START BY
[00:33:44] SAYING THANK YOU TO COMMISSIONER
[00:33:45] FELLEMAN THAT THE ROLE OF PRESIDENT IS A
[00:33:48] TRULY CHALLENGING ONE. YOU SERVE AS THE
[00:33:51] PRINCIPAL LIAISON TO EXECUTIVE
[00:33:52] LEADERSHIP. YOU FACILITATE OUR PUBLIC
[00:33:54] CONVERSATION, AND YOU HAVE TO EXERCISE
[00:33:56] JUDGMENT AND SETTING OUR AGENDA
[00:33:58] THROUGHOUT THE YEAR. AND YOU DID ALL OF
[00:34:00] THIS IN A VERY CHALLENGING YEAR FOR
[00:34:02] SURE. YOU SERVED IN THE MIDST OF A
[00:34:05] GLOBAL PANDEMIC. SO THANK YOU SO MUCH
[00:34:08] FOR YOUR SERVICE AS PRESIDENT DURING
[00:34:10] THESE INTERESTING TIMES. AS WE LOOK
[00:34:13] AHEAD TO 2022, WE ALREADY KNOW THAT IT
[00:34:15] WILL BE A HISTORIC YEAR FOR THE PORT.
[00:34:16] THE REOPENING OF T-5, AS COMMISSIONER
[00:34:18] FELLEMAN MENTIONED AND THE COMPLETION OF
[00:34:20] OUR NEW INTERNATIONAL ARRIVALS FACILITY
[00:34:22] AT SEA ARE MAJOR STEPS IN MEETING OUR
[00:34:25] CENTURY AGENDA GOALS. BUT IT'S NOT JUST
[00:34:27] THE PHYSICAL INFRASTRUCTURE THAT'S
[00:34:29] IMPORTANT. IT'S ALSO HOW WE DO OUR WORK
[00:34:32] THAT MATTERS. AND 2022 IS SHAPING UP TO
[00:34:35] BE A CRITICAL YEAR FOR ADVANCING A MORE
[00:34:37] EQUITABLE, JUST AND SUSTAINABLE
[00:34:39] INSTITUTION AS WELL. TODAY, OUR OFFICE
[00:34:42] OF EQUITY, DIVERSITY AND INCLUSION IS
[00:34:44] PRESENTING THE FINAL REPORT ON OUR
[00:34:46] INTERNAL EDI ASSESSMENT. THE
[00:34:49] IMPLEMENTATION OF THE RECOMMENDATIONS
[00:34:50] FROM THAT REPORT, AS WELL AS FROM OUR
[00:34:53] POLICE ACCOUNTABILITY TASK FORCE AND
[00:34:55] FROM THE COMMITMENTS WE HAVE MADE ON
[00:34:56] ENVIRONMENTAL TARGETS MAY NOT
[00:34:58] NECESSARILY MAKE HEADLINES, BUT THEY
[00:35:00] HAVE THE POTENTIAL TO SHAPE THE PORT FOR
[00:35:02] GENERATIONS TO COME. AND IF I'VE LEARNED
[00:35:04] ANYTHING IN MY FOUR YEARS ON THE
[00:35:06] COMMISSION, IT'S THAT THE REACH OF THE
[00:35:07] PORT OF SEATTLE IS GREAT WHEN WE DO
[00:35:10] THINGS WELL. THEY SERVE AS A MODEL FOR
[00:35:12] OUR PEER AGENCIES, BOTH HERE IN THE
[00:35:14] REGION AND FOR OTHER PORTS AROUND THE
[00:35:16] COUNTRY. SO A QUICK THANKS TO MY FELLOW
[00:35:19] COMMISSIONERS FOR ENTRUSTING ME WITH
[00:35:20] LEADERSHIP THIS YEAR, WE WILL
[00:35:21] UNDOUBTEDLY FACE CHALLENGES THAT WE DID
[00:35:23] NOT ANTICIPATE OR ARE NOT ANTICIPATING
[00:35:26] RIGHT NOW. BUT I HAVE THE UTMOST
[00:35:28] CONFIDENCE IN YOU AND IN OUR TEAM AT THE
[00:35:30] PORT TO THRIVE COME. WHAT MAY ALL RIGHT
[00:35:33] WITH THAT NEXT ON OUR AGENDA IS OUR
[00:35:36] EXECUTIVE DIRECTORS REPORT. THIS IS
[00:35:38] PRETTY STANDARD BUSINESS. IF YOU'RE
[00:35:40] JOINING US FOR THE FIRST TIME, STEVE,
[00:35:42] I'LL TURN IT OVER TO YOU. THANK YOU.
[00:35:46] THANK YOU, PRESIDENT CALKINS, LET ME
[00:35:49] BEGIN BY WISHING YOU ALL COMMISSIONERS A
[00:35:51] HAPPY NEW YEAR. THAT'S A HARD ACT TO
[00:35:53] FOLLOW ALL OF THAT. BUT I'M GOING TO GO
[00:35:55] AHEAD WITH IT. THIS IS AN EXCITING AND

[00:35:57] INSPIRING DAYS. WE WELCOME OUR NEW
[00:35:58] COMMISSIONERS, A NEW COMMISSION
[00:36:00] PRESIDENT, AND LOOK FORWARD TO A VERY
[00:36:01] BUSY YEAR CARRYING OUT OUR MISSION AND
[00:36:03] RESPONSIBILITIES. FOR MORE THAN TWO
[00:36:05] YEARS, WE'VE BEEN DEALING WITH THE
[00:36:06] CHALLENGES OF COVID-19 AND THE SEVERE
[00:36:09] IMPACTS ON THE COMMUNITY AND CROSSPORT
[00:36:11] OPERATIONS. UNFORTUNATELY, COVID IN SOME
[00:36:14] FORM WILL LIKELY BE WITH US FOR THE
[00:36:16] FORESEEABLE FUTURE. WE WILL FACE THIS
[00:36:19] CONTINUING CHALLENGE AND PROBABLY MANY
[00:36:21] MORE AS PRESIDENT COFFINS WAS SAYING IN
[00:36:23] THE COMING YEAR. BUT WE HAVE A GREAT
[00:36:25] TEAM THAT HAS DEMONSTRATED THE ABILITY
[00:36:27] TO ADAPT, ADJUST, AND OVERCOME AGAIN AND
[00:36:30] AGAIN. IF YOU LOOKED UP THE DEFINITION
[00:36:32] OF RESILIENCE IN THE DICTIONARY, OR
[00:36:34] PROBABLY MORE LIKELY WIKIPEDIA, YOU
[00:36:37] WOULD FIND A PHOTO OF A PORT OF SEATTLE
[00:36:38] OF EMPLOYEES. THEY ARE THAT RESILIENT.
[00:36:41] IN JUST THE PAST WEEK, WE'VE BEEN TESTED
[00:36:42] AGAIN BY THE WINTER SNOW EVENT, AND OUR
[00:36:45] FRONTLINE WORKERS DESERVE A HUGE JOB
[00:36:48] WELL DONE FOR ALL THEY'VE DONE IN THE
[00:36:49] RECENT DAYS AND ACTUALLY WELL OVER
[00:36:52] ALMOST TWO WEEKS. LOOKING BACK, WE'VE
[00:36:55] ENDED THE YEAR WITH POSITIVE RESULTS
[00:36:56] ACROSS OUR OPERATING DIVISIONS, WITH
[00:36:58] STRONG PROGRESS TOWARDS OUR PREPANDEMIC
[00:37:00] ACTIVITY LEVELS. WE ARE ALL VERY HAPPY
[00:37:03] TO HEAR THAT TERMINAL FIVE PHASE ONE
[00:37:05] CONSTRUCTION CAME TO A SUCCESSFUL
[00:37:06] COMPLETION LAST WEEK. BUT AS COVET AND
[00:37:08] ITS VARIANCE REMAINS A THREAT, THERE'S
[00:37:11] MUCH UNCERTAINTY ABOUT THE FUTURE OF AIR
[00:37:13] TRAVEL AND ALASKAN CRUISING IN THE
[00:37:15] COMING YEAR. THIS YEAR BRINGS NEW
[00:37:18] LEADERSHIP THAT WE'VE BEEN HEARING
[00:37:19] ABOUT. CONGRATULATIONS TO COMMISSIONER
[00:37:21] COFFINS FOR YOUR ELECTION AS COMMISSION
[00:37:22] PRESIDENT AND THANK YOU COMMISSIONERS
[00:37:24] FELLEMAN FOR YOUR LEADERSHIP AS
[00:37:26] PRESIDENT IN 2021, ANOTHER CHALLENGING
[00:37:29] YEAR THAT WE WORK TOGETHER THROUGH ON
[00:37:31] BEHALF OF EVERYONE AT THE PORT OF
[00:37:32] SEATTLE. I ALSO WANT TO OFFER A WARM
[00:37:34] WELCOME ABOARD TO COMMISSIONER HASEGAWA
[00:37:37] AND COMMISSIONER MOHAMED. IT IS A TRUE
[00:37:39] MILESTONE FOR THE COMMISSION TO HAVE A
[00:37:40] MAJORITY OF PEOPLE OF COLOR REFLECTING
[00:37:42] THE DIVERSITY OF OUR COMMUNITY.
[00:37:44] WELCOME. I'VE JUST BEEN GETTING TO KNOW
[00:37:46] BOTH OF YOU, BUT I ALREADY APPRECIATE
[00:37:48] YOUR THOUGHTFULNESS AND YOUR
[00:37:49] DEMONSTRATED COMMITMENT ALREADY TO
[00:37:51] BRINGING TOGETHER INDUSTRY AND SMALL
[00:37:53] BUSINESSES, WORKERS AND COMMUNITIES TO
[00:37:55] CREATE A STRONGER AND MORE INCLUSIVE
[00:37:57] ECONOMY. LOOKING FORWARD TO THE
[00:38:00] NEW YEAR I'M LOOKING FORWARD TO WORKING
[00:38:02] WITH THE COMMISSION ON OUR AMBITIOUS
[00:38:03] WORK PLANS. WE WILL DIVE MORE DEEPLY

[00:38:06] INTO OUR 2022 OBJECTIVES AND COMMISSION
[00:38:08] PRIORITIES AT OUR RETREAT LATER THIS
[00:38:10] WEEK. OUR ROLE IN THE EQUITABLE REGIONAL
[00:38:13] ECONOMIC RECOVERY IS MORE IMPORTANT THAN
[00:38:14] EVER. AS WE EMBARK ON THE LARGEST, MOST
[00:38:16] AMBITIOUS CAPITAL INVESTMENT PROGRAM IN
[00:38:18] OUR HISTORY, WE CONTINUE TO FOCUS ON
[00:38:21] MAKING OUR OPERATIONS MORE SUSTAINABLE.
[00:38:23] WE'RE STEPPING UP OUR EFFORTS TO PROTECT
[00:38:25] THE ENVIRONMENT, IMPROVING WATER
[00:38:26] QUALITY, CLEANING UP HISTORICAL RIVER
[00:38:28] CONTAMINATION, AND REDUCING AIR
[00:38:30] COMMISSIONERS FROM OUR OPERATIONS. I'M
[00:38:32] VERY PROUD OF OUR GROWING COMMITMENT TO
[00:38:34] ADDRESSING EQUITY ISSUES AND
[00:38:37] ITS IMPACTS ON OUR OPERATIONS IN THE
[00:38:39] COMMUNITIES WE SERVE AND WITHIN OUR
[00:38:40] ORGANIZATION. WE'VE MADE PROGRESS, BUT
[00:38:42] WE HAVE MUCH MORE WORK TO DO. OF COURSE,
[00:38:45] ACHIEVING THESE OBJECTIVES DEPENDS ON A
[00:38:47] STRONG AND CAPABLE AND COMMITTED
[00:38:49] WORKFORCE. WE WILL CONTINUE TO ENSURE
[00:38:51] THAT OUR WORKFORCE IS SUPPORTED AND THEY
[00:38:52] HAVE THE TOOLS AND RESOURCES NECESSARY
[00:38:55] TO CARRY OUT OUR IMPORTANT WORK.
[00:38:59] I'D LIKE TO PROVIDE A SHORT UPDATE ON
[00:39:00] OPERATIONS. COMMISSIONERS FELON HIT ON
[00:39:02] SOME OF THESE, BUT JUST
[00:39:06] AS 2021 BEGAN, IT EXITED WITH MANY TESTS
[00:39:09] OF OUR PREPAREDNESS AND RESILIENCE WHO
[00:39:12] COULD HAVE PREDICTED SNOW AND BITTER
[00:39:13] COLD WOULD HIT JUST AT THE PEAK OF THE
[00:39:15] HOLIDAY TRAVEL SEASON. JUST AS CASES OF
[00:39:17] THE NEW COVID VARIANT WERE SURGING IN
[00:39:19] THE COMMUNITY, IT WAS A TRIPLE
[00:39:22] HIT, REALLY. WE RECOGNIZE THE TREMENDOUS
[00:39:25] DISAPPOINTMENT, FRUSTRATION, SOMETIMES
[00:39:26] ANGER OF TRAVELERS TRYING TO COPE WITH A
[00:39:28] RECORD NUMBER OF FLIGHT CANCELLATIONS.
[00:39:31] AT THE SAME TIME, WE CAN ALL BE PROUD OF
[00:39:33] HOW THE ENTIRE PORT TEAM, OPERATIONS,
[00:39:35] MAINTENANCE, CUSTOMER SERVICE, FOOD AND
[00:39:37] DINING, EXTERNAL AFFAIRS, AND OUR POLICE
[00:39:39] AND FIRE DEPARTMENTS STEPPED UP TO
[00:39:41] RENDER ASSISTANCE TO KEEP THE AIRPORT
[00:39:43] RUNNING SAFETY SAFELY. 24/7 OUR
[00:39:48] AIRLINE PARTNERS DEALT WITH NATIONWIDE
[00:39:50] FLIGHT DESTRUCTION THAT RIPPLED
[00:39:52] THROUGHOUT THE SYSTEM, COMPOUNDED BY OUR
[00:39:53] TERRIBLE WEATHER AND SHORTAGES OF
[00:39:55] PERSONNEL. IT WILL TAKE A WHILE FOR THE
[00:39:57] SYSTEM TO RETURN TO NORMAL, AND I KNOW
[00:39:59] THE AIRLINES ARE DOING EVERYTHING THEY
[00:40:00] CAN TO HELP PASSENGERS REACH THEIR
[00:40:02] DESTINATION SAFELY. THERE ARE ALWAYS
[00:40:05] THINGS THAT WE CAN LEARN FROM THESE
[00:40:06] EVENTS TO HELP US DO BETTER THE NEXT
[00:40:09] TIME A CRISIS HITS AND UNFORTUNATELY,
[00:40:11] THERE WILL BE OTHER CRISIS IN THE
[00:40:13] FUTURE. THE DEDICATION AND COMMITMENT OF
[00:40:16] OUR PEOPLE ALWAYS IMPRESSES ME. I MET
[00:40:18] WITH SOME OF THE STAFF AS THE WATCH
[00:40:21] SHIFTED A FEW DAYS AGO, AND I'D LIKE TO

[00:40:22] REPEAT WHAT ONE EMPLOYEE SAID TO ME WHEN
[00:40:24] I THANKED HIM AND ASKED HIM HOW IT WAS
[00:40:26] GOING. HE SAID IT WAS SAD TO LEAVE THE
[00:40:28] FAMILY DURING THE HOLIDAYS. BUT ONCE HE
[00:40:30] JOINED HIS COLLEAGUES AT THE PORT, ALL
[00:40:32] HIS THOUGHTS WERE FOCUSED ON THE JOB AT
[00:40:33] HAND AND GETTING IT DONE SAFELY. WE HAVE
[00:40:36] AMAZING PEOPLE HERE AT THE PORT. THESE
[00:40:38] EVENTS REAFFIRMED OUR TEAM ACROSS THE
[00:40:40] PORT IN AVIATION, MARITIME AND IN
[00:40:42] CENTRAL SERVICES. THEY ARE DEDICATED TO
[00:40:44] OUR MISSION AND EVEN IN THE WORST
[00:40:46] CONDITIONS NATURE CAN THROW AT US. AND
[00:40:48] I'M VERY PROUD TO BE PART OF THAT TEAM
[00:40:51] TO CONTINUE TALKING ABOUT OPERATIONS.
[00:40:53] YESTERDAY, MANAGING DIRECTOR OF AVIATION
[00:40:55] LANCE LYTTLE ALERTED YOU TO A DEVELOPING
[00:40:57] SITUATION THAT WAS IN THE MEDIA
[00:40:59] CONCERNING THE ACTIVATION OF THE 5G
[00:41:01] WIRELESS COMMUNICATION SYSTEM THAT MIGHT
[00:41:03] AFFECT NAVIGATION SYSTEMS OF AIRCRAFT
[00:41:06] OPERATING NEAR SEATAC INTERNATIONAL
[00:41:08] AIRPORT AND OTHER AIRPORTS AROUND THE
[00:41:09] NATION. THE CORE OF THE ISSUE HAS TO DO
[00:41:12] WITH WHETHER AND HOW FIVE G WIRELESS
[00:41:14] TOWER SIGNALS INTERFERE WITH RADIO
[00:41:16] ALTIMETERS, WHICH ARE USED FOR AIRCRAFT
[00:41:18] LANDINGS IN LOWER VISIBILITY CONDITIONS
[00:41:20] SUCH AS FOG OR SNOW. THE FEDERAL
[00:41:23] AVIATION ADMINISTRATION HAD WARNED THAT
[00:41:25] FLIGHT RESTRICTIONS MIGHT BE IMPOSED ON
[00:41:26] AIRPORTS AROUND THE COUNTRY, INCLUDING
[00:41:28] SEA, DURING LOW VISIBILITY SITUATIONS
[00:41:31] BECAUSE OF THE POSSIBLE INTERFERENCE FOR
[00:41:33] US. THIS ISSUE IS A PARTICULAR CONCERN
[00:41:35] GIVEN HOW OUR REGION EXPERIENCE LIMITED
[00:41:37] VISIBILITY DUE TO WEATHER. LOOK AT LAST
[00:41:39] WEEK. FOR AN EXAMPLE, WE LEARNED LAST
[00:41:41] EVENING THAT THE MAJOR WIRELESS FERRIES
[00:41:43] HAVE AGREED TO DELAY ACTIVATION OF THEIR
[00:41:45] SYSTEM FOR TWO WEEKS WHILE THEY AND THE
[00:41:47] FFA CONSIDER NEXT STEPS TO PROTECT THE
[00:41:49] SAFETY OF THE AIR TRANSPORT SYSTEM. WE
[00:41:53] ARE GRATEFUL THE WIRELESS COMPANIES AND
[00:41:54] THE FAA HAVE AGREED TO STAND DOWN.
[00:41:56] WHILE THE SITUATION IS REVIEWED. WE ARE
[00:41:58] HOPEFUL THAT AT THE NATIONAL LEVEL WE
[00:42:00] CAN IDENTIFY A RESOLUTION THAT WILL
[00:42:02] REVERT TO POTENTIALLY SIGNIFICANT
[00:42:03] DISRUPTION TO AIRCRAFT OPERATIONS ON BAD
[00:42:05] WEATHER DAYS. IN THE MEANTIME, WE'LL
[00:42:07] CONTINUE OUR PLANNING TO PREPARE
[00:42:09] RESPONSES TO THE EVENT. WE DO FACE
[00:42:11] RESTRICTIONS OF OUR OPERATIONS. AS
[00:42:14] ALWAYS, I HAVE TO PROVIDE AN UPDATE ON
[00:42:15] OUR BATTLE AGAINST THE COVID-19 VIRUS.
[00:42:18] AS I MENTIONED EARLIER, THE COVID-19
[00:42:21] YESES, ACROSS THE NATION HAVE RISEN TO
[00:42:23] THEIR HIGHEST LEVEL, SURPASSING THE
[00:42:24] PEAKS IN JANUARY 2021. THESE NEW CASES
[00:42:28] ARE FUELED BY THE MORE TRANSMISSIBLE
[00:42:30] DELTA AND OMICRON VARIANTS. AS PEOPLE
[00:42:32] GATHERED FOR THE HOLIDAYS.

[00:42:34] HOSPITALIZATIONS ARE AGAIN RISING IN
[00:42:37] KING COUNTY. POSITIVE COVID-19 CASES
[00:42:39] HAVE DEMONSTRATED A 145% INCREASE WITHIN
[00:42:42] THE LAST SEVEN DAYS, AS WELL AS A 56%
[00:42:45] INCREASE IN HOSPITALIZATIONS. BOARD
[00:42:48] EMPLOYEES ARE ALSO REPORTING AN INCREASE
[00:42:50] IN POSITIVE CASES WITH 41 CASES REPORTED
[00:42:53] WITHIN THE LAST TWO WEEKS. IN RESPONSE,
[00:42:56] AS YOU KNOW, I'VE DIRECTED THAT STARTING
[00:42:57] YESTERDAY JANUARY 3, SURGICAL STYLE
[00:43:00] MASKS ARE REQUIRED FOR PORT EMPLOYEES IN
[00:43:02] ALL PUBLIC AND PRIVATE SPACES AND PORT
[00:43:04] FACILITIES. THESE MASKS FIT SNUGLY AND
[00:43:06] DO A BETTER JOB OF LIMITING THE SPREAD
[00:43:08] OF VIRUS. THIS IS ONE OF THE TOOLS THAT
[00:43:10] WE HAVE IN OUR TOOLBOX TO PREVENT THE
[00:43:12] SPREAD. THE ONLY EXCEPTION IS FOR
[00:43:14] EMPLOYEES WORKING ALONE IN A PORT
[00:43:16] VEHICLE, OFFICE OR CONFERENCE ROOM OR A
[00:43:18] SIMILAR AREA WITH A CLOSED DOOR.
[00:43:20] SURGICAL STYLE MASKS ARE CURRENTLY BEING
[00:43:22] DISTRIBUTED THROUGHOUT PORT FACILITIES,
[00:43:23] AND ALL OF OUR EMPLOYEES SHOULD HAVE
[00:43:25] THEM. AS ALWAYS, WE'LL CONTINUE TO
[00:43:27] MONITOR THE SITUATION AND ADJUST OUR
[00:43:29] POLICIES AS NEEDED TO PROTECT OUR
[00:43:31] WORKFORCE AND THE PUBLIC. I HAVE TO GIVE
[00:43:33] A SHOUT OUT TO OUR HUMAN RESOURCES STAFF
[00:43:35] AND OUR HEALTH AND SAFETY TEAM FOR THEIR
[00:43:38] CONTINUING WORK THESE LAST TWO YEARS TO
[00:43:42] KEEP US SAFE AND HEALTHY. IT'S AN
[00:43:44] INCREDIBLE JOB THEY'VE DONE. TURNING TO
[00:43:46] TODAY'S AGENDA OUR AGENDA IS RELATIVELY
[00:43:48] SHORT TODAY, BUT WE HAVE SEVERAL ITEMS
[00:43:49] THAT ARE VERY IMPORTANT. ITEM ELEVEN A
[00:43:52] IS AN UPDATE ON OUR STATEWIDE TOURISM
[00:43:54] PROMOTION EFFORTS. TOURISM AND THE
[00:43:56] TRAVEL INDUSTRY ARE INCREDIBLY IMPORTANT
[00:43:57] TO THE PORT OF SEATTLE AND OUR REGIONAL
[00:43:59] ECONOMY. TODAY WE HAVE A BRIEFING ON
[00:44:01] TOURISM DEVELOPMENT WHERE WE WILL CITE
[00:44:02] THE CHANGES WE HAVE FACED BUT ALSO
[00:44:04] HIGHLIGHT THE STEPS WE ARE TAKING TO
[00:44:06] PROMOTE TOURISM RECOVERY. TRAVEL IS
[00:44:09] STILL HEAVILY IMPACTED BY THE PANDEMIC,
[00:44:12] BUT THERE ARE BRIGHT SPOTS AND
[00:44:13] OPPORTUNITIES THAT OUR TEAM WILL SHARE
[00:44:14] WITH YOU TODAY. ITEM ELEVEN C IS A
[00:44:17] BRIEFING ON THE IMPLEMENTATION OF THE
[00:44:19] PORT COMMISSION'S EQUITY MOTION AND THE
[00:44:21] FINAL REPORT OF THE EQUITY DIVERSITY AND
[00:44:23] INCLUSION ASSESSMENT, AS DIRECTED BY THE
[00:44:25] COMMISSION'S RACIAL BIAS AND EQUITY
[00:44:27] MOTION. IN 2019, THE OFFICE OF EQUITY
[00:44:30] DIVERSITY INCLUSION CONDUCTED A
[00:44:32] COMPREHENSIVE ASSESSMENT OF THE PORT OF
[00:44:33] SEATTLE, SPECIFICALLY REVIEWING
[00:44:35] WORKPLACE CULTURE, OPERATIONS AND
[00:44:37] PROCESS. YES, HIRING, PROMOTIONS,
[00:44:39] COMPENSATION AND STAFF DEVELOPMENT,
[00:44:42] COMMUNITY ENGAGEMENT AND CONTRACTING
[00:44:44] WOMEN OR MINORITY OWNED BUSINESS
[00:44:46] ENTERPRISES. THE ASSESSMENT AND

[00:44:48] CORRESPONDING REPORT DRAWS ON BOARD
[00:44:50] EMPLOYEES PERCEPTIONS AND EXPERIENCES AS
[00:44:52] IT RELATES TO OUR CULTURE, POLICIES AND
[00:44:54] PRACTICES. THE PORT HAS STRENGTHS TO
[00:44:58] BUILD ON AND MANY ACHIEVEMENTS TO
[00:45:00] CELEBRATE, HOWEVER, WE HAVE MANY
[00:45:02] OPPORTUNITIES FOR CHANGE AND GROWTH. AS
[00:45:04] YOU'LL SEE, OUR EMPLOYEES IDENTIFY,
[00:45:06] DISPARITIES AND INEQUITIES THAT WE ARE
[00:45:09] COMMITTED TO ADDRESSING. THIS REPORT
[00:45:10] PUTS FORWARD A ROBUST SET OF 53
[00:45:12] RECOMMENDATIONS TO CREATE A VISION FOR
[00:45:15] TRANSFORMATIONAL, CHANGE AND CAN CREATE
[00:45:17] A MODEL OF WHAT A RACIALLY EQUITABLE
[00:45:20] GOVERNMENT CAN BE. AS A RELATED REPORT
[00:45:24] IS PRESENTED WILL BE ITEM ELEVEN D, THE
[00:45:26] ANNUAL ASSESSMENT OF THE PORT OF
[00:45:27] AFFIRMATIVE ACTION PLANS FOR WOMEN,
[00:45:29] MINORITIES AND DISABLED AND PROTECTED
[00:45:31] VETERANS, AND A LOT OF MORE TO SAY ABOUT
[00:45:34] THAT WHEN I INTRODUCED THAT ITEM.
[00:45:35] COMMISSIONERS, THANK YOU FOR YOUR TIME.
[00:45:37] THIS CONCLUDES MY OPENING REMARKS OF
[00:45:40] 2022. THANK YOU.
[00:45:45] THANK YOU, EXECUTIVE DIRECTOR METRUCK.
[00:45:47] NEXT WE TURN TO COMMITTEE REPORTS CHIEF
[00:45:51] OF STAFF RICHARD, DO YOU HAVE ANY
[00:45:52] COMMENTS FOR COMMITTEE REPORTS? I DO.
[00:45:55] THANK YOU. COMMISSIONERS PRESIDENT
[00:45:57] CALKINS. WE DID NOT HAVE ANY COMMITTEE
[00:46:00] MEETINGS SINCE OUR LAST MEETING IN
[00:46:02] DECEMBER. HOWEVER, I DO HAVE A FEW
[00:46:04] UPDATES ON THE COMMITTEE PROCESS.
[00:46:06] COMMISSIONERS WILL BE MEETING THIS
[00:46:08] THURSDAY, JANUARY 6, IN RETREAT TO
[00:46:11] FINALIZE COMMITTEE MEMBERSHIPS AND
[00:46:13] DISCUSS HIGH LEVEL THINGS FOR COMMITTEE
[00:46:15] WORK PLANS. COMMISSIONERS AND EXECUTIVE
[00:46:18] STAFF WILL WORK TOGETHER OVER THE NEXT
[00:46:19] FEW WEEKS TO BUILD OUT THE WORK PLANS
[00:46:21] FOR THE COMMITTEES. COMMISSIONERS STAFF
[00:46:23] WILL PRESENT THOSE COMMITTEE WORK PLANS
[00:46:25] IN PUBLIC AT THE FIRST MEETING IN
[00:46:27] FEBRUARY. THAT CONCLUDES MY REPORT FOR
[00:46:30] TODAY AND BACK TO YOU, COMMISSIONERS
[00:46:31] PRESIDENT. THANKS. THANK YOU, ERIN.
[00:46:35] SINCE I CAN SEE ALL THE COMMISSIONERS
[00:46:36] RIGHT NOW, IF YOU HAVE ANY QUESTIONS,
[00:46:37] WOULD YOU RAISE YOUR HAND REGARDING THE
[00:46:39] COMMITTEE REPORTS? OKAY, SEEING THAT
[00:46:42] WE'RE GOING TO MOVE ON AT THIS TIME,
[00:46:45] THE NEXT ITEM ON OUR AGENDA IS PUBLIC
[00:46:47] COMMENT FOR EVERYONE WHO'S FIRST TUNING
[00:46:51] INTO THESE MEETINGS AND FOR OUR NEW
[00:46:52] COMMISSIONERS. REALLY, AS A REMINDER FOR
[00:46:54] ALL OF US, OUR PUBLIC COMMENT SECTION IS
[00:46:56] OUR TIME TO HEAR FROM MEMBERS OF THE
[00:46:58] PUBLIC. IT'S NOT AN OPPORTUNITY TO ENTER
[00:47:00] INTO A BACK AND FORTH EXCHANGE BETWEEN
[00:47:02] COMMISSIONERS AND PERSONS WHO ARE
[00:47:04] SHARING RATHER A TIME FOR US TO LISTEN.
[00:47:07] THERE WILL BE TIMES WHEN THE PUBLIC ASKS
[00:47:09] FOR SPECIFIC FOLLOW UP, IN WHICH CASE

[00:47:11] THE STAFF WILL FOLLOW UP AS NEEDED.
[00:47:13] WITH RESPECT TO COMMENTS AND REQUESTS
[00:47:15] RECEIVED THROUGH THIS SECTION OF THE
[00:47:16] AGENDA, WRITTEN COMMENTS ARE ALWAYS
[00:47:19] ENCOURAGED AND, IF ANY, ARE SUBMITTED
[00:47:22] FOR A MEETING. THOSE ARE INCLUDED IN THE
[00:47:24] MEETING RECORD AND ARE SUMMARIZED IN THE
[00:47:25] MEETING MINUTES. ALL WRITTEN COMMENTS
[00:47:28] SUBMITTED BY THE PUBLIC FOR THIS MEETING
[00:47:30] HAVE BEEN PREVIOUSLY DISTRIBUTED TO ALL
[00:47:32] OF US COMMISSIONERS VIA EMAIL. FOR OUR
[00:47:35] INFORMATION, THE COMMISSION WILL NOW
[00:47:37] ACCEPT GENERAL PUBLIC COMMENT FROM THOSE
[00:47:39] WHO SIGNED UP TO SPEAK ON ITEMS RELATED
[00:47:41] TO THE PORT. WRITTEN MATERIALS PROVIDED
[00:47:43] TO THE CLERK WILL BE INCLUDED IN TODAY'S
[00:47:45] MEETING RECORD. THE CLERK HAS A LIST OF
[00:47:48] THOSE PREPARED TO SPEAK. AS THE CLERK
[00:47:50] CALL ROLL NAME WILL OPEN THE LINE AND
[00:47:52] COMMENTERS WILL HAVE TO MUTE THEMSELVES.
[00:47:54] THEN PLEASE REPEAT YOUR NAME. FOR THE
[00:47:56] RECORD. IF YOU'RE ON THE TEAM'S MEETING
[00:47:58] AND ARE ALSO STREAMING THE MEETING,
[00:48:00] PLEASE MUTED THE VIDEO STREAM TO AVOID
[00:48:02] FEEDBACK, PLEASE NOTE THAT THERE WILL BE
[00:48:04] A SHORT TIME LAEG ON THE VIDEO STREAM.
[00:48:07] COMMENT TIME IS LIMITED TO TWO MINUTES
[00:48:09] PER PERSON. CLERK HART, PLEASE CALL THE
[00:48:12] FIRST SPEAKER. THANK YOU, MR.
[00:48:14] COMMISSION PRESIDENT. OUR FIRST SPEAKER
[00:48:16] IS IRIS ANTMAN.
[00:48:26] GOOD AFTERNOON. MY NAME IS IRIS ANTMAN.
[00:48:29] CONGRATULATIONS TO OUR TWO NEW
[00:48:31] COMMISSIONERS AND A HAPPY NEW YEAR TO
[00:48:32] ALL OF YOU. IT'S DISAPPOINTING TO ALL OF
[00:48:35] US THAT OMICRON HAS SLOWED DOWN,
[00:48:37] RETURNING TO MORE OPEN INTERACTIONS WITH
[00:48:40] OUR FAMILIES AND COMMUNITIES. IN SPITE
[00:48:43] OF IT, WE ARE MOVING FORWARD IN OUR
[00:48:45] LIVES AND WORK AND IN OUR UNDERSTANDING
[00:48:47] ABOUT HOW THE WORLD IS CHANGING.
[00:48:49] THEREFORE, HOW WE LIVE AND WORK AND PLAY
[00:48:52] AND DO BUSINESS MUST CHANGE AS WELL.
[00:48:55] ONE OF YOUR AGENDA ITEMS TODAY IS
[00:48:57] ENVIRONMENTAL SUSTAINABILITY. AS A
[00:48:59] MEMBER OF SEATTLE CRUISE CONTROL, I HAVE
[00:49:01] TESTIFIED IN OPPOSITION TO A THIRD
[00:49:04] CRUISE SHIP TERMINAL AT T 46 FOR THE
[00:49:07] PAST TWO YEARS, AS IT IS IN CLEAR
[00:49:10] OPPOSITION TO ENVIRONMENTAL
[00:49:11] SUSTAINABILITY. KOBE 19 PUT THE PROJECT
[00:49:14] ON TEMPORARY HOLD AND I BELIEVE THAT THE
[00:49:17] PORT WILL BE MAKING A FINAL
[00:49:19] DETERMINATION ABOUT THIS PROJECT OVER
[00:49:21] THE NEXT THREE MONTHS. I AM IMPLORING
[00:49:24] YOU TO TERMINATE THIS PROJECT FOR GOOD.
[00:49:26] I KNOW IT IS TEMPTING AND SEDUCTIVE TO
[00:49:29] THINK ABOUT BIGGER AND MORE MORE
[00:49:31] TOURISTS, MORE BUSINESS, MORE TRAVEL,
[00:49:33] MORE CRUISING, MORE MONEY. BUT WITH THAT
[00:49:35] COMES MORE GREENHOUSE GAS EMISSIONS,
[00:49:37] WORSENING ENVIRONMENTAL DEGRADATION,
[00:49:40] POORER PUBLIC HEALTH OUTCOMES, AN

[00:49:43] INCREASE IN EXTREME WEATHER EVENTS, AND
[00:49:45] A BURGEONING HOMELESS POPULATION, WHICH
[00:49:48] NOW NUMBERS MORE THAN 400 PEOPLE IN KING
[00:49:50] COUNTY'S. SOME MAY THINK THERE'S NO
[00:49:52] CONNECTION BETWEEN THE HOMELESS
[00:49:53] POPULATION AND CRUISING, BUT THERE IS
[00:49:56] CRUISING MEANS MORE TOURISTS.
[00:49:58] THEREFORE, MORE HOTELS BUILT, DECREASED
[00:50:00] HOUSING FOR LOCALS, MORE EXPENSIVE
[00:50:03] RENTS, MORE ADDICTIONS, MORE
[00:50:04] HOMELESSNESS. EVERYTHING IS CONNECTED.
[00:50:07] THE PORT'S TWO MANDATES ARE ECONOMIC
[00:50:09] EXPANSION AND ENVIRONMENTAL
[00:50:11] SUSTAINABILITY. YOU CANNOT SACRIFICE THE
[00:50:14] LATTER FOR THE FORMER BECAUSE THE FORMER
[00:50:17] WILL IMplode SEATTLE'S ABILITY TO
[00:50:19] FUNCTION AND SUSTAIN ITSELF. IF YOU
[00:50:22] TRULY CARE ABOUT THE PEOPLE AND THEIR
[00:50:23] HEALTH IN SEATTLE AND OUR MANDATE TO
[00:50:26] DECREASE GREENHOUSE GAS EMISSIONS, THE
[00:50:29] DECISION ON T 46 IS CLEAR. PLEASE CANCEL
[00:50:32] THE THIRD CRUISE SHIP TERMINAL PROJECT.
[00:50:35] THANK YOU VERY MUCH. THANK YOU, MS.
[00:50:38] HAMMOND. NEXT SPEAKER CLERK HART. YES.
[00:50:41] OUR NEXT SPEAKER IS JORDAN VANVOST
[00:50:51] JORDAN. IF YOU'RE ON THE TELEPHONE,
[00:50:52] IT'S STAR SIX TO UNMUTE AND
[00:50:58] WE CAN COME BACK FOR JORDAN MOVING TO
[00:51:01] ANNE CRACKER HI
[00:51:05] 1 SECOND, IF YOU DON'T MIND. THANK YOU.
[00:51:09] MY NAME IS ANNE CRAKER, AND I NOW LIVE
[00:51:12] IN DES MOINES, WHICH IS IN SOUTH KING
[00:51:13] COUNTY. I HAVE LIVED IN THE PUGET SOUND
[00:51:16] REGION FOR 40 YEARS, AND I ALSO LIVE
[00:51:19] ON THE TRADITIONAL FISHING AND CLAMMING
[00:51:21] AREAS FOR THE DUWAMISH AND MUCKLESHOOT
[00:51:23] TRIBES, AND I TRY EVERY DAY TO TAKE
[00:51:25] SUSTAINABLE CARE OF THE WATER AND SOIL I
[00:51:28] HAVE RESPONSIBILITY FOR AND SOME THAT I
[00:51:31] DO NOT. THIS EXTENDS TO THE AIR ABOVE
[00:51:34] THIS LAND. I WELCOME ALSO THE NEW PORT
[00:51:37] COMMISSIONERS AND THANK YOU SO MUCH FOR
[00:51:39] YOUR COMMITMENT TO THE HEALTH AND
[00:51:40] SUSTAINABILITY OF OUR COMMUNITIES AND
[00:51:42] OUR REGION AND PLANET. AND I THANK YOU
[00:51:44] TO THE CONTINUING COMMISSIONERS FOR
[00:51:45] THEIR DEDICATION TO THESE GOALS. OUR
[00:51:48] ECONOMY OF TRADE AND TOURISM DO NOT NEED
[00:51:51] TO COME AT THE EXPENSE OF OUR HEALTH AND
[00:51:53] IN FACT, CAUSING POOR HEALTH DETRACTS
[00:51:55] FROM OUR SHARED ECONOMIC WELFARE. THE
[00:51:59] INTERNATIONAL TOURISM DEVELOPMENT
[00:52:00] PRESENTATION ACTS AS IF THERE'S NO
[00:52:02] CLIMATE CHANGE, WHICH COMES DIRECTLY
[00:52:04] FROM CARBON EMISSIONS EMITTED FROM AIR
[00:52:06] TRAVEL AND CRUISES EMISSIONS WHICH ARE
[00:52:08] DIRECTLY RESPONSIBLE FOR THE REGIONAL
[00:52:10] HEAT DOME WE EXPERIENCED LAST SUMMER,
[00:52:12] WHICH BROUGHT ABOUT 700 PLUS DEATHS IN
[00:52:15] THE AREA AND FOR THE THOUSANDS OF HEAT
[00:52:17] RELATED DEATHS FROM CLIMATE CHANGE
[00:52:18] AROUND THE WORLD. TOURISM NEEDS TO ENTER
[00:52:22] THE 21ST CENTURY, ADDRESS THE CARBON

[00:52:24] EMISSIONS THEY SUPPORT, REDUCE AND
[00:52:27] MITIGATE THOSE EMISSIONS AND BE
[00:52:29] RESPONSIBLE FOR ALL THE POLLUTION IT
[00:52:31] CREATES AND TAKE ITS POSITION IN OUR
[00:52:33] LIVES AS TRULY SUSTAINABLE AND
[00:52:37] VERY BRIEFLY ON THE FEDERAL LEGISLATIVE
[00:52:39] AGENDA, THE SUSTAINABLE AVIATION FUELS
[00:52:42] PIECE IF YOU COULD ASK FOR THE COST OF
[00:52:44] FLYING TO BE BORNE BY THOSE WHO FLY AND
[00:52:47] NOT BY ALL TAXPAYERS, IT WOULD BE SO
[00:52:50] MUCH MORE EQUITABLE LESS THAN 10%
[00:52:53] ACTUALLY FLY AND ANY AVIATION FUEL,
[00:52:56] WHICH IS JET OR BIO, STILL BURNS AT THE
[00:52:59] TAILPIPE AND CREATES EMISSIONS. THANK
[00:53:01] YOU VERY MUCH FOR YOUR TIME TODAY.
[00:53:04] THANK YOU, MS. CRAIG. NEXT SPEAKER
[00:53:07] CLARK. YES. WE'LL GO BACK AND
[00:53:10] CALL FOR JORDAN VANVOST AND
[00:53:17] THEN MOVING TO JC HARRIS.
[00:53:21] HELLO. AM I ON YOU ARE.
[00:53:26] THANK YOU, PRESIDENT. SO CONGRATULATIONS
[00:53:30] AND WELCOME. I JUST WANTED TO REMIND
[00:53:34] THAT THE PHRASE YOU WILL HEAR ABOUT A
[00:53:37] SQUILLION TIMES THE ECONOMIC
[00:53:41] ENGINE OF KING COUNTY AND SO ON IS A
[00:53:44] RELATIVELY NEW INNOVATION.
[00:53:48] IT CAME ABOUT THE SAME
[00:53:52] TIME AS THE WHOLE NOTION OF
[00:53:53] GLOBALIZATION, AND THE PREMISE
[00:53:57] HAS ALWAYS BEEN THAT THE RISING TIDE
[00:54:00] WILL LIFT ALL BOATS. I WANT TO
[00:54:04] JUST EVERY ONCE IN A WHILE REMIND PEOPLE
[00:54:07] THAT THE EXTERNALITIES STAY HERE
[00:54:11] IN DES MOINES. BUT THE RIVER OF
[00:54:15] MONEY, THE ECONOMIC BENEFITS HAVE ALWAYS
[00:54:18] TENDED TO FLOW NORTH AND AWAY
[00:54:22] FROM US, AND THAT DISPARITY
[00:54:26] HAS ONLY INCREASED AS
[00:54:29] THE PORT HAS SUCCEEDED.
[00:54:38] THE PORT HAS BEEN NICE ENOUGH TO CREATE
[00:54:42] SEVERAL GRANT PROGRAMS TO TRY
[00:54:47] TO DEAL WITH THOSE DISPARITIES AND
[00:54:50] ISSUES OF EQUITY.
[00:54:53] HOWEVER, A DISCUSSION SHOULD BEGIN ABOUT
[00:54:58] BASICALLY A LAST MILE.
[00:55:02] WE NOW HAVE ANY NUMBER OF PEOPLE WHO DO
[00:55:07] NOT KNOW HOW TO GET INTO THE SYSTEM.
[00:55:11] TO PUT IT PLAINLY,
[00:55:14] YOU CAN HAVE AN SKCF, BUT YOU
[00:55:18] FIRST NEED TO HAVE PEOPLE WHO KNOW HOW
[00:55:21] TO NAVIGATE THAT SYSTEM, AND MOST
[00:55:25] PEOPLE DON'T. SO I LOOK FORWARD TO BEING
[00:55:28] ABLE TO HAVE A CONVERSATION BETWEEN
[00:55:31] THE COMMISSIONERS AND SOME OF MY
[00:55:34] RESIDENTS TO LEARN HOW
[00:55:38] THEY CAN BASICALLY STAND UP
[00:55:42] THE GROUPS THAT WILL TRY TO MOVE FORWARD
[00:55:46] THE GOALS THAT THE PORT FORT HAS. THANK
[00:55:48] YOU VERY MUCH. AND AGAIN,
[00:55:50] CONGRATULATIONS. THANK YOU, COUNCIL
[00:55:53] MEMBER HARRIS. AS AN EXAMPLE OF WHAT WE
[00:55:55] WERE TALKING ABOUT EARLIER, I THINK, AS
[00:55:57] WE HEARD IN IRIS ANTMAN'S COMMENTS,

[00:56:00] A REMARK ABOUT THE TIMELINE FOR
[00:56:03] DETERMINATION OF T 46, THAT'S SOMETHING
[00:56:06] THAT THE STAFF WILL MOST CERTAINLY
[00:56:07] FOLLOW UP ON WITH MISS HAMMOND.
[00:56:09] ALRIGHT, WE'RE GOING TO TRY ONE MORE
[00:56:12] TIME WITH JORDAN AND JORDAN IF YOU CAN
[00:56:14] HEAR US BUT CAN'T SPEAK FOR
[00:56:17] SOME REASON, DO FEEL FREE TO SUBMIT
[00:56:20] THROUGH WRITTEN TESTIMONY, AS I KNOW YOU
[00:56:21] HAVE DONE IN THE PAST. ONE MORE TIME.
[00:56:24] JORDAN. HI. CAN YOU HEAR ME?
[00:56:27] THERE YOU ARE. YES. GREAT. HI.
[00:56:30] GOOD AFTERNOON. AND SINCERE
[00:56:32] CONGRATULATIONS TO THE NEW COMMISSIONERS
[00:56:34] AND NEWLY ELECTED. MY NAME IS JORDAN VAN
[00:56:36] VOST AND I'VE VOTED FOR ALL FIVE OF YOU
[00:56:39] SINCE 2019. I JUST REALIZED AND I APPEAL
[00:56:42] TO YOU TODAY AS A SUPPORTER, A FELLOW
[00:56:45] CITIZEN AND ADVOCATE FOR A WORLD THAT
[00:56:48] FUTURE GENERATIONS OF SENTIENT BEINGS
[00:56:50] CAN THRIVE IN. PERHAPS SOME OF YOU HAVE
[00:56:53] SEEN THE MOVIE DON'T LOOK UP ON NETFLIX.
[00:56:56] IF NOT, I RECOMMEND IT FOR ITS ARTISTIC
[00:56:59] PORTRAYAL OF THE DISCONNECT BETWEEN
[00:57:01] SCIENCE AND CULTURE AND RESPONDING TO
[00:57:04] APOCALYPTIC THREATS, WHICH IS EXACTLY
[00:57:07] WHAT WE ARE FACING NOW. THE CLIMATE
[00:57:09] CRISIS IS HERE AND IT INTERSECTS WITH
[00:57:12] EVERY OTHER SOCIAL, ECONOMIC, RACIAL AND
[00:57:15] ENVIRONMENTAL PROBLEM OF OUR TIME. THE
[00:57:17] TOURISM RECOVERY INITIATIVE ON THE
[00:57:20] AGENDA TODAY IS A PERFECT EXAMPLE OF
[00:57:22] THIS DISCONNECT. I FEEL CLIMATE
[00:57:24] SCIENTISTS HAVE WARNED US THAT EXCEEDING
[00:57:27] 1.5 DEGREES RISK SETTING IN MOTION
[00:57:31] DANGEROUS PLANETARY FEEDBACK LOOPS AND
[00:57:33] THEN WE ARE LIKELY TO CROSS THAT
[00:57:35] THRESHOLD IN PERHAPS JUST EIGHT YEARS.
[00:57:38] CURRENT DATA SHOWS US THAT GLOBAL
[00:57:40] GREENHOUSE EMISSIONS CONTINUE TO RISE,
[00:57:42] NOT FALL. AND YET THIS EXECUTIVE MEMO
[00:57:45] REFUSES ABOUT GATEWAYS OF CHOICE,
[00:57:48] SENSIBLE TRAVEL OPTIONS AND DIGITAL AD
[00:57:50] CAMPAIGNS DESIGNED TO PUT EVEN MORE
[00:57:52] PEOPLE ON PLANES AND CRUISE SHIPS AS IF
[00:57:55] WE ALL LIVE IN A MAGICAL ALTERNATIVE
[00:57:57] REALITY, BUILDING ANOTHER AIRPORT OR
[00:58:00] THIRD CRUISE SHIP TERMINAL OR
[00:58:01] INCOMPATIBLE WITH A HEALTHY FUTURE.
[00:58:04] WHERE IS THE PLAN TO ACKNOWLEDGE THE
[00:58:07] FULL IMPACT OF THE PORT SCOPE THREE
[00:58:09] EMISSIONS? WILL YOU TRY TO EXPLOIT THE
[00:58:12] ECONOMIC OPPORTUNITY OF THE MOMENT,
[00:58:14] LIKE IN THE MOVIE WHEN THE DELUSIONAL
[00:58:16] BILLIONAIRE SCHEMES TO MIND THE COMMENT?
[00:58:19] OR WILL YOU LOOK UP FROM YOUR
[00:58:20] SPREADSHEETS AND REALIZE THAT WE HAVE
[00:58:23] EVERYTHING RIGHT NOW AND THAT IT'S TIME
[00:58:25] TO ACT BASED ON THE SCIENCE? THANK YOU.
[00:58:30] THANK YOU, MR. RANDMOS. WITH THAT, I
[00:58:32] BELIEVE WE'VE CONCLUDED ALL OF OUR SIGN
[00:58:34] UPS FOR TODAY. IS THERE ANYONE ELSE
[00:58:37] PRESENT WHO DIDN'T SIGN UP BUT WHO

[00:58:39] WISHES TO ADDRESS THE COMMISSION?
[00:58:44] WELL, THANK YOU ALL FOR YOUR COMMENTS.
[00:58:46] AT THIS TIME WE WILL MOVE ON TO
[00:58:50] THE CONSENT AGENDA. ITEMS ON THE CONSENT
[00:58:53] AGENDA ARE CONSIDERED ROUTINE AND WILL
[00:58:54] BE ADOPTED BY ONE MOTION. ITEMS REMOVED
[00:58:57] FROM THE CONSENT AGENDA WILL BE
[00:58:59] CONSIDERED SEPARATELY IMMEDIATELY AFTER
[00:59:01] ADOPTION OF THE REMAINING CONSENT AGENDA
[00:59:03] ITEMS ITEM EIGHT B HAS BEEN REMOVED FROM
[00:59:06] THE CONSENT AGENDA AND WILL BE ADDRESSED
[00:59:08] SEPARATELY IMMEDIATELY FOLLOWING THE
[00:59:10] VOTE ON THE REMAINING CONSENT AGENDA.
[00:59:12] AT THIS TIME, THE CHAIR WILL ENTERTAIN A
[00:59:14] MOTION TO APPROVE THE CONSENT AGENDA
[00:59:15] ITEMS EIGHT, A, EIGHT, C AND 8D
[00:59:24] SO MOVED. THANK YOU,
[00:59:27] COMMISSIONER CHO. DO I HAVE A SECOND?
[00:59:29] 2ND. THANK YOU, COMMISSIONER HASEGAWA.
[00:59:32] THE MOTION WAS MADE AND SECONDED,
[00:59:34] COMMISSIONERS, PLEASE SAY YES OR NO WHEN
[00:59:38] YOUR NAME IS CALLED FOR APPROVAL OF THE
[00:59:41] CONSENT AGENDA FOR APPROVAL OF THE
[00:59:44] CONSENT ENTITY IN THE BEGINNING WITH
[00:59:45] COMMISSIONER CHO. AYE. THANK YOU,
[00:59:48] COMMISSIONER FELLEMAN. AYE. THANK YOU,
[00:59:51] COMMISSIONER HASEGAWA. AYE. THANK YOU,
[00:59:55] COMMISSIONER MOHAMED. AYE.
[00:59:58] THANK YOU, COMMISSIONER CALKIN. AYE.
[01:00:01] THANK YOU. THERE ARE FIVE YESES AND ZERO
[01:00:03] NOS FOR THIS ITEM. PERFECT. THE MOTION
[01:00:06] PASSES. ALRIGHT. GIVE ME A SECOND HERE
[01:00:10] AS I CATCH UP
[01:00:13] TOP OF 16. THANK YOU.
[01:00:17] ALL RIGHT, CLARK, PLEASE READ THE ITEM
[01:00:19] REMOVED FROM THE CONSENT AGENDA INTO THE
[01:00:21] RECORD. YOU WILL THEN HEAR FROM
[01:00:23] EXECUTIVE DIRECTOR METRUCK TO INTRODUCE
[01:00:25] THE ITEM. THANK YOU. THIS IS AGENDA ITEM
[01:00:27] EIGHT B. AUTHORIZATION FOR THE EXECUTIVE
[01:00:30] DIRECTOR TO COMPLETE DESIGN ADVERTISE
[01:00:32] AND EXECUTE UP TO TWO PROFESSIONAL
[01:00:34] SERVICES CONTRACTS FOR DESIGN SERVICES
[01:00:37] FOR THE CONCOURSE LOW VOLTAGE UPGRADE
[01:00:39] PROJECT AND THE PARKING GARAGE LOW
[01:00:41] VOLTAGE UPGRADE PROJECT. ADVERTISE AND
[01:00:45] EXECUTE A GENERAL CONTRACTOR
[01:00:47] CONSTRUCTION MANAGER CONSTRUCTION
[01:00:48] CONTRACT AND AUTHORIZE PRE CONSTRUCTION
[01:00:50] SERVICES. ISSUE A JOB ORDER CONTRACT TO
[01:00:53] CARRY OUT PRE CONSTRUCTION SERVICES AND
[01:00:56] USE PORT OF SEATTLE CREWS FOR
[01:00:58] PRECONSTRUCTION ACTIVITIES.
[01:01:02] COMMISSIONERS, THIS AUTHORIZATION WILL
[01:01:04] COMPLETE DESIGN AND AWARD CONTRACTS TO
[01:01:06] REPLACE MANY OF THE EXISTING POWER
[01:01:08] DISTRIBUTION PANELS AND CONCOURSE BCD
[01:01:12] IN THE PARKING GARAGE. MANY OF THEM HAVE
[01:01:14] BEEN IN SERVICE FOR OVER 30 YEARS AND
[01:01:15] PASSED THEIR USEFUL LIFE. AS YOU KNOW
[01:01:17] WHAT WE BRING BEFORE YOU, MANY OF OUR
[01:01:20] WHICH ARE OUR INFRASTRUCTURE RENEWAL OF
[01:01:22] OUR INFRASTRUCTURE. AND AS YOU CAN

[01:01:25] RECALL BACK, I REMEMBER WHEN I STARTED
[01:01:27] LOOKING BACK AT SOME OF THE
[01:01:28] INFRASTRUCTURE GOING BACK TO JUNETEENTH
[01:01:29] 47, AND THIS IS PART OF THAT EFFORT TO
[01:01:32] BRING US UP, AS WE KNOW FROM THE
[01:01:33] DIFFERENT PARTS, ESPECIALLY OUR
[01:01:36] ELECTRICAL OR LOW GRADE SYSTEMS AND ALL
[01:01:39] OF OUR SYSTEMS. THE UPGRADE IS NECESSARY
[01:01:41] GOING FORWARD AND IT'S MY PLEASURE TO
[01:01:44] PRESENT DENISE DENNIS, AVIATION MANAGING
[01:01:47] ENGINEER, AND ALSO ETHAN CONLEY,
[01:01:50] CAPITAL PROJECT MANAGER, TO HAVE A
[01:01:52] PRESENTATION ON THIS PROJECT. DENISE,
[01:01:56] HELLO. MY NAME IS DENISE DENNIS. I AM
[01:01:58] THE ELECTRICAL MANAGER FOR THE
[01:02:00] FACILITIES AND INFRASTRUCTURE ELECTRICAL
[01:02:02] GROUP AND I'M HERE TODAY WITH ETHAN
[01:02:04] CONLEY FROM THE PROJECT MANAGEMENT GROUP
[01:02:06] AND HE IS GOING TO INTRODUCE HIMSELF AND
[01:02:08] START OFF THIS PRESENTATION. THANKS,
[01:02:11] DENISE. THANKS, STEVE. I'M ETHAN CONLEY.
[01:02:13] LIKE DENISE SAID, I'M A PROJECT MANAGER
[01:02:14] FOR THESE LOW VOLTAGE ELECTRICAL UPGRADE
[01:02:16] PROJECTS. THIS WILL BE A REQUEST FOR
[01:02:18] AUTHORIZATION TO START DESIGN. GO AHEAD
[01:02:20] AND GO TO THE NEXT SLIDE.
[01:02:24] SO THESE ARE THE PROJECT LOCATIONS
[01:02:25] CONCOURSES BCD IN THE PARKING GARAGE.
[01:02:29] THESE PROJECTS WILL MOSTLY BE ADDRESSING
[01:02:30] EXISTING ELECTRICAL EQUIPMENT IN THESE
[01:02:32] AREAS. AND WHEN I SAY EQUIPMENT, THESE
[01:02:34] ARE PANELS THAT ARE MOSTLY HIDDEN AWAY
[01:02:36] IN ELECTRICAL ROOMS AND JUST DISTRIBUTE
[01:02:38] POWER THROUGHOUT EACH AREA. KIND OF LIKE
[01:02:41] THE BREAKER PANELS YOU WOULD HAVE IN
[01:02:42] YOUR HOUSE, BUT IT INCLUDES TRANSFORMERS
[01:02:44] AND SWITCHBOARDS AND SOME OTHER
[01:02:45] EQUIPMENT AS WELL. IT FEEDS PRETTY MUCH
[01:02:48] EVERYTHING YOU CAN THINK OF IN THE
[01:02:49] AIRPORT LIGHTING, BAGGAGE SYSTEMS,
[01:02:52] PUBLIC ADDRESS SYSTEM, TICKET SPITTERS,
[01:02:55] ALL THE AMENITIES OUT THERE, LIKE
[01:02:56] COFFEE, DINING, MUSIC, ALL THAT STUFF
[01:02:59] REQUIRES ELECTRICAL INFRASTRUCTURE TO
[01:03:01] WORK. SO OBVIOUSLY, IF EVEN JUST ONE OF
[01:03:03] THESE PANELS WERE TO QUIT WORKING, IT
[01:03:05] WOULD CAUSE A PRETTY MAJOR DISRUPTION.
[01:03:07] AND EVEN IF NOT SOMETHING PEOPLE ARE
[01:03:09] TYPICALLY THINKING ABOUT VERY MUCH THE
[01:03:10] PORT SEE IT. IT IS VERY CRITICAL FOR THE
[01:03:12] AIRPORT TO CONTINUE OPERATING. THE
[01:03:14] CHALLENGE IS THAT ALL THIS EQUIPMENT HAS
[01:03:17] A LIMITED SERVICE LIFE AND AT SOME POINT
[01:03:18] IT DOES NEED TO BE REPLACED, WHICH IS
[01:03:20] NOW FOR US TO CONTINUE OPERATIONS
[01:03:23] AND SUPPORT FUTURE PROJECTS. THE NEXT
[01:03:25] SLIDE.
[01:03:28] SO PART OF THESE PROJECTS WILL BE
[01:03:30] RENEWING AND REPLACING ELECTRICAL
[01:03:32] EQUIPMENT IN THE AREAS WE JUST SHOWED.
[01:03:34] THIS WILL BE TWO SEPARATE CIP, TWO
[01:03:37] DIFFERENT PROJECTS, ONE FOR THE
[01:03:38] CONCOURSES AND ONE FOR THE PARKING

[01:03:40] GARAGE. THERE ARE SOME DIFFERENCES
[01:03:42] BETWEEN THE PROJECTS. THAT'S WHY WE HAVE
[01:03:43] THEM SPLIT UP, BUT FROM A HIGH LEVEL,
[01:03:46] THE SCOPE OF BOTH THESE PROJECTS WILL BE
[01:03:47] PRETTY SIMILAR, AND WE'RE GOING TO TRY
[01:03:48] TO USE A CONSISTENT APPROACH FOR BOTH,
[01:03:50] AND THAT'S WHY WE'RE PRESENTING THEM
[01:03:51] TOGETHER. WE'RE ONLY REPLACING
[01:03:54] PRIORITIZED EQUIPMENT. SO LESS THAN 30%
[01:03:55] OF THE PANELS THAT EXIST IN THESE AREAS,
[01:03:58] WE SELECT THOSE BASED OFF OF CRITERIA
[01:04:01] FOR THE HIGHEST RISK OF FAILURE TO GET
[01:04:02] INTO THAT A LITTLE BIT MORE. AND
[01:04:05] ACTUALLY, FOR THE NEXT SLIDE, I'LL HAND
[01:04:06] IT BACK TO DENISE FROM FACILITIES AND
[01:04:08] INFRASTRUCTURE TO TALK ABOUT THE
[01:04:10] EQUIPMENT AND THE PROJECT SCOPE.
[01:04:15] YEAH. SO THE OLDEST PART OF THE PARKING
[01:04:18] GARAGE WAS BUILT IN 1969, JUNETEENTH 70,
[01:04:21] AND THE ELECTRICAL EQUIPMENT DATES FROM
[01:04:23] THAT INITIAL INSTALLATION. IT HAS
[01:04:27] REACHED END OF LIFE. IT IS NOT
[01:04:30] SUFFICIENT TO SUPPORT THE NEEDS OF
[01:04:33] BASICALLY OUR MODERN WORLD WITH ELECTRIC
[01:04:36] VEHICLE CHARGING AND VARIOUS KINDS OF
[01:04:37] SYSTEMS THAT WE NEED TO HAVE IN THE
[01:04:40] PARKING GARAGE. NOW, THE CONCOURSES
[01:04:44] UNDERWENT AN EXTENSIVE RENOVATION,
[01:04:46] 1993. HOWEVER, THERE STILL IS SOME
[01:04:49] LEGACY EQUIPMENT IN THOSE AREAS THAT ARE
[01:04:51] THE DATES FROM THE LATE 1960S, EARLY
[01:04:54] 1970S, WHICH AGAIN HAS REACHED END OF
[01:04:56] LIFE. OBSOLETE, NO SPARE PARTS AND SOME
[01:04:59] OF THE EQUIPMENT IN PARTICULAR,
[01:05:02] THE AIRPORT DINING AND RETAIL
[01:05:04] DISTRIBUTION SYSTEM IS OBSOLETE. IT'S AN
[01:05:08] OBSOLETE CONFIGURATION. WE CAN'T GET
[01:05:09] PARTS FOR IT. IT'S BEEN VERY CHALLENGING
[01:05:12] AS WE'VE BEEN TRYING TO EXPAND OUR
[01:05:15] AIRPORT AND DINING RETAIL PROGRAM TO
[01:05:17] FIND POWER SOURCES. THIS PROJECT WILL
[01:05:20] REPLACE ALL THE OLDER PANELS THAT ARE
[01:05:23] FROM THE 60S AND 70S PANELS THAT ARE IN
[01:05:26] POOR CONDITION. THE OBSOLETE STUFF.
[01:05:29] THERE ARE AREAS ON THE CONCOURSES IN THE
[01:05:32] PARKING GARAGE WHERE WE JUST DON'T HAVE
[01:05:33] CIRCUIT BREAKERS. WE JUST NEED MORE
[01:05:34] CAPACITY OUT THERE. AND SOME OF THE
[01:05:37] ELECTRICAL ROOMS ARE COMPLETELY FULL,
[01:05:39] AND WE NEED TO BUILD UP SOME NEW
[01:05:40] ELECTRICAL ROOMS TO PUT THIS NEW
[01:05:42] EQUIPMENT TO SUPPORT OUR NEEDS ON THIS
[01:05:45] LIST IS PANELS WITH NO INDIVIDUAL
[01:05:46] DISCONNECTING MEANS. AND WHAT THAT
[01:05:48] REALLY MEANS IS THAT WHEN YOU HAVE A
[01:05:49] BUNCH OF PANELS THAT ARE ALL STRUNG
[01:05:51] TOGETHER, IF WE HAVE AN ISSUE ON ONE
[01:05:53] PANEL OR YOU NEED TO DO WORK ON ONE
[01:05:54] PANEL, YOU HAVE TO SHUT DOWN A MUCH
[01:05:56] LARGER AREA IN ORDER TO WORK ON THAT.
[01:05:59] AND SO THIS PROJECT WILL CORRECT SOME OF
[01:06:01] THOSE EARLIER DESIGN DECISIONS THAT
[01:06:03] HAVEN'T REALLY BEEN AS FUNCTIONAL FOR US

[01:06:05] AT THE AIRPORT. SO THE BENEFITS OF THE
[01:06:07] PROJECT IS TO REDUCE THE RISK OF
[01:06:09] FAILURES AND OUTAGES AS ELECTRICAL
[01:06:11] EQUIPMENT AGES. AT SOME
[01:06:14] POINT, SOMETHING IS GOING TO FAIL AND AN
[01:06:16] OUTAGE AT THE AIRPORT IS VERY IMPACTFUL.
[01:06:19] WE WILL BE PUTTING METERING ON ALL OF
[01:06:22] THE NEW PANELS SO WE CAN MONITOR OUR
[01:06:25] ENERGY USAGE AND USE THAT DATA FOR
[01:06:30] FUTURE ENERGY CONSERVATION PROJECTS TO
[01:06:32] DETERMINE WHERE WE CAN MODIFY OUR
[01:06:34] SYSTEMS AND CONSERVE SOME ENERGY AND
[01:06:37] THEN INCREASING THE CAPACITY FOR THE
[01:06:40] AIRPORT DINING AND RETAIL. THE PROGRAM
[01:06:43] IS GROWING. IT'S A GREAT PROGRAM AND
[01:06:45] WE'VE JUST BEEN REALLY CONSTRAINED ON
[01:06:47] THE CONCOURSES FOR FINDING POWER TO
[01:06:49] SUPPORT IT. SO THIS WILL REALLY HELP
[01:06:50] RECTIFY THAT SITUATION. NEXT SLIDE,
[01:06:53] PLEASE. SO THE SCOPE
[01:06:56] BASICALLY INVOLVES REPLACEMENT OF THESE
[01:06:59] OLD EXISTING PANEL BOARDS, THE FEEDERS,
[01:07:01] THE TRANSFORMERS AND ASSOCIATED
[01:07:03] EQUIPMENT WITH NEW UP TO DATE EQUIPMENT
[01:07:05] THAT IS EASY TO MAINTAIN. WE WILL BE
[01:07:08] PUTTING IN SOME NEW ELECTRICAL CLOSETS.
[01:07:12] WE WILL BE INSTALLING AN ENTIRELY NEW
[01:07:14] ELECTRICAL ROOM ON THE END OF CONQUEST
[01:07:16] D, WHERE WE HAVE HAD A SERIOUS LACK OF
[01:07:19] CAPACITY FOR A NUMBER OF YEARS NOW.
[01:07:20] THAT'S BEEN VERY DIFFICULT TO WORK WITH.
[01:07:22] AND THEN WE WILL ALSO BE UPGRADING THE
[01:07:24] FIRE PROTECTION AND HVAC SYSTEMS IN THE
[01:07:27] ELECTRICAL ROOMS TO MEET OUR CURRENT
[01:07:29] CODES AND OUR AIRPORT STANDARDS AS WELL.
[01:07:32] AND NEXT SLIDE AND I'M GOING TO HAND IT
[01:07:34] BACK TO ETHAN AT THIS POINT.
[01:07:38] THANKS, DENISE. SO AFTER WE NARROWS DOWN
[01:07:41] THE SCOPE TO HIGH PRIORITY EQUIPMENT,
[01:07:43] OUR BUDGET FOR THE CONCOURSE PROJECT IS
[01:07:45] 28.3 MILLION. WE'RE FACTORING IN TIME
[01:07:48] FOR DESIGN PROCUREMENT NEXT YEAR. SO WE
[01:07:50] WILL START DESIGN NEXT SUMMER AND TARGET
[01:07:51] CONSTRUCTION STARTED AT THE BEGINNING OF
[01:07:53] 2024. NEXT SLIDE FOR
[01:07:59] THE PIER GARAGE PLAN OF FINANCE IS 12.5
[01:08:02] MILLION. THIS DID INCREASE FROM THE
[01:08:03] PREVIOUS ESTIMATE, BUT THIS IS OUR FIRST
[01:08:05] TIME AT COMMISSION. SO THAT BUDGET FROM
[01:08:06] WHEN THE PROJECT WAS INITIATED A FEW
[01:08:08] YEARS AGO AND WHEN THAT CIP WAS
[01:08:10] INITIATED, IT WAS IDENTIFYING JUST A
[01:08:12] NEED TO REPLACE THESE PANELS. BUT AT
[01:08:15] THAT POINT, WE HADN'T DONE A LARGE SCALE
[01:08:16] REPLACEMENT LIKE THIS AND TO SHUT DOWN
[01:08:18] AND REPLACE ELECTRICAL EQUIPMENT IN AN
[01:08:20] AIRPORT, WE HAD TO WORK AROUND
[01:08:22] OPERATIONAL WINDOWS, SECURITY PROTOCOLS.
[01:08:24] WE HAVE TO MAKE SURE EVERYTHING MEETS
[01:08:26] CODE. WE HAVE TO RELOCATE PANELS, GO
[01:08:28] INTO OTHER ROOMS, CREATE NEW ROOMS.
[01:08:31] JUST THE OVERALL COMPLEXITY OF THE
[01:08:32] PROJECT IS BEYOND WHAT WE ORIGINALLY

[01:08:34] AWARE OF THE MAIN TERMINAL VOLTAGE
[01:08:36] PROJECT, WHICH IS CURRENTLY ONGOING.
[01:08:38] IT'S FURTHER ALONG THE DESIGN WE'VE BEEN
[01:08:40] USING AS A BASIS FOR THE COST ON THESE
[01:08:42] PROJECTS. WE'VE LEARNED A LOT OF LESSONS
[01:08:44] FROM OTHER PROJECTS AFTER THE CIP WAS
[01:08:46] INITIATED AND WE'VE INCORPORATED IT
[01:08:48] BEFORE STARTING THE DESIGN ON THIS
[01:08:50] PROJECT. SO THAT'S WHERE YOU'RE SEEING
[01:08:51] THE COST DIFFERENCE. THE SCHEDULE IS
[01:08:54] SIMILAR FOR THIS PROJECT COMPARED TO THE
[01:08:55] CONCOURSES. NEXT SLIDE, PLEASE. THERE'S
[01:08:58] A COMPARISON THERE.
[01:09:01] SO, YEAH, WE'RE EXPECTING THE CONCOURSE
[01:09:03] PROJECT TO FINISH SIX TO NINE MONTHS
[01:09:05] LATER IN THE PARKING GARAGE BECAUSE OF
[01:09:06] THE ADDITIONAL COMPLEXITY AND THE
[01:09:07] PHASING WE'LL BE DEALING WITH FOR THIS
[01:09:10] REQUEST, WE'RE LOOKING AT 7.2 MILLION
[01:09:12] FOR THE CONCOURSE AND 4 MILLION FOR THE
[01:09:14] PARKING GARAGE, AND THAT IS FOR THE
[01:09:15] DESIGN PHASE. AND I WILL SAY IN TERMS OF
[01:09:18] WHAT WE'RE ASKING FOR FOR THE DESIGN
[01:09:19] PHASE, IT DOES INCLUDE THE DESIGN FEE,
[01:09:23] WHICH MAKES UP ONE PART OF THIS, BUT IT
[01:09:24] ALSO INCLUDES ALL OF OUR SOFT COSTS LIKE
[01:09:26] PROJECT MANAGEMENT FACILITIES AND
[01:09:29] INFRASTRUCTURE, ENGINEERING,
[01:09:31] PROCUREMENT, OFFICE, WORK, MAINTENANCE
[01:09:32] ADMINISTRATION, PROJECT CONTINGENCY.
[01:09:34] AND IN ADDITION TO THAT FOR THESE
[01:09:36] PROJECTS, WE'RE LOOKING AT
[01:09:37] PRECONSTRUCTION ACTIVITIES LIKE CIRCUIT
[01:09:39] TRACING AND OUTAGE PLANNING, AND ALL OF
[01:09:41] THAT WOULD BE UNDER WHAT WE NEED FOR THE
[01:09:43] DESIGN PHASE. WE HAVE LOOKED AT SOME
[01:09:46] HISTORICAL INFORMATION FOR PROJECTS THAT
[01:09:49] ARE SIMILAR COMPLEXITY, AND THE 2020 5%
[01:09:52] RANGE IS TYPICAL. SO NEXT SLIDE.
[01:09:57] SO OBVIOUSLY WE'RE STILL PRETTY EARLY ON
[01:09:59] IN THE PROJECT, WHICH MEANS THERE'S
[01:10:00] STILL SOME UNCERTAINTY AND RISK IN OUR
[01:10:02] SCOPE AS WE MOVE FORWARD. NEXT SLIDE,
[01:10:08] WE HAVE A COUPLE OF PROJECT RISKS HERE.
[01:10:10] THE FIRST ONE IS ABOUT CLOSET SPACE.
[01:10:12] THERE ARE A FEW PANELS THAT NEED TO BE
[01:10:13] RELOCATED AT THIS STAGE. WE HAD TO MAKE
[01:10:15] SOME ASSUMPTIONS ABOUT WHERE THE NEW
[01:10:16] CLOSET WOULD BE AND WE HAD TO RUN
[01:10:18] CONDUIT AND ESTABLISH NEW HVAC
[01:10:20] CONNECTIONS TO JUST THE UNCERTAINTY.
[01:10:22] THERE IS SOMETHING THAT WE IDENTIFY AS A
[01:10:24] RISK AND WE'LL FLUSH THAT OUT AND DESIGN
[01:10:27] CIRCUIT TRACING. I MENTIONED THAT IS
[01:10:28] SOMETHING WE'LL DO DURING THE DESIGN
[01:10:30] PHASE. WE NEED TO KNOW WHAT THE
[01:10:31] DOWNSTREAM IMPACTS THE SHUTDOWNS ARE
[01:10:32] GOING TO BE SO WE CAN REDUCE OPERATIONAL
[01:10:35] IMPACT. AND CIRCUIT TRACING GIVES US
[01:10:36] THIS KIND OF MAP OF ALL OF OUR DIFFERENT
[01:10:38] ELECTRICAL LOADS, AND THIS IS REALLY
[01:10:40] IMPORTANT DURING DESIGN. IT REDUCES A
[01:10:42] LOT OF OUR RISK DURING CONSTRUCTION,

[01:10:44] BUT IT IS A LABOR INTENSIVE PROCESS,
[01:10:46] SOMETHING WE HAD TO MAKE SOME
[01:10:47] ASSUMPTIONS ABOUT. SO WE DID LIST IT
[01:10:48] HERE. NEXT SLIDE.
[01:10:52] AND WE ALREADY MENTIONED STEVE MENTIONED
[01:10:54] THE ACTION REQUESTED BASICALLY TO
[01:10:55] REQUEST AUTHORIZATION, COMPLETE DESIGN
[01:10:58] ADVERTISE, AND EXECUTE CONTRACTS FOR
[01:11:00] DESIGN SERVICES ON BOTH PROJECTS AND
[01:11:01] THEN AUTHORIZED RECONSTRUCTION SERVICES
[01:11:04] ON BOTH PROJECTS. NEXT SLIDE ALL
[01:11:10] WE HAVE QUESTIONS. THANK YOU,
[01:11:14] ETHAN AND DENISE, FOR YOUR PRESENTATION.
[01:11:16] AT THIS TIME, COMMISSIONERS ASKED THAT
[01:11:18] YOU UNMUTE YOURSELVES FOR QUESTIONS AND
[01:11:20] COMMENTS OF STAFF. WE WILL GO AROUND AND
[01:11:23] CALL EACH PERSON. I'D LIKE TO
[01:11:27] GIVE COMMISSIONER MOHAMED THE FIRST
[01:11:30] QUESTION SINCE SHE PULLED IT FROM THE
[01:11:31] CONSENT AGENDA.
[01:11:35] GREAT. THANK YOU, PRESIDENT CALKINS,
[01:11:38] AND THANK YOU, DENISE AND ETHAN, FOR
[01:11:40] THIS DETAILED PRESENTATION TODAY. I JUST
[01:11:44] HAVE A COUPLE OF QUESTIONS. MY FIRST
[01:11:47] QUESTION IS, HOW DOES THE 11
[01:11:52] MILLION FOR DESIGN COSTS COMPARE
[01:11:56] RELATIVE TO OTHER PORT PROJECTS?
[01:12:01] YEAH. SO I MENTIONED BEFORE, AS FAR AS
[01:12:04] WHAT WE TAKE OUT FOR DESIGN, IT INCLUDES
[01:12:06] THE DESIGN FEE AND THEN ALL THE
[01:12:07] DIFFERENT SOFT COSTS THAT WE WRAP IN FOR
[01:12:09] THESE ELECTRICAL PROJECTS. WE HAVE SOME
[01:12:12] PRE CONSTRUCTION ACTIVITIES. WE DID GO
[01:12:14] OUT AND LOOK HISTORICALLY AT WHAT OTHER
[01:12:16] PROJECTS. THEY'RE KIND OF SIMILAR IN
[01:12:18] COMPLEXITY TO THIS, HOW MUCH THEY TAKE
[01:12:20] OUT FOR DESIGN JUST TO MAKE SURE THAT
[01:12:21] WE'RE IN THE SAME BALLPARK. AND THE 20%
[01:12:23] TO 25% OF THE TOTAL PROJECT ESTIMATE IS
[01:12:26] FAIRLY TYPICAL. I MENTIONED THE MAIN
[01:12:28] TERMINAL PROJECT. THEY ACTUALLY HAD A
[01:12:30] LITTLE BIT MORE DURING THE DESIGN PHASE.
[01:12:32] THERE ARE SOME OTHER EXAMPLES OF
[01:12:33] PROJECTS THAT DO THIS KIND OF LIKE HEAVY
[01:12:38] RECONSTRUCTION DURING THE DESIGN, AND
[01:12:40] THAT'S WHY YOU'RE SEEING IT BEING A
[01:12:41] LITTLE BIT HIGHER THAN SOME OTHER
[01:12:43] PROJECTS THAT MIGHT NOT BE AS COMPLEX
[01:12:46] PERCENTAGE WISE.
[01:12:50] THANK YOU. THAT'S HELPFUL.
[01:12:53] 11 MILLION IS A LOT. AND SO I BELIEVE
[01:12:56] THAT THE PUBLIC ALSO JUST
[01:13:00] BENEFITS FROM HEARING THESE QUESTIONS
[01:13:03] AND ALSO HEARING YOUR ANSWER. MY SECOND
[01:13:07] QUESTION RELATES TO OUR DIVERSITY
[01:13:11] AND CONTRACTING LEVELS. I JUST WANTED TO
[01:13:14] KNOW WHAT IS THE FORMULA WE MUTED TO
[01:13:17] ARRIVE AT OUR DIVERSITY AND CONTRACTING
[01:13:20] LEVEL. AND HAVE WE MET THOSE
[01:13:23] GOALS HERE? MR.
[01:13:27] PRESIDENT, IF I CAN JUMP IN AND SAY WE
[01:13:29] DO HAVE MIAN RICE, I THINK HE'S
[01:13:31] PROBABLY BEST TO ADDRESS THAT AND TO

[01:13:35] TALK ABOUT THE PERSON CONTRACTING AND ME
[01:13:36] AND I DON'T KNOW IF YOU'D LIKE TO GO
[01:13:38] AHEAD AND ANSWER THAT. THAT'D BE GREAT.
[01:13:42] AND I THINK I HAVE LAWRENCE HERE AS
[01:13:43] WELL. I WANT TO MAKE SURE WE BRING THE
[01:13:45] WHOLE TEAM ON HERE REAL QUICK. AND
[01:13:46] BEFORE I FORGET, HAPPY NEW YEAR TO ALL
[01:13:49] YOU COMMISSIONERS, AND IT'S WONDERFUL TO
[01:13:51] SEE IT. I WISH I COULD JUST TAKE A QUICK
[01:13:52] PICTURE JUST TO SEE THE DIVERSITY ON
[01:13:54] THIS. IT'S SO COOL TO SEE IT ANYWAY. I
[01:13:57] DIGRESS ANYWAY, TO ANSWER
[01:14:01] YOUR QUESTION. WELL, FIRST OF ALL, AS
[01:14:03] YOU SEE IN THESE VARIOUS COMMISSION
[01:14:06] MEMOS THAT YOU'VE SEEN IN THE PAST AND
[01:14:08] ALSO IN THE FUTURE, YOU WILL SEE SCOPE
[01:14:11] ITEMS AS WELL AS DIVERSITY CONTRACTING
[01:14:13] AND ALSO SCOPE ITEMS BEHIND THAT. A LOT
[01:14:15] OF OUR DEPARTMENT AND OUR TEAM WORK VERY
[01:14:17] CLOSELY WITH THE PROJECT
[01:14:21] TEAM TO IDENTIFY WHAT ARE THOSE ELEMENTS
[01:14:24] IN THOSE SCOPE ITEMS. AND THEN WE
[01:14:25] IDENTIFY WHAT IS THE AVAILABILITY OF
[01:14:28] THOSE WOMEN AND MINORITY DISADVANTAGED
[01:14:30] BUSINESSES OUT THERE THAT POTENTIALLY
[01:14:32] CAN PARTNER WITH US TO WORK ON THIS
[01:14:35] PROJECT. AND SO AS PART OF THAT PROCESS,
[01:14:38] I'M GOING TO GIVE MR.
[01:14:42] LAWRENCE COLEMAN AN OPPORTUNITY TO BE
[01:14:45] ABLE TO GIVE YOU SOME DETAILS BEFORE WE
[01:14:47] DIVE IN EVEN MORE SO IN TERMS OF YOUR
[01:14:49] QUESTIONS. SO GO AHEAD, LAWRENCE. ALL
[01:14:50] YOURS. HEY. GOOD AFTERNOON,
[01:14:53] COMMISSIONERS. AND WELCOME TO OUR NEW
[01:14:55] COMMISSIONERS. CERTAINLY HAPPY. IT'S A
[01:14:57] GREAT DAY TO START THE NEW YEAR BEING
[01:15:00] HERE AND SEEING ALL YOU ALL. BUT AS MIA
[01:15:03] MENTIONED, IT'S AN ANALYSIS,
[01:15:06] AND IT STARTS WITH A QUANTITATIVE
[01:15:08] ANALYSIS WHERE WE TAKE A LOOK AT SIZE,
[01:15:10] SCOPE AND COMPLEXITY THAT WE RECEIVE
[01:15:14] FROM THE PROJECT MANAGERS. AND I'D SAY
[01:15:17] IT'S A PARTNERSHIP WHERE WE ARRIVE AT
[01:15:19] THIS FINAL GOAL. THE SIZE AND SCOPE,
[01:15:23] ONCE WE RECEIVE THAT FROM THE PROJECT
[01:15:25] MANAGER, HELPS US DETERMINE A WEIGHT.
[01:15:27] SO, FOR EXAMPLE, YOU MAY SEE ONE SCOPE
[01:15:30] ELEMENT OF, SAY, DESIGN FOR JUST ROUGHEN
[01:15:33] IT HERE, SAY ELECTRICAL ENGINEERING.
[01:15:35] RIGHT. AND THEN WE'RE ABLE TO GET A
[01:15:39] WEIGHT OF THAT. AND THEN THE OTHER PIECE
[01:15:41] IS WE'RE TAKING A LOOK AT AVAILABILITY
[01:15:44] FOR AVAILABILITY. WE'RE LEVERAGING THE
[01:15:46] OFFICE OF WOMEN AND MINORITY BUSINESS
[01:15:48] ENTERPRISES DATABASE THAT HOUSES
[01:15:51] CERTIFIED FIRMS IN IT, AND THAT HELPS US
[01:15:54] UNDERSTAND WHO'S OUT THERE THAT'S
[01:15:56] AVAILABLE TO PERFORM THE WORK. I'D SAY
[01:15:59] THE NEXT STEP IS A CONVERSATION WHERE
[01:16:03] WE ARRIVE AT A GOAL THAT WE FEEL IS
[01:16:04] REALISTIC, AGGRESSIVE AND ATTAINABLE,
[01:16:08] GIVEN ALL OF THOSE ELEMENTS. AND WE
[01:16:10] ARRIVE AT A GOAL THAT WE FEEL THAT'S ONE

[01:16:13] AGAIN THAT CAN BE ACHIEVED BY OUR PRIMES
[01:16:15] THAT ARE CHASING IT, BUT ALSO STILL
[01:16:17] KEEPS IN MIND THAT WE HAVE SOME GOALS
[01:16:19] THAT WE'RE TRYING TO REACH INTERNALLY AS
[01:16:21] THE PORT, AS THE STEWARD OF PUBLIC
[01:16:24] DOLLARS TO ENSURE THAT THERE ARE
[01:16:26] EQUITABLE OPPORTUNITIES DRIVEN TO WOMEN
[01:16:28] AND MINORITY BUSINESSES. SO I'D SAY THIS
[01:16:30] IS BALANCE, AND SOME OF IT IS LARGELY
[01:16:33] QUANTITATIVE. BUT THERE IS A QUALITATIVE
[01:16:35] PIECE WHERE WE'RE HAVING THIS DISCUSSION
[01:16:37] AND TRYING TO ARRIVE AT A GOAL THAT
[01:16:39] MAKES THE MOST SENSE.
[01:16:49] LAWRENCE, DID YOU HAVE ANYTHING ELSE TO
[01:16:50] ADD THERE? NO, I DON'T. I WAS GOING TO
[01:16:53] TURN IT BACK TO ME AND SEE IF HE HAD
[01:16:54] ANYTHING. YEAH. WE WORK
[01:16:58] REALLY HARD TO TRY TO MOLD THE
[01:17:01] GOALS PER THE ACTUAL SCOPES OF WORK.
[01:17:05] SO WE'RE NOT DOING SOMETHING OUTRAGEOUS.
[01:17:08] WE'RE TRYING TO MAKE SURE THAT IT'S
[01:17:09] BASED OFF OF THE AVAILABILITY THAT WE
[01:17:11] SAW AS A BASELINE FROM OFFICE OF A
[01:17:15] MINORITY BUSINESS ENTERPRISE. THERE
[01:17:16] MIGHT BE SOME OTHER ONES THAT ARE OUT
[01:17:18] THERE, BUT AT A MINIMUM, THOSE
[01:17:20] CONTRACTING BUSINESSES, THOSE PRIMES AS
[01:17:23] A BASE HERE'S WHAT THEIR TARGET IS. BUT
[01:17:25] WE'RE LOOKING HOPEFULLY THAT THEY'LL BE
[01:17:26] ABLE TO DO A LOT MORE AS THE PROJECT
[01:17:28] CONTINUES TO MOVE FORWARD.
[01:17:33] ALL RIGHT. ANY FURTHER QUESTIONS,
[01:17:35] COMMISSIONER MOHAMED, YOU'RE MUTED
[01:17:39] ON ME. YOU HAVE TO SAY THAT AT LEAST
[01:17:42] ONCE ON A VIRTUAL CAR RIGHT NOW,
[01:17:46] THAT WAS REALLY HELPFUL. ME AND
[01:17:48] LAWRENCE, THANK YOU FOR PROVIDING THAT
[01:17:51] INFORMATION. AND AS STEWARDS OF PUBLIC
[01:17:53] DOLLARS, I THINK IT IS VERY IMPORTANT
[01:17:55] THAT WE'RE BEING AS TRANSPARENT AS
[01:17:57] POSSIBLE. AND SO THE INFORMATION YOU'RE
[01:17:58] PROVIDING IS HELPFUL TO ME AND ALSO THE
[01:18:01] PUBLIC. ABSOLUTELY. AND COMMISSIONERS
[01:18:04] AND ALL OF YOU FOR 2022 WANTED
[01:18:10] TO ALSO OFFER, IF YOU WANT TO GET INTO
[01:18:12] MORE DETAIL IN TERMS OF HOW WE SET THE
[01:18:14] GOALS. AND SO FORTH EVEN MORE. SO WE'RE
[01:18:18] HERE AT YOUR DISPOSAL.
[01:18:22] THANK YOU, MAN. CONTINUING THROUGH THE
[01:18:25] ROLE, COMMISSIONER CHO, DO YOU HAVE ANY
[01:18:26] COMMENTS OR QUESTIONS? ONE COMMENT AND
[01:18:28] ONE QUESTION. I THINK AS FAR AS ADDING
[01:18:31] ON TO AND BUILDING OFF OF COMMISSIONERS
[01:18:34] MOHAMED'S CONCERN FOR MINORITY BUSINESS
[01:18:36] CONTRACTING, I THINK WHEN IT COMES TO
[01:18:38] NICHE PROJECTS LIKE THIS, OUR EXPERIENCE
[01:18:41] HAS BEEN THAT THERE ACTUALLY AREN'T A
[01:18:42] LOT OF MINORITY OWNED BUSINESSES IN THIS
[01:18:44] SPACE. IT MIGHT BE THE CASE. IT MIGHT
[01:18:47] NOT BE THE CASE FOR THIS PROJECT, BUT
[01:18:49] GENERALLY SPEAKING, I THINK WHENEVER WE
[01:18:52] STRUGGLE TO MEET THESE BENCHMARKS IN
[01:18:53] TERMS OF MINORITY BUSINESS CONTRACTORS,

[01:18:55] THE ROOT CAUSE OF OUR FAILURE IS NOT
[01:18:58] BECAUSE WE DON'T TRY IT'S BECAUSE THERE
[01:19:00] JUST, LIKE, AREN'T A LOT OF POC OWNED
[01:19:02] BUSINESSES IN DRYWALLING OR WHATEVER YOU
[01:19:04] WANT TO CALL IT. SO I HOPE THAT AS WE
[01:19:07] CONTINUE THIS PROJECT, BUT OBVIOUSLY ALL
[01:19:08] PROJECTS GOING FORWARD, WE TAKE NOTE OF
[01:19:11] ALL THOSE INDUSTRIES AND SPECIALTIES
[01:19:13] WHERE WE ARE LACKING GCS OR SUBS AND
[01:19:17] IN THE FUTURE, I HOPE WE CAN DO
[01:19:18] SOMETHING IN KIND OF CULTIVATING A
[01:19:19] PIPELINE FOR THOSE PRACTICES AND
[01:19:24] INDUSTRIES. SO THANK YOU, ME, AND THANK
[01:19:27] YOU, LAWRENCE, FOR ALL YOUR TERRIFIC
[01:19:28] WORK IN THIS SPACE. I KNOW YOU GUYS ARE
[01:19:30] WORKING HARD TO TRY AND FIND FOLKS WHO
[01:19:32] DO THIS WORK. MY QUESTION WAS ACTUALLY
[01:19:35] FOR ETHAN AND DENISE, PART OF YOUR
[01:19:38] PRESENTATION THAT I MISSED OR MAY NOT
[01:19:40] HAVE BEEN IN THERE IS IF THERE ARE ANY
[01:19:42] IMPLICATIONS FOR THESE UPGRADES IN
[01:19:46] TERMS OF CHARGING INFRASTRUCTURE FOR
[01:19:49] ELECTRIC VEHICLES BOTH IN THE PARKING
[01:19:51] LOT AND OR IN THE TERMINAL. DOES THIS
[01:19:55] PANEL UPGRADE HAVE ANY IMPLICATIONS FOR
[01:19:58] OUR ABILITY TO INSTALL IN THE FUTURE
[01:20:01] A CHARGING INFRASTRUCTURE FOR PLAIN
[01:20:04] TUGS AND OR EVS THAT MAY PARK IN A
[01:20:06] PARKING LOT? AND HAVE WE TAKEN THAT INTO
[01:20:08] ACCOUNT, OR IS IT COMPLETELY RELEVANT?
[01:20:11] IT IS RELEVANT, AND WE WILL NOT BE
[01:20:13] INSTALLING EV CHARGING AS PART OF THIS
[01:20:16] PROJECT. BUT THE UPGRADES THAT WE DO TO
[01:20:17] THE SYSTEM WILL MAKE THE SYSTEM MUCH
[01:20:19] MORE ABLE TO SUPPORT FUTURE EV CHARGING,
[01:20:22] ESPECIALLY IN THE PARKING GARAGE. WE'RE
[01:20:24] DEFINITELY KEEPING THAT IN MIND. THAT'S
[01:20:26] VERY ENCOURAGING TO HEAR. AND I HOPE
[01:20:28] THAT COULD BE A PHASE TWO OF THIS
[01:20:30] PROJECT. SO I JUST WANT TO THROW THAT
[01:20:31] OUT THERE FOR STAFF TO THINK ABOUT.
[01:20:33] YEAH. AND I KNOW THAT THE ENVIRONMENTAL
[01:20:35] GROUP THEY ACTUALLY JUST SENT ME A
[01:20:37] MEETING INVITE YESTERDAY TO GO OVER
[01:20:39] THEIR PROPOSED LOCATIONS FOR EV CHARGING
[01:20:41] THROUGHOUT THE AIRPORT. SO WE ARE IN THE
[01:20:43] PROCESS OF EVALUATING WHERE THE CHARGING
[01:20:45] NEEDS TO GO, WHAT LEVEL OF CHARGING IT
[01:20:47] IS, WHAT INFRASTRUCTURE WE HAVE TO
[01:20:48] SUPPORT IT NOW AND WHAT INFRASTRUCTURE
[01:20:50] UPGRADES WOULD BE REQUIRED IN ORDER TO
[01:20:52] SUPPORT THAT INTO THE FUTURE.
[01:20:53] EXCELLENT. THANK YOU FOR THINKING ABOUT
[01:20:55] THAT. LOOKING FORWARD TO THE FOLLOW UP
[01:20:56] ON THAT. THAT'S IT FOR ME. THANK YOU,
[01:21:00] COMMISSIONER FELONY. YES. WELL, THANK
[01:21:03] YOU VERY MUCH FOR THE PRESENTATION. THE
[01:21:05] ONE QUESTION I HAD WAS DO WE LOOK
[01:21:08] OUTSIDE OF THE REGION IN TERMS OF
[01:21:11] THERE'S LIMITATIONS OF CERTAIN
[01:21:14] EXPERTISE. THIS IS A BIG CONTRACT. IT'S
[01:21:18] PARTICULARLY TECHNICAL, BUT ARE THERE
[01:21:20] NICHE INDUSTRIES ELSEWHERE OR BUSINESSES

[01:21:23] ELSEWHERE THAT WE WOULD CONSIDER
[01:21:25] REACHING OUT TO?
[01:21:28] WOULD THIS BE FOR DESIGN OR CONTRACTING
[01:21:31] IN GENERAL, REGARDLESS? I MEAN, IF WE'RE
[01:21:35] LOOKING TO MEET MORE AMBITIOUS GOALS,
[01:21:38] DO WE LIMIT OURSELVES BY JUST WHAT'S
[01:21:41] CURRENTLY IN THE NEIGHBORHOOD, OR ARE WE
[01:21:43] TRYING TO DRAW FOLKS IN FROM ELSEWHERE?
[01:21:47] WE HAVEN'T STARTED THE PROCUREMENT
[01:21:49] PROCESS YET, BUT THAT IS SOMETHING THAT
[01:21:50] I THINK WE CONSIDER ME, AND I THINK YOU
[01:21:52] HAD SOMETHING ON THAT. WELL, BASICALLY,
[01:21:55] I ALWAYS LIKE TO HAVE TAKE A LOOK AT
[01:21:58] FIRST AT OUR OWN BACKYARD, RIGHT. WE
[01:21:59] WANT TO MAKE SURE THAT WE DO THE KING
[01:22:01] COUNTY FOLKS IN KING COUNTY SPREAD OUT
[01:22:04] TO THE KING PIER AND SO FORTH, AND THEN
[01:22:07] EVEN ACROSS OUR NEIGHBORS IN PORTLAND.
[01:22:09] SO SOMETIMES WE EVEN ADVERTISE OUT IN
[01:22:11] PORTLAND BECAUSE THERE'S A LARGE
[01:22:12] CONTINGENCIES OVER THERE. SO THE SHORT
[01:22:14] ANSWER IS YES, FROM A WIMPY PERSPECTIVE,
[01:22:17] FROM AN ASPIRATIONAL GOAL, NOT TO
[01:22:19] MENTION WHEN WE SET OUR ASPIRATIONAL
[01:22:21] GOALS. WHEN WE PUT OUT THE CONTRACT,
[01:22:23] IT'S FOR EVERYBODY TO COMPETE
[01:22:27] AGAINST. SO FOLKS FROM OUT OF THE STATE
[01:22:29] ALSO COMPETE ON CONTRACTS SUCH AS THESE.
[01:22:32] SO THIS IS KIND OF A BORDERLESS EFFORT.
[01:22:37] THANKS, MAN. I CERTAINLY WOULD AGREE
[01:22:39] THAT WE WANT TO HAVE THE COMMUNITIES IN
[01:22:42] THE NEIGHBORHOOD BENEFIT THE MOST. I
[01:22:44] JUST DIDN'T KNOW HOW MUCH WE REACHED OUT
[01:22:46] TO WIDER COMMUNITIES JUST TO INCREASE
[01:22:49] THE NUMBERS IF THEY'RE NOT LOCALLY
[01:22:51] FOUND. YEAH, I THINK IT'S DEFINITELY
[01:22:54] CONSIDERED DURING PROCUREMENT, AND I
[01:22:56] KNOW THAT ON SOME OTHER SIMILAR
[01:22:57] PROJECTS, WE DO HAVE SOME FIRMS THAT
[01:22:58] AREN'T NECESSARILY LOCAL WORKING ON IT.
[01:23:00] IT'S JUST LIKE ME. I THINK OUR PRIORITY
[01:23:02] IS TO TRY TO GET CLOSER FIRMS, BUT IT IS
[01:23:05] SOMETHING WE'LL CONSIDER. THIS IS A
[01:23:07] LITTLE MORE TECHNICAL OF A PROJECT.
[01:23:10] THANK YOU.
[01:23:14] ALL RIGHT, COMMISSIONER, HOW'S IT GOING?
[01:23:20] THANK YOU, MR. PRESIDENT. I GUESS AWAY
[01:23:25] FROM DIVERSITY AND CONTRACTING, I WANT
[01:23:28] TO TALK ABOUT THE WORKFORCE ITSELF, AND
[01:23:30] I'M WONDERING HOW MANY JOBS THIS PROJECT
[01:23:33] IS ANTICIPATED TO CREATE.
[01:23:39] WELL, IT'S GOING TO BE QUITE A FEW
[01:23:42] DURING THE CONSTRUCTION PHASE. WE'RE
[01:23:44] GOING TO HAVE DIFFERENT CONTRACTORS.
[01:23:47] WE'LL HAVE A GCCM ON THE CONCOURSE PIER.
[01:23:50] WE'RE GOING TO HAVE AN ECCM WORKING WITH
[01:23:52] THEM AS WELL IN TERMS OF NUMBERS.
[01:23:54] THAT'S SOMETHING I PROBABLY HAVE TO GET
[01:23:55] BACK TO YOU ON, BUT THERE ARE GOING TO
[01:23:58] BE A LOT I THINK THE DIFFERENT
[01:23:59] OPPORTUNITIES FOR SMALLER FIRMS TO COME
[01:24:01] IN, LIKE SUB OR WHATEVER. I THINK
[01:24:04] PEOPLE TO WORK ON THE PROJECT.

[01:24:07] AGAIN, WE'RE USING SOME OF THE OTHER
[01:24:09] PROJECTS THAT ARE ONGOING RIGHT NOW AS A
[01:24:11] BASIS FOR THAT. SO WE HAVE A LITTLE BIT
[01:24:12] OF INFORMATION ON HOW MANY PEOPLE WOULD
[01:24:14] BE OUT IN THE FIELD AND ALSO JUST FOR
[01:24:17] DESIGN DURING THE DESIGN PHASE.
[01:24:21] I DON'T HAVE SPECIFIC NUMBERS, BUT
[01:24:23] THAT'S SOMETHING I COULD FOLLOW UP WITH
[01:24:24] YOU ON IN TERMS OF WHAT WE
[01:24:27] EXPECT TO HAVE ON
[01:24:31] THE MAIN TERMINAL LOW VOLTAGE UPGRADES
[01:24:33] PROJECT, WHICH IS BASICALLY THIS
[01:24:35] PROJECT, BUT IN THE OLD MAIN TERMINAL,
[01:24:38] WE'RE DOING IT AS A GCCM, AND WE'VE BEEN
[01:24:41] WORKING REALLY CLOSELY WITH THE GENERAL
[01:24:42] CONTRACTOR WHO'S BEEN GREAT. AND ONE OF
[01:24:44] THE THINGS THAT HE'S DOING AS WE GET
[01:24:46] FURTHER INTO DESIGN IS ACTUALLY LOOKING
[01:24:48] AT ALL OF THE DIFFERENT ASPECTS OF THE
[01:24:51] CONSTRUCTION OF THE PROJECT AND ACTUALLY
[01:24:53] TRYING TO PHASE IT SO THAT WE CAN BRING
[01:24:55] SMALLER BUSINESSES IN TO DO PARTICULAR
[01:24:58] PARTS OF IT AND TO OPTIMIZE THE NUMBER
[01:25:00] OF SMALLER PACKAGES THAT THE
[01:25:02] CONSTRUCTION CAN BE BROKEN DOWN INTO TO
[01:25:05] GET AS MANY WINDY FIRMS ON THAT PROJECT
[01:25:06] AS POSSIBLE. SO WE CAN DO A SIMILAR
[01:25:10] EFFORT WITH THIS ONE AS WELL. AND IT'S A
[01:25:13] GREAT LESSON LEARNED BECAUSE THEY'RE
[01:25:15] DOING IT. WE'RE SEEING THIS IN ACTION.
[01:25:17] WE CAN TAKE THAT AND APPLY IT TO THIS
[01:25:18] PROJECT. SO IF I MADE A REAL QUICK,
[01:25:22] COMMISSIONER, WERE YOU MORE SPEAKING
[01:25:23] ABOUT THE ACTUAL WORKFORCE AND NOT THE
[01:25:26] BUSINESSES IN TERMS OF THE ACTUAL. SO
[01:25:30] YOU'RE LOOKING FOR MORE OF THE ACTUAL
[01:25:33] TRADES, MEN AND WOMEN OUT THERE DOING
[01:25:36] THE WORK FROM A LABOR HOURS PERSPECTIVE.
[01:25:38] IS THAT WHAT? YES. YOU'RE PICKING UP
[01:25:41] WHAT I'M PUTTING DOWN ALSO,
[01:25:44] DIRECTOR PRICE, IF YOU COULD SPEAK A
[01:25:47] LITTLE BIT TO THE TOOLS THAT THE PORT IS
[01:25:50] GOING TO EMPLOY TO MAKE SURE THAT THAT
[01:25:53] GCCM THAT WE ARE ENGAGING IS GOING TO
[01:25:55] PROMOTE OR TRACK IN SOME WAY RACE AND
[01:25:57] GENDER DIVERSITY AMONG THEIR WORKFORCE.
[01:25:59] RIGHT. I WOULD HAVE TO REALLY PREFER
[01:26:03] TO AND WE'LL GET MORE INFORMATION TO YOU
[01:26:06] IN REGARDS TO THE WORKFORCE AND LABOR
[01:26:08] HOURS PER THAT ACTUAL PROJECT, BECAUSE I
[01:26:11] THINK IT'S IMPORTANT THAT WE GET IT
[01:26:13] RIGHT FOR YOU WHEN WE SEND IT OFF AND
[01:26:14] GIVE YOU THE INFORMATION, BECAUSE I
[01:26:15] DON'T WANT TO TELL YOU SOMETHING THAT'S
[01:26:17] INCORRECT.
[01:26:22] COMMISSIONER HASEGAWA, ANY FURTHER
[01:26:23] QUESTIONS. NO, THANK YOU. ALL RIGHT WITH
[01:26:26] THAT, I THINK WE'VE RUN THROUGH THE ROLE
[01:26:28] WITH THE EXCEPTION OF ME, I WOULD ONLY
[01:26:30] HAVE TO COMMENT THAT I THINK THE
[01:26:32] CONVERSATION KICKED OFF BY COMMISSIONER
[01:26:34] CHO AROUND REALLY AROUND WORKFORCE
[01:26:38] SPEAKS TO SOMETHING THAT I THINK AT THE

[01:26:40] PORT WE'RE DEDICATED TO, WHICH IS THE
[01:26:44] UPSTREAM DEVELOPMENT OF THE NEXT
[01:26:45] GENERATION OF WORKERS, IN PARTICULAR IN
[01:26:47] THE FOUR KEY AREAS MARITIME AVIATION,
[01:26:51] CONSTRUCTION AND OUR NEWLY ADDED GREEN
[01:26:53] JOBS SECTOR. AND AS WE SEE EVERY DAY
[01:26:56] WITH THE LABOR SHORTAGE WE'RE
[01:26:58] EXPERIENCING ON THE FERRY FLEET, THE
[01:27:00] CHALLENGE TO HIRE WORKERS FOR ALL OF OUR
[01:27:03] PROJECTS. IT IS REALLY INCUMBENT UPON
[01:27:06] LARGE ORGANIZATIONS LIKE THE PORT OF
[01:27:07] SEATTLE, WHETHER PUBLIC OR PRIVATE, TO
[01:27:09] INVEST IN THE UPSTREAM PREPARATION OF
[01:27:12] THE NEXT GENERATION WORKFORCE FROM K
[01:27:15] THROUGH TWELVE ON. AND SO I THINK THIS
[01:27:17] IS A REALLY STRONG REMINDER OF HOW
[01:27:19] IMPORTANT THAT IS AND TO MAKE SURE THAT
[01:27:20] THAT IS DONE THROUGH AN EQUITY LENS, SO
[01:27:23] THAT BY THE TIME WE GET TO THAT MIDDLE
[01:27:25] RUNG OF THE CAREER LADDER THAT EVERYONE
[01:27:28] HAD AN OPPORTUNITY THAT EVERYONE HAD
[01:27:29] ACCESS TO THOSE EARLY RUNGS OF THE
[01:27:31] LADDER AS WELL. SO THANK YOU, DENISE,
[01:27:34] ETHAN, ME AND LAWRENCE, FOR YOUR
[01:27:36] PRESENTATION AND QUESTIONS. IS THERE A
[01:27:40] MOTION IN A SECOND TO APPROVE ITEM
[01:27:42] EIGHT? B MOTION
[01:27:48] TO APPROVE? SECOND,
[01:27:53] IT'S BEEN MOVED. AND SECONDED, IS THERE
[01:27:56] ANY FURTHER DISCUSSION AT THIS TIME? IF
[01:27:57] YOU JUST RAISE YOUR HAND,
[01:27:59] COMMISSIONERS, FOR ANY FURTHER
[01:28:00] DISCUSSION, I DO NOT SEE ANY HANDS.
[01:28:04] YEAH. THANK YOU, CLERK, WILL YOU CALL
[01:28:07] THE ROLL ON THE MOTION?
[01:28:10] YES FOR THE VOTE ON ITEM EIGHT, THE
[01:28:12] BEGINNING WITH COMMISSIONER CHO. AYE.
[01:28:15] THANK YOU, COMMISSIONERS FELLEMAN.
[01:28:20] AYE. THANK YOU, COMMISSIONER HASEGAWA.
[01:28:23] AYE. THANK YOU, COMMISSIONER MOHAMED.
[01:28:26] AYE. THANK YOU, COMMISSIONER CALKINS.
[01:28:29] AYE. THANK YOU. THERE ARE FIVE YESES AND
[01:28:31] ZERO NOS FOR THIS ITEM. ALL RIGHT. AND
[01:28:34] WITH THAT, THE MOTION PASSES. THANK YOU
[01:28:35] VERY MUCH. STAFF FOR PRESENTATION.
[01:28:38] MOVING ON IN THE AGENDA. WE HAVE NO
[01:28:40] FURTHER NEW BUSINESS ITEMS TODAY. SO
[01:28:42] WE'RE NOW ON TO ITEM ELEVEN, WHICH IS
[01:28:45] PRESENTATION AND STAFF REPORTS. CLERK HART,
[01:28:48] CAN YOU PLEASE READ THE NEXT ITEM INTO
[01:28:50] THE RECORD AND EXECUTIVE DIRECTOR METRIC
[01:28:53] WILL THEN INTRODUCE THE ITEM. THANK YOU.
[01:28:55] THIS IS AGENDA ITEM ELEVEN, A PORT OF
[01:28:58] SEATTLE TOURISM RECOVERY INITIATIVES
[01:29:00] BRIEFING COMMISSIONERS
[01:29:03] TOURISM AND TRAVEL IS AN INTEGRAL PART
[01:29:05] OF OUR STATE'S ECONOMY. VISITORS
[01:29:07] GENERATE SIGNIFICANT ECONOMIC BENEFITS
[01:29:09] TO HOUSEHOLDS, BUSINESSES AND GOVERNMENT
[01:29:11] ALIKE AND REPRESENT A CRITICAL DRIVER OF
[01:29:13] WASHINGTON FUTURE. THIS BRIEFING
[01:29:15] PROVIDES AN UPDATE ON THE INITIALS
[01:29:17] CARRIED OUT WITH \$1.5 MILLION INVESTMENT

[01:29:20] BANKED BY THE COMMISSION IN JUNE 2020 TO
[01:29:23] SUPPORT TOURISM PROMOTION. A
[01:29:25] COMPREHENSIVE SUMMARY OF THE 2021
[01:29:27] TOURISM MARKETING SUPPORT PROGRAM,
[01:29:29] PROMOTIONAL EFFORTS, RECOVERY EFFORTS
[01:29:31] WITH THE WASHINGTON TOURISM ALLIANCE AND
[01:29:34] 2022 PRIORITIES FOR THE TOURISM TEAM.
[01:29:37] PRESENTERS ARE DAVE MCFADDEN, MANAGING
[01:29:39] DIRECTOR OF OUR ECONOMIC DEVELOPMENT
[01:29:41] DIVISION, DAVID SANSA, THE EXECUTIVE
[01:29:43] DIRECTOR, WASHINGTON TOURIST ON THE
[01:29:45] LINE.
[01:29:48] THANK YOU. AND GOOD AFTERNOON,
[01:29:51] COMMISSIONERS AND EXECUTIVE METRUCK. I
[01:29:53] WOULD ECHO EARLIER COMMENTS AND WELCOME
[01:29:56] OUR NEW COMMISSIONERS ON BOARD. WE LOOK
[01:29:59] FORWARD TO WORKING WITH YOU AND THE
[01:30:00] OTHER COMMISSIONERS. IT'S GOING TO BE A
[01:30:02] GREAT YEAR. WITH TODAY'S BRIEFING,
[01:30:06] YOU'VE GOT THE DECK UP. LET'S GO TO THE
[01:30:07] NEXT SLIDE. WE WANTED TO COVER SEVERAL
[01:30:11] THEMES. WE WANTED TO JUST PROVIDE SOME
[01:30:13] CONTEXT. WHY IS THIS INDUSTRY IMPORTANT
[01:30:16] TO THE PORT? WHAT'S GOING ON WITHIN THE
[01:30:18] INDUSTRY? I'M NOT GOING TO TURN IT OVER
[01:30:20] TO OUR PARTNER AND COLLEAGUE, DAVID
[01:30:23] BLANFORD WITH THE WASHINGTON TOURISM
[01:30:25] ALLIANCE. HE WILL HIGHLIGHT THE TOURISM
[01:30:29] RECOVERY INITIATIVE WE'VE BEEN
[01:30:30] PARTNERING ON. BUT THEN I'LL RETURN TO
[01:30:32] HOW WE MAKE INVESTMENTS THROUGH OUR OWN
[01:30:34] TOURISM GRANT PROGRAM, OUR INTERNATIONAL
[01:30:36] MARKETING PROGRAMS, AND LEAVE A
[01:30:40] LITTLE ROOM AT THE END TO TALK ABOUT OUR
[01:30:41] 2022 PRIORITIES. SO WITH THAT GOING TO
[01:30:44] THE NEXT SLIDE, PLEASE,
[01:30:47] TOURISM IS ABSOLUTELY VITAL TO THE PORT
[01:30:50] OF SEATTLE. YOU SEE THIS SLIDE AND YOU
[01:30:54] CAN SEE WHAT HAS HAPPENED TO US SINCE
[01:30:57] THE PANDEMIC STARTED. AND YOU CAN SEE
[01:31:00] HOW WHEN OUR PASSENGERS HAVE GONE DOWN,
[01:31:03] IT HAS CREATED HUGE CHALLENGES FOR US
[01:31:06] AND OUR ENTIRE REGION. WHILE SOME
[01:31:09] OF THOSE TRAVELERS MIGHT BE ON BUSINESS.
[01:31:12] AS YOU KNOW, MOST OF THEM ARE REALLY
[01:31:16] TRAVELING AND TOURING TO OTHER PLACES OR
[01:31:19] COMING HERE TO ENJOY OUR WONDERFUL
[01:31:23] OFFER. AND SO TOURISM IS REALLY
[01:31:26] IMPORTANT TO US. WE HAD TO REALLY FIGHT
[01:31:29] HARD TO COME OUT OF THIS TROUGH. SOME OF
[01:31:32] THE LESSONS AND INFORMATION YOU
[01:31:36] WILL HEAR TODAY REALLY TALKS ABOUT THAT
[01:31:38] JOURNEY, HOW WE'VE BEEN CAREFUL TO TIME
[01:31:40] OUR INVESTMENTS IN TOURISM TO REFOCUS
[01:31:44] OUR MARKET ON MORE LOCAL OPPORTUNITIES
[01:31:47] WHEN IT MADE SENSE AND TO REPOSITION
[01:31:49] OURSELVES FOR THE FUTURE. SO WITH THAT,
[01:31:51] LET'S GO TO THE NEXT SLIDE, AND I THINK
[01:31:55] THAT IS MY INTRO TO TURN IT OVER TO
[01:31:57] DAVID BLANFORD. DAVID, THANK YOU,
[01:32:00] DAVE. AND THANK YOU, COMMISSIONERS.
[01:32:02] THANK YOU. EXECUTIVE DIRECTOR METRUCK.
[01:32:04] THANKS TO THE GREATER PORT STAFF, MANY

[01:32:07] OF WHOM I WORK WITH EVERY DAY IN
[01:32:09] RECOVERY. WE REALLY APPRECIATE YOUR
[01:32:11] PARTNERSHIP AS WE TRY TO GET OUR
[01:32:13] INDUSTRY BACK ON ITS FEET AGAIN.
[01:32:16] TO BEGIN WITH. I THINK WHAT I'D LIKE TO
[01:32:18] DO IS SHOW YOU ACROSS OUR PROGRAMS HERE
[01:32:22] SOME OF WHAT WE HAVE ACCOMPLISHED HERE
[01:32:23] IN THE PAST YEAR, BUT THEN ALSO GIVE A
[01:32:25] LOOK FORWARD HERE TO THE FIRST HALF OF
[01:32:28] 2022, BEGINNING WITH TRAVEL TRADE
[01:32:31] DEVELOPMENT, WHICH IS REALLY KEY FOR US,
[01:32:33] ESPECIALLY HERE IN RECOVERY. THIS IS
[01:32:36] REALLY WORKING WITH TOUR OPERATORS,
[01:32:38] TRAVEL AGENTS, TRAVEL SUPPLIERS, AND THE
[01:32:40] GREATER INDUSTRY, BOTH IN NORTH AMERICA
[01:32:43] BUT ALSO WORLDWIDE. WE'RE TALKING ABOUT
[01:32:46] THE NEAR TERM, BUT MORE IMPORTANTLY,
[01:32:48] THE LONGER TERM. AND SO THESE CLIENTS
[01:32:51] WHO ARE SO KEY TO US ARE NOT NECESSARILY
[01:32:53] LOOKING AT WHAT'S HAPPENING RIGHT NOW,
[01:32:55] BUT LOOKING AHEAD SEVERAL MONTHS OR EVEN
[01:32:57] YEARS, ALL THE MORE REASON FOR US TO BE
[01:33:00] OUT WITH THEM AND PROMOTING
[01:33:03] WASHINGTON DIRECTLY. SO WE DO THAT
[01:33:06] THROUGH A VERY AGGRESSIVE TRADE SHOW
[01:33:07] SCHEDULE. YOU'RE LOOKING AT 2022 HERE,
[01:33:10] BUT IT'S REPRESENTATIVE OF WHAT WE DID
[01:33:12] IN 2021, AS YOU CAN IMAGINE
[01:33:15] WITH COVID, SOME OF THESE SHOWS WERE
[01:33:18] VIRTUAL, OTHERS WERE IN PERSON, BOTH
[01:33:21] IMPORTANT, BOTH REALLY IMPORTANT TO GET
[01:33:23] IN FRONT OF THESE KEY CLIENTS AND DEPLOY
[01:33:26] OUR SALES EFFORTS, WE'LL GO TO THE
[01:33:29] NEXT SLIDE.
[01:33:33] THE LARGEST INBOUND TRADE SHOW IN
[01:33:36] THE US IS THE IPW CONFERENCE, AND ALL
[01:33:39] OF THE WORLD COMES TO THE US AND US
[01:33:43] DESTINATIONS, THEN CAN PROMOTE TO THEM A
[01:33:46] SMALLER SHOW IN 2021, FOR SURE, BUT VERY
[01:33:49] IMPACTFUL. AND WE WENT WITH
[01:33:53] OUR PORT OF SEATTLE PARTNERS. WHAT WE
[01:33:56] LEARNED, I THINK, WAS REALLY KEY AND
[01:33:57] UNDERSCORED THE IMPORTANCE OF BEING
[01:33:59] THERE, WE LEARNED THAT THERE IS TERRIFIC
[01:34:01] DEMAND FOR TRAVEL. WE LEARNED THAT IN
[01:34:04] THE DECADE SINCE THE STATE OF WASHINGTON
[01:34:06] HAD CLOSED ITS TOURISM OFFICE, THAT MUCH
[01:34:09] HAD BEEN LOST AND THAT MUCH OF THE
[01:34:10] INDUSTRY WAS ACTUALLY FERRY ENCOURAGED
[01:34:13] TO SEE US BACK AGAIN, HAD A TERRIFIC
[01:34:16] DEMAND FOR DEVELOPING TOUR PRODUCT.
[01:34:19] GO TO THE NEXT SLIDE.
[01:34:23] ANOTHER COMPONENT OF OUR TRAVEL TRADE
[01:34:25] PROGRAM IS ADVERTISING. WE DON'T PUT A
[01:34:27] LOT OF BUDGET TO THIS, AT LEAST NOT YET.
[01:34:29] BUT WE LOOK FOR VERY IMPACTFUL WAYS TO
[01:34:31] DO IT. AND SO WE WORK WITH OUR VISIT USA
[01:34:35] TRAVEL PARTNERS AT THE NATIONAL LEVEL
[01:34:37] AND ALSO BRAND USA, WHICH IS THE
[01:34:39] NATIONAL DESTINATION MARKETING
[01:34:41] ORGANIZATION FOR THE US. WE WORK THIS
[01:34:44] IN TERMS OF A CO OP PROGRAM SO THAT THE
[01:34:46] BROADER PRIVATE SECTOR INDUSTRY CAN

[01:34:48] PARTICIPATE AS WELL AT A VERY, VERY LOW
[01:34:50] COST. IT'S A WAY OF GETTING THE BROADER
[01:34:53] DESTINATION BRAND OUT THERE ACROSS THE
[01:34:55] WORLD, BUT THEN ALSO VERY SPECIFIC
[01:34:57] MESSAGES AS WELL. NEXT SLIDE WITH
[01:35:04] THE PORT OF SEATTLE MAKE A SALES
[01:35:07] MISSION TO THE UK IN THE SPRING.
[01:35:12] WHY THE UK? WHY WOULD THAT BE THE FIRST?
[01:35:14] WHY IS THAT AN IMPORTANT OVERSEAS MARKET
[01:35:16] TO US? IT IS TO MANY DESTINATIONS.
[01:35:19] IT IS FOR US BECAUSE WE HAVE GREAT AIR
[01:35:21] SERVICE. OF COURSE, IT'S 9 HOURS OVER
[01:35:23] THE TOP.
[01:35:26] BRITS HAVE A GREAT DEGREE OF
[01:35:29] DISCRETIONARY TRAVEL. THEY ARE ROBUST.
[01:35:33] THEY KNOW THIS DESTINATION. WE SEE THIS
[01:35:35] AS A MATURE MARKET. THEY UNDERSTAND WHAT
[01:35:37] IS HERE. THEY LIKE THE OUTDOORS. THEY
[01:35:40] ARE INDEPENDENT TRAVELERS, AND WE THINK
[01:35:42] THAT LENDS WELL TO THE STATE OF
[01:35:43] WASHINGTON. SO IT WILL BE VERY IMPORTANT
[01:35:46] FOR US TO GET BACK THERE AND MEET
[01:35:47] DIRECTLY WITH TOUR OPERATORS AND OTHER
[01:35:49] TRAVEL SUPPLIERS. WE ALSO WILL DO SOME
[01:35:52] WEST COAST CALLS ON RETAIL SELLERS
[01:35:56] OF TRAVEL RECEPTIVE OPERATORS AND TAKE
[01:35:59] MANY INDUSTRY PARTNERS WITH US SO THAT
[01:36:02] THEY CAN BOOK DIRECTLY WITH THESE
[01:36:04] IMPORTANT CLIENTS. GO TO THE NEXT SLIDE.
[01:36:09] AS MENTIONED, IT'S BEEN TEN YEARS SINCE
[01:36:12] THE LEGISLATURE CLOSED THE STATE TOURISM
[01:36:15] OFFICE. IT'S BEEN THAT AMOUNT OF TIME
[01:36:18] SINCE A TRUE STATE DESTINATION BRAND WAS
[01:36:22] DEVELOPED. IT'S RIGHT UPON US NOW. WE
[01:36:25] ARE JUST COMPLETING ABOUT A YEAR OR MORE
[01:36:28] OF WORK TO REVISE A DESTINATION BRAND
[01:36:31] AND YOU'RE LOOKING AT IT. THE COMPONENTS
[01:36:34] OF THIS BRAND WILL BE SEVERAL DIFFERENT
[01:36:36] ELEMENTS, NAMELY A NAME CHANGE.
[01:36:40] THE STATE OF WASHINGTON IS WHAT WE WOULD
[01:36:42] LIKE TO CALL OURSELVES. WE THINK THAT
[01:36:43] THIS NAMED IS AUTHENTIC. IT IS THE
[01:36:46] STATE'S OFFICIAL NAME, SO WE HAVEN'T
[01:36:49] CREATED SOMETHING THAT DOESN'T ALREADY
[01:36:50] EXIST. WE'RE JUST SIMPLY LEANING INTO
[01:36:52] WHAT IS OFFICIAL. YOU WILL SEE,
[01:36:56] I THINK SOME PHOTOS AND SOME COLORS HERE
[01:36:59] THAT ARE NOT TRADITIONAL IN STATE
[01:37:00] TOURISM MARKETING. YOU CAN IMAGINE THE
[01:37:03] OLD SORT OF POSTCARD STYLE WITH MAYBE
[01:37:05] MOUNT RAINIER IN THE BACKGROUND, A HIKER
[01:37:07] IN THE FOREGROUND. IT WORKED REALLY WELL
[01:37:09] FOR A WHILE. WE KNOW THAT WE HAVE AN
[01:37:11] OPPORTUNITY HERE, I THINK, TO CREATE A
[01:37:13] MORE MODERN BRAND, ONE THAT SHOWS REAL
[01:37:16] PEOPLE IN ACTION, CAUGHT IN THE MOMENT,
[01:37:19] DOING THINGS THAT A VISITOR COULD DO
[01:37:21] TOO. THE BRIGHT COLOR PALETTE HERE
[01:37:25] IS A LITTLE COUNTERINTUITIVE. I THINK
[01:37:28] WE'RE USED TO EVERGREEN COLORS. THESE
[01:37:31] ARE ACTUALLY ROOTED IN NATURE, BUT AMPED
[01:37:33] UP IN VIBRANCY TO SHOW THE SENSE OF
[01:37:35] OPTIMISM THAT EXISTS HERE NATURALLY,

[01:37:38] BOTH FOR THE PEOPLE WHO LIVE HERE, BUT
[01:37:40] ALSO FOR THE PEOPLE WHO VISIT AND WITH
[01:37:42] THE TRAVEL EXPERIENCE, THEY EXPECT GO TO
[01:37:45] THAT NEXT SLIDE AND
[01:37:49] WE'LL GIVE YOU AN EXAMPLE OF SOME OF THE
[01:37:51] MESSAGING HERE THAT I THINK WILL BE
[01:37:52] REALLY KEY FOR THIS DESTINATION BRAND.
[01:37:55] WE KNOW THAT WE ARE IN THE BUSINESS OF
[01:37:58] PROMOTING A DESTINATION, A PLACE WHERE
[01:37:59] VISITORS WILL COME FROM OUT OF STATE TO
[01:38:02] EXPLORE, VISIT, CREATE ECONOMIC IMPACT,
[01:38:04] BUT ALSO CULTURAL EXCHANGE. VERY
[01:38:06] IMPORTANT. WE ALSO KNOW THAT IN THE
[01:38:09] POSTCOVID WORLD, IT'S VERY IMPORTANT FOR
[01:38:11] US TO PROMOTE THE WAY THAT PEOPLE
[01:38:13] TRAVEL. AND THAT WOULD BE RESPONSIBLY
[01:38:16] THAT GOING FORWARD. WHETHER YOU'RE A
[01:38:18] RECREATIONIST OR YOU'RE VISITING AN
[01:38:20] INDIGENOUS COMMUNITY, A GATEWAY
[01:38:23] COMMUNITY TO OUTDOOR RECREATION, YOU
[01:38:26] MUST MAKE TRAVEL PLANS. YOU MUST DO SOME
[01:38:28] RESEARCH. YOU MUST UNDERSTAND WHERE
[01:38:30] YOU'RE GOING, THE PEOPLE WHO ARE THERE.
[01:38:32] WE LIVE AT THE CONFLUENCE OF SPECTACULAR
[01:38:35] OUTDOOR RECREATION, BUT ALSO REALLY
[01:38:39] INTERESTING AND VIBRANT COMMUNITIES THAT
[01:38:42] ARE SENSITIVE. AND SO WE WILL BE ASKING
[01:38:44] VISITORS TO GUEST TRAVEL. PLEASE DO COME
[01:38:46] HERE. BUT TRAVEL RESPONSIBLY BE
[01:38:48] STEWARDS OF ALL OF THE ABOVE, JUST LIKE
[01:38:50] WE ARE BEFORE WE LEAVE THIS SLIDE, I'LL
[01:38:53] JUST POINT OUT A FEW OTHER BRAND
[01:38:54] ELEMENTS HERE. YOU'LL SEE A FONT THAT IS
[01:38:56] REMINISCENT OF NATIONAL PARKS.
[01:39:00] YOU WILL SEE SORT OF A TEXTURAL ELEMENT
[01:39:03] HERE ON THE SIDE, ON THE SIDEBAR,
[01:39:07] THE LOGO, OF COURSE, AND THE NAME YOU'LL
[01:39:09] SEE IN THE UPPER LEFT HAND CORNER. WE
[01:39:11] CALL THIS ELEMENT AN EASTER EGG. IT MAY
[01:39:13] BE HARD TO SEE HERE ON MICROSOFT TEAMS,
[01:39:16] BUT THIS IS LATITUDE AND LONGITUDE. WE
[01:39:19] KNOW THAT ONE OF OUR CHALLENGES, I
[01:39:22] THINK, IS, WHERE IS WASHINGTON? THE NAME
[01:39:25] HAS ALWAYS BEEN A LITTLE BIT CONFUSING
[01:39:27] FOR PEOPLE. IS IT WASHINGTON, DC? IS IT
[01:39:29] ONE OF THE OTHER WASHINGTON'S? WE ALL
[01:39:31] KNOW WHERE IT IS, BUT WE NEED TO REMIND
[01:39:33] TRAVEL CONSUMERS WHERE IT IS. WE'LL DO
[01:39:35] SOME INTERESTING THINGS WITH THIS. THIS
[01:39:37] WILL CHANGE NOT ONLY JUST ABOUT THE
[01:39:38] LOCATION OF WHERE THE STATE IS, BUT ALSO
[01:39:41] THE DESTINATIONS WITHIN THE STATE NATIVE
[01:39:44] LANDS. WE WANT TO BEGIN TO SUBTLY
[01:39:47] INTRODUCE A LITTLE BIT OF GEOGRAPHY
[01:39:49] EDUCATION, GO TO THE NEXT SLIDE.
[01:39:54] DIVERSITY WILL BE REALLY KEY FOR US.
[01:39:57] AND WE WILL BE TALKING ABOUT THAT
[01:39:58] THROUGHOUT THE BRAND. IT'S DIVERSITY OF
[01:40:00] PEOPLES, OF CULTURES,
[01:40:03] GEOGRAPHY, TOPOGRAPHY. THIS BRAND IS
[01:40:06] REALLY PROMOTING THE WHOLE STATE, NOT
[01:40:08] JUST SEATTLE, NOT JUST THE KEY GATEWAYS.
[01:40:11] THE WHOLE STATE, RURAL AND UNDERSERVED

[01:40:14] COMMUNITIES ARE KEY COMPONENT OF WHAT WE
[01:40:16] ARE HERE TO DO. IT'S A PART OF OUR
[01:40:18] MISSION. IT'S A PART OF OUR ENABLING
[01:40:19] LEGISLATION AND MUCH OF OUR FUNDING. SO
[01:40:22] THESE ELEMENTS WILL CARRY FORWARD AS WE
[01:40:24] GO.
[01:40:31] THERE WE GO. SO AGAIN, DIVERSE
[01:40:34] COMMUNITIES, DIVERSE ATTRACTIONS,
[01:40:39] DIVERSE PEOPLES THROUGHOUT THE STATE.
[01:40:41] VERY IMPORTANT. AND TO THE NEXT SLIDE.
[01:40:48] SO WITH A NEW BRAND, WHICH IS REALLY A
[01:40:50] BROAD PLATFORM FOR OUR MARKETING, OUR
[01:40:52] ADVERTISING, OUR COMMUNICATIONS. THEN WE
[01:40:56] WILL BEGIN, I THINK, IN FULL BEGINNING
[01:40:58] NOW, BEGINNING THIS WEEK, A VERY ROBUST
[01:41:01] CONSUMER MARKETING AND ADVERTISING
[01:41:03] CAMPAIGN THROUGH THE DELTA VARIANT AND
[01:41:06] OMICRON TOWARD THE END OF THE YEAR,
[01:41:08] JUST LIKE EVERY OTHER STATE, EVERY OTHER
[01:41:11] CITY, SO MANY OTHER TOURISM MARKETERS.
[01:41:13] WE'VE HAD TO PAUSE AND WAIT AND SORT OF
[01:41:15] REPOSITION OUR CAMPAIGNS, BUT WE INTEND
[01:41:18] TO GO FORWARD IN SPIE OF OMICRON. WE
[01:41:21] KNOW THAT MUCH OF WHAT WE PROMOTE NOW
[01:41:23] WILL THEN DRIVE LONGER TERM TRAVEL
[01:41:26] BOOKINGS AS WE GO THROUGHOUT THE SPRING
[01:41:28] AND THROUGHOUT THE SUMMER. THE TIME HAS
[01:41:30] COME, I THINK, TO GO FORWARD AND TO, OF
[01:41:32] COURSE, PROMOTE RESPONSIBLE TRAVEL TO
[01:41:36] ISSUE REAL TIME TRAVEL ADVISORIES. BUT
[01:41:38] WE DO HAVE TO BE, ASPIRATIONAL WE DO
[01:41:40] HAVE TO OUTREACH TO OUR KEY MARKETS.
[01:41:44] SO MUCH OF WHAT WE DID IN 2021, I THINK,
[01:41:47] WAS IMPACTFUL WITH SOME MORE REGIONAL
[01:41:50] CAMPAIGNS IN STATE FEEDER MARKETS. THE
[01:41:53] RETURN ON THE SPEND HERE, I THINK IT
[01:41:56] SHOWS THAT SOME PAID PARTNERSHIPS WITH
[01:41:58] EXPEDIA, SOME PUBLICITY CAMPAIGNS, SOME
[01:42:02] SOCIAL MEDIA CAMPAIGNS. WE WANT TO GO
[01:42:04] BIGGER THAN THAT. WE WANT TO MAKE SURE
[01:42:06] THAT WE'RE DRIVING US CANADA AIR
[01:42:07] MARKETS. THOSE ARE PEOPLE COMING THROUGH
[01:42:10] SCA AND SO BEGINNING NOW AND FOR THE
[01:42:14] NEXT TWO QUARTERS HERE, YOU'LL SEE A LOT
[01:42:17] OF OUTBOUND ADVERTISING ON TV, SOCIAL
[01:42:20] DIGITAL. OF COURSE, WE HAVE COMPLETED
[01:42:23] ONE HALF OF OUR WEBSITE RELAUNCH OUR
[01:42:26] CONSUMER WEBSITE. NOW THE NEXT HALF IS
[01:42:29] UNDERWAY. WE'RE PUTTING
[01:42:33] A LOT OF ENERGY AND BUDGET INTO
[01:42:35] RECREATING PHOTO AND VIDEO ASSETS FROM
[01:42:38] THE FOUR CORNERS OF THE STATE. WE'RE
[01:42:40] PARTWAY THROUGH THAT, AND WE'LL BE
[01:42:42] COMPLETING THAT AS WELL. GO TO THE NEXT
[01:42:45] SLIDE. WE HIRED A
[01:42:48] DESTINATION PR FIRM IN 2021. THIS FIRM
[01:42:52] IS REALLY THERE TO STIMULATE EARNED
[01:42:54] MEDIA OUT OF STATE, AND IT
[01:42:58] ENCOMPASSES MANY DIFFERENT PROGRAMS.
[01:43:00] FROM ONGOING PITCHING PRESS RELEASES,
[01:43:04] TARGETED MEDIA PITCHES THROUGHOUT ALL OF
[01:43:07] OUR TARGETS, WE'LL DEPLOY KEY MEDIA
[01:43:10] MISSIONS IN 2022 TO LOS ANGELES,

[01:43:13] SAN FRANCISCO, NEW YORK, THE KEY MEDIA
[01:43:15] CENTERS WHERE WE CAN FIND TRAVEL
[01:43:17] FEATURES, LIFESTYLE MEDIA. WE WILL BE
[01:43:19] HOSTING INCREASED NUMBERS OF TRAVEL
[01:43:22] PRESS HERE THROUGHOUT WASHINGTON STATE
[01:43:24] AND THEN ISSUING MEDIA LEADS TO THE
[01:43:27] BROADER INDUSTRY AS WE GO AND WE'LL GO
[01:43:29] TO THE NEXT SLIDE.
[01:43:37] OKAY. I'M NOT SURE THAT'S MY SLIDE.
[01:43:39] THAT'S BACK TO ME. OKAY. THANK YOU,
[01:43:41] DAVID. JUST TO PUT A LITTLE MORE
[01:43:44] CONTEXT AROUND DAVID'S PRESENTATION,
[01:43:46] AND IT IS IN YOUR COMMISSION MEMO REALLY
[01:43:50] EARLY IN THE PANDEMIC, WE MADE SOME
[01:43:52] PIVOTAL RECOVERY INVESTMENTS, BOTH
[01:43:54] BEHIND WORKFORCE, YOUTH OPPORTUNITY,
[01:43:57] WORKFORCE DEVELOPMENT AND TOURISM
[01:43:59] RECOVERY. AND WE'VE BEEN PATIENTLY
[01:44:01] IMPLEMENTING THIS INITIATIVE WITH
[01:44:03] WASHING TOURISM ALLIANCE AND EVEN
[01:44:05] SLOWING IT DOWN BECAUSE THAT'S WHAT MADE
[01:44:08] SENSE. SO WE'RE IN THE FINAL PHASE OF
[01:44:10] IMPLEMENTATION OF THIS PROGRAM, AND
[01:44:14] DAVID AND HIS TEAM AT THE STATE HAVE
[01:44:16] ALSO RECEIVED AN INFLUX OF STATE FUNDING
[01:44:20] FROM THE LEGISLATURE THAT I THINK WILL
[01:44:22] ALLOW US TO CARRY FORWARD THESE EFFORTS
[01:44:24] IN A ROBUST FORM. WHAT I WANT TO DO NOW
[01:44:27] IS JUST ADD ON TO THAT STATEWIDE EFFORT
[01:44:30] THAT WE'RE PART OF AND TALK ABOUT SOME
[01:44:32] OF OUR GRANT PROGRAMS THAT WE ADMINISTER
[01:44:35] AND IMPLEMENT TO SUPPORT STATEWIDE
[01:44:38] TOURISM. AND WE CREATED THESE PROGRAMS,
[01:44:40] THE MARKETING PROGRAM. ABOUT SIX YEARS
[01:44:43] AGO, WE ADDED THE SPOTLIGHT ADVERTISING
[01:44:45] PROGRAM AT THE AIRPORT, I BELIEVE, FOUR
[01:44:47] YEARS AGO ALL REALLY TO PROMOTE THE
[01:44:49] REGION AS A REGIONAL TOURISM DESTINATION
[01:44:53] TO REALLY EMPHASIZE THE UTILIZATION OF
[01:44:56] OUR PORT FACILITIES, SEA OUR CRUISE
[01:44:58] TERMINALS. BUT DURING THE PANAMA, WE
[01:45:01] ALSO KNEW WE WERE SUPPORTING IMPACTED
[01:45:04] VENUES AND ORGANIZATIONS THAT OUR
[01:45:06] INVESTMENTS WERE HELPING THEM PAY THE
[01:45:08] BILLS AND KEEP THEIR DOORS OPEN TO SOME
[01:45:11] EXTENT. AND THE ULTIMATE GOAL. YEAH. WE
[01:45:13] WANT TO INCREASE THE NUMBER OF PORT OF
[01:45:16] SEATTLE VISITOR AND VISITOR EXPENDITURES
[01:45:18] THROUGHOUT WASHINGTON STATE. LET'S GO TO
[01:45:21] THE NEXT SLIDE, PLEASE. THESE ARE
[01:45:24] JUST A SIDE BY SIDE COMPARISON OF OUR
[01:45:26] TWO GRANT PROGRAMS. SPOTLIGHT
[01:45:28] ADVERTISING. WE BUY SPOTS AT THE
[01:45:31] AIRPORT, AND THEN WE THREW A
[01:45:34] SELECTION PROCESS, WORK WITH DESTINATION
[01:45:36] MARKETING ORGANIZATIONS, EVENTS,
[01:45:39] DESTINATIONS. THEN WE PROVIDE THEM THE
[01:45:42] SPOT TO USE TO PROMOTE THEIR ACTIVITIES.
[01:45:45] SOME OF THOSE SPOTS AT THE AIRPORT ARE
[01:45:47] RESERVED ON AN ONGOING BASIS FOR CITIES
[01:45:50] IMMEDIATELY SURROUNDING THE AIRPORT.
[01:45:53] YOU CAN SEE WE DO THAT ON A QUARTERLY
[01:45:55] CYCLE. WE CAN PROVIDE A LOT OF

[01:45:57] OPPORTUNITIES THROUGH THAT ADVERTISING
[01:45:59] PROGRAM EACH YEAR THAT'S COMPLEMENTED
[01:46:01] WITH A TOURISM MARKETING GRANT PROGRAM.
[01:46:04] WE HAVE \$200,000 FOR THAT. ABOUT \$10,000
[01:46:08] IS THE MAX. WE ENTERTAIN ANNUAL
[01:46:10] APPLICATIONS, MAKE A SELECTION PROCESS
[01:46:12] EACH SPRING, AND THEN ALLOW THOSE
[01:46:14] PARTNERS TO IMPLEMENT THEIR PROJECTS
[01:46:16] OVER THE COURSE OF THE FOLLOWING SEVEN
[01:46:18] TO NINE MONTHS. WE DO REQUIRE A MATCH
[01:46:21] FOR THAT. AND REALLY, WHAT YOU'LL NOTICE
[01:46:23] IS IN THE FOUR TO FIVE YEARS, WE HAVE
[01:46:26] REALLY PUT A MUCH GREATER EMPHASIS ON
[01:46:29] SUSTAINABLE AND EQUITABLE TOURISM. I AM
[01:46:32] NOT YOUR TOURISM DIRECTOR. RON PECK WAS
[01:46:35] OUR TOURISM DIRECTOR, AND HE RECENTLY
[01:46:38] RETIRED, BUT I WANT TO GIVE HIM CREDIT
[01:46:41] NOW FOR REALLY DOING SOME GOOD OUTREACH
[01:46:43] AND REALLY GOING OUT AND FINDING SOME OF
[01:46:46] THESE NEW OPPORTUNITIES, THESE NEW,
[01:46:48] INTERESTING DESTINATIONS, AND REALLY
[01:46:51] BRINGING OUR VALUES AS THE PORT INTO
[01:46:54] THIS PROGRAM. AND SO WE WILL BE ASKING
[01:46:57] FOR AUTHORIZATION AT OUR NEXT COMMISSION
[01:47:00] MEETING FOR THE TOURISM MARKETING
[01:47:02] PROGRAM. SO I WANTED TO GIVE YOU A HEADS
[01:47:04] UP ON THAT. AND THEN I HAVE PUT IN THE
[01:47:06] APPENDIX A LIST OF ALL THE 2021 TOURISM
[01:47:10] MARKETING GRANT RECIPIENTS. LET'S GO TO
[01:47:13] THE NEXT SLIDE.
[01:47:17] THESE ARE JUST EXAMPLES. WE'VE BEEN
[01:47:19] REALLY DOING A LOT OF WORK WITH
[01:47:22] PARTNERS ON SUSTAINABLE TOURISM OPTIONS,
[01:47:25] BUT WE'VE ALSO BEEN SEEING A GROWING
[01:47:28] NUMBER OF PARTNERS THAT REALLY ARE
[01:47:29] FOCUSING ON OUR CULTURAL AMENITIES AND
[01:47:32] OFFERINGS, AND THEY'RE SO IMPORTANT,
[01:47:34] THEY'RE GREAT OPPORTUNITIES. THESE TWO
[01:47:37] TO ME AND THE TEAM ARE, I THINK, WHERE
[01:47:40] WE WANT TO PUT A LOT MORE EMPHASIS ON
[01:47:42] GOING FORWARD. NEXT SLIDE, PLEASE.
[01:47:46] NOW, SUCH A GEARS A LITTLE BIT. WE GOT A
[01:47:48] GRANT PROGRAM, BUT, I'M REMISS. I
[01:47:51] WANTED TO REALLY MAKE SURE YOU ALSO
[01:47:54] UNDERSTOOD THAT GAIL MUELLER IS OUR
[01:47:57] BACKBONE FOR THE GRANT PROGRAM, AND I
[01:47:59] KNOW SHE'S ON THE CALL TODAY. I JUST
[01:48:00] WANTED TO GIVE HER A CALL OUT. SHE HAS
[01:48:02] BEEN A VERY CAPABLE PERSON HELPING US
[01:48:06] MANAGE OUR TOURISM GRANT PROGRAM. SHE'S
[01:48:08] BEEN SO GOOD AT IT THAT SHE ALSO
[01:48:11] SUPPORTS BOOTY AND THE YOUTH OPPORTUNITY
[01:48:14] FUND ADMINISTRATION. SO GAIL IS A
[01:48:16] CHAMPION FOR THE PORT. AND FOR THIS
[01:48:18] PROGRAM, PATTY DENNY IS ALSO HERE
[01:48:21] WITH US TODAY. SHE IS OUR INTERNATIONAL
[01:48:24] TOURISM DEVELOPMENT MANAGER AND REALLY
[01:48:27] DOES A GOOD JOB OF PROMOTING US IN
[01:48:29] INTERNATIONAL MARKETS. SHE HAS CURTAILED
[01:48:31] AND PULLED BACK ON THOSE ACTIVITIES FOR
[01:48:34] OBVIOUS REASONS OVER THE LAST COUPLE OF
[01:48:36] YEARS. BUT WE HAVE KEPT SOME VIRTUAL
[01:48:39] CONNECTIONS. WE'VE KEPT A LITTLE BUZZ IN

[01:48:42] THE MARKETPLACE. THESE COUNTRIES,
[01:48:45] UNITED KINGDOM, GERMANY, AUSTRALIA, ARE
[01:48:47] VERY IMPORTANT TO US. THEY GENERATE A
[01:48:50] LOT OF OUR TRAVEL THROUGH OUR GATEWAYS.
[01:48:52] THEY GENERATE A LOT OF TRAVEL TO THE
[01:48:54] UNITED STATES AND SEATTLE. THESE
[01:48:56] INTERNATIONAL TRAVELERS TEND TO SPEND
[01:48:58] MORE TIME AND MORE MONEY IN LOCATIONS,
[01:49:03] AND A LOT OF THEM ARE REALLY HERE TO GET
[01:49:06] ON OUR CRUISE AND PURSUE THAT
[01:49:09] OPPORTUNITY. SO THE MESSAGE IS THAT
[01:49:11] PATTY REALLY IS SENDING IS THAT WE ARE A
[01:49:13] GREAT GATEWAY. IF YOU WANT TO VISIT THE
[01:49:14] NORTHWEST, YOU'RE A CRUISE GATEWAY OF
[01:49:17] CHOICE IF YOU'RE GOING TO ALASKA ON A
[01:49:19] SHIP. AND FINALLY, WE OFFER SOME GREAT
[01:49:23] POST CRUISE AND POST FLY OPPORTUNITIES,
[01:49:26] SPEND A FEW EXTRA DAYS IN SEATTLE, GET
[01:49:29] OUT OF SEATTLE, SEE THE REST OF
[01:49:30] WASHINGTON STATE. WE HAVE SO MUCH TO
[01:49:32] OFFER. SO THAT'S WHAT PATTY HAS BEEN
[01:49:34] DOING ON OUR TEAM. LET'S GO TO THE NEXT
[01:49:37] SLIDE. AND I THINK THIS IS JUST
[01:49:41] AN EXAMPLE OF THAT GOOD WORK, SOME
[01:49:43] PROMOTIONAL DIGITAL MARKETING
[01:49:46] OPPORTUNITIES. YOU CAN SEE GOOD OPEN
[01:49:48] RATES, A LOT OF EARNED VALUE CREATING
[01:49:51] IMPRESSIONS FOR VISITORS IN AGAIN,
[01:49:53] THOSE STRATEGIC MARKETS. NEXT SLIDE,
[01:49:59] A LOT OF IT'S JUST REALLY ABOUT
[01:50:01] PARTNERSHIP. IF YOU REALLY CLICK IN THIS
[01:50:03] SLIDE, YOU'LL SEE MANY PARTNERS WOVEN
[01:50:05] INTO THE THINGS WE'RE PROMOTING AND HOW
[01:50:08] WE DO OUR WORK. AND SO YOU
[01:50:11] LOOK AT OUR WORK WITH TOUR
[01:50:14] OPERATORS, DESTINATION MARKETING
[01:50:17] ORGANIZATIONS, THE RESORTS, THE HOTELS.
[01:50:20] IT'S A PACKAGE. AND IT REALLY IS A TEAM
[01:50:23] EFFORT. AND AGAIN, I TAKE MY HAT OFF TO
[01:50:25] PATTY. SHE DOES A GREAT JOB HERE. LET'S
[01:50:27] GO TO THE NEXT SLIDE.
[01:50:32] THIS IS A SLIDE FROM VISIT SEATTLE.
[01:50:34] LOOKING FORWARD, AS YOU CAN SEE, THE
[01:50:37] ATTITUDE TOWARDS TRAVEL HAS CHANGED A
[01:50:39] LOT. THERE'S A LOT OF PEOPLE THAT ARE
[01:50:42] PLANNING TO TRAVEL AND A LOT OF FOREIGN
[01:50:44] COUNTRIES HAVE A HIGH INCIDENCE IN TERMS
[01:50:48] OF FOLKS THAT WANT AND ARE PLANNING
[01:50:50] TRIPS. NOW, I KNOW THIS WAS TAKEN BEFORE
[01:50:52] THE OMICRON VIRUS HIT THE STREETS,
[01:50:56] BUT I STILL SENSE THAT WE ARE IN A
[01:50:58] DIFFERENT PLACE NOW THAN WE WERE LAST
[01:51:00] YEAR OR THE YEAR BEFORE. SO IT IS A GOOD
[01:51:03] TIME TO MARKET, AND WE'RE GOING TO DO
[01:51:06] THIS IN A RESPONSIBLE WAY, AS DAVID
[01:51:09] MENTIONED. SO LET'S GO TO THE LAST
[01:51:10] SLIDE, PLEASE. OUR PRIORITIES REALLY FOR
[01:51:13] THE NEXT YEAR IS REALLY TO WORK WITH
[01:51:15] DAVID TO CONTINUE TO FOCUS ON THE
[01:51:17] RECOVERY OF THIS VITAL INDUSTRY, TO USE
[01:51:20] OUR GRANTS TO SHOWCASE OUR GATEWAYS,
[01:51:22] BUT ALSO TO PROMOTE EQUITY AND
[01:51:25] SUSTAINABILITY TO MARKET OUR AREA

[01:51:28] IN SELECT INTERNATIONAL MARKETS. AND WE
[01:51:32] ARE GOING TO DO SOMETHING SPECIAL.
[01:51:33] WE'RE GOING TO ORGANIZE AND SPONSOR A
[01:51:35] SUSTAINABLE TOURISM CONFERENCE. FRED
[01:51:37] MENTIONED THIS EARLIER IN HIS OPENING
[01:51:39] REMARKS, AND THAT IS SOMETHING NEW THAT
[01:51:41] WE LOOK FORWARD TO WORKING WITH DAVID
[01:51:43] AND THE WASHINGTON TOURIST ALLIANCE ON
[01:51:45] THAT CONCLUDES MY REMARKS TODAY, AND I'D
[01:51:47] BE HAPPY WE'D BE HAPPY TO ENTERTAIN ANY
[01:51:50] QUESTIONS. THANK YOU, DAVE AND
[01:51:53] DAVID, FOR YOUR PRESENTATION. NICE TO
[01:51:56] HAVE DAVE HERE TO PRESENT COMMISSIONERS
[01:51:59] AGAIN, PLEASE UNMUTE YOURSELVES FOR
[01:52:00] QUESTIONS AND COMMENTS. COMMISSIONER
[01:52:03] FELLEMAN, IF YOU'RE WILLING TO GO FIRST,
[01:52:05] I KNOW THAT SUPPORT FOR TOURISM HAS BEEN
[01:52:08] A MAJOR COMPONENT OF YOUR WORK RECENTLY,
[01:52:10] SO IF YOU'RE COMFORTABLE LEADING OFF
[01:52:12] WITH QUESTIONS AND COMMENTS, WHY DON'T
[01:52:14] YOU GO AHEAD? THANK YOU. YOU SAVED THE
[01:52:17] BEST FOR LAST IN THE TOURISM CONFERENCE.
[01:52:20] I'M LOOKING FORWARD TO GOING TO MEET
[01:52:21] WITH DAVE HERE AND TRY TO PICK A DATE
[01:52:24] AND GET REALLY FOCUSED ON HAVING OUR
[01:52:26] COMMITTEE WORKING ON THAT.
[01:52:30] I THINK OVERALL, THE EMPHASIS,
[01:52:34] THE MARKETING SOUNDS REALLY CONSISTENT
[01:52:37] WITH WHAT WE'VE BEEN CALKINS ABOUT OVER
[01:52:38] THE PAST YEAR OR SO. AND THERE'S JUST A
[01:52:41] COUPLE OF FIGURES THAT I JUST WANT TO
[01:52:43] GIVE A BIG SHOUT OUT TO. I'VE MENTIONED
[01:52:45] IN THE PAST ON PAGE 14 OF YOUR
[01:52:48] PRESENTATION, YOUR DESIRE TO NOT
[01:52:51] ONLY PUT WASHINGTON ON THE MAP, BUT TO
[01:52:53] SHOW THE DIVERSITY OF WHAT WASHINGTON
[01:52:54] STATE REALLY IS. A PICTURE OF THE STATE
[01:52:58] WITH THE VARIOUS DIFFERENT ASSETS
[01:53:02] THAT ARE REPRESENTED ASIDE,
[01:53:08] THE KILLER WHALES DON'T COME WITH THAT
[01:53:10] PICTURE ALL THE TIME, BUT JUST THAT
[01:53:12] FIGURE. I THINK THE MORE YOU LOOK AT IT,
[01:53:15] THERE'S A TON OF INFORMATION. THERE MAY
[01:53:17] BE COMPLICATED FOR PEOPLE TO LOOK AT IT
[01:53:18] FIRST, BUT I THINK IT CERTAINLY GIVES
[01:53:20] THE IMPRESSION, BUT IT IS ACTUALLY QUITE
[01:53:23] ACCURATE AND THEN JUST GOING BACKWARDS
[01:53:27] ANOTHER MOMENT. I JUST THOUGHT THERE'S
[01:53:30] SOME GREAT LANGUAGE. I'M TRYING
[01:53:33] TO SEE WHERE THE PAGE NUMBER IS, BUT TWO
[01:53:35] SLIDES BEHIND THAT IS NO WRONG PATHS,
[01:53:38] ONLY DIFFERENT ONES. I THINK THAT'S A
[01:53:41] GREAT STATEMENT. AND THEN YOU DON'T HAVE
[01:53:43] TO BE LOST TO FIND YOURSELF. THAT'S LIKE
[01:53:47] I KIND OF THINK THEY'RE BOTH BRILLIANT,
[01:53:49] AND IT JUST REALLY WARMS MY HEART TO SEE
[01:53:53] CLEVER APPROACHES TO THESE THINGS.
[01:53:56] THERE'S THE OTHER ONE, OF COURSE, FOR
[01:53:57] THE KAYAKERS AND ALL OF US, TAKING ALL
[01:54:01] THE MOMENTS LEAVE ONLY RIPPLES. I'VE
[01:54:03] HEARD LEAVE NO TRACE AND ALL THAT THE
[01:54:05] ONE THING THAT I DID FIND TO BE A LITTLE
[01:54:08] INTERESTING. I DON'T THINK IT'S OURS TO

[01:54:10] TALK ABOUT, BUT THERE'S THIS
[01:54:11] ORGANIZATION YOU CALL TREAD, WHICH IT
[01:54:15] SOUNDS LIKE THE ACRONYM IS COMPLETELY
[01:54:17] CONTRARY TO WHAT IT'S ABOUT.
[01:54:20] IS TREAD, THE GROUP THAT'S DOING THE
[01:54:22] APP? YESES, COMMISSIONERS FELLEMAN.
[01:54:25] THANKS FOR BRINGING THAT UP. WE ARE IN
[01:54:29] DEVELOPMENT OF A LOCATION BASED APP FOR
[01:54:33] RECREATIONISTS THROUGHOUT WASHINGTON
[01:54:35] STATE FOR REAL TIME UPDATES, TRAVEL
[01:54:38] ADVISORIES, CRISIS COMMUNICATIONS WHEN
[01:54:41] NEEDED WITH WILDFIRES THINGS LIKE THAT.
[01:54:44] YEAH. TREAD IS AN ODD SORT OF AN
[01:54:45] ACRONYM. BUT THE UPSHOT HERE, I THINK,
[01:54:49] FOR THE TRAVELER, IS THAT IT IS REAL.
[01:54:51] THE PORT OF OFF THE GRID INFORMATION
[01:54:55] THE USERS RECREATIONISTS ARE SHARING IT
[01:54:58] WITH LAND MANAGERS. SO WE'RE COMBINING
[01:55:01] ALL OF THOSE FOLKS TO INPUT REAL TIME
[01:55:04] INFORMATION IN THE GREATER PURPOSE.
[01:55:07] HERE IS DESTINATION MANAGEMENT. WHEN A
[01:55:10] TRAIL IS PACKED, WE WANT USERS TO KNOW
[01:55:13] WHERE THE NEXT ONE IS THAT IS NOT
[01:55:15] PACKED. WE WANT TO GIVE THEM OPTIONS IF
[01:55:17] THERE'S SOMETHING THEY NEED TO BE
[01:55:19] ALERTED ABOUT, WE WANT THEM TO KNOW THAT
[01:55:20] IN REAL TIME. THIS IS A WAY OF BALANCING
[01:55:23] TOURISM THROUGHOUT THE STATE, RATHER
[01:55:25] THAN SEEING SOME AREAS BESIEGED AND
[01:55:29] OTHERS NOT GETTING ENOUGH LOVE. SO THIS
[01:55:31] IS OUR ATTEMPT, TOO. I WOULD SAY IT'S
[01:55:33] NOT MARKETING AS MUCH AS MANAGING THE
[01:55:35] FLOW. I THINK THAT'S EXACTLY.
[01:55:38] BUT JUST FOR NOW, TREAD MEANS TRAILS,
[01:55:41] RECREATION, EDUCATION, ADVOCACY AND
[01:55:45] DEVELOPMENT. IT SOUNDS JUST LIKE YOU'RE
[01:55:48] TREADING ON SOMETHING. BUT ANYWAY,
[01:55:50] HAVING SAID ALL THESE THINGS, I JUST
[01:55:52] HAVE TO SAY, THOUGH, THIS INSERTION OF
[01:55:55] THOSE FOUR COLOR BLOCKS OF WASHINGTON,
[01:55:57] LIKE IN THE MIDDLE OF THESE PHOTOGRAPHS,
[01:55:59] I MEAN, IT SEEMS TO YOU THAT IF THAT WAS
[01:56:01] A FRAME OF THESE BEAUTIFUL COLLECTION
[01:56:05] OF PICTURES, IT WOULD SEEM SO MUCH LESS
[01:56:08] DISRUPTIVE. AND I KIND OF LIKE THE IDEA
[01:56:11] THAT YOU WANT THIS SPLASHY COLOR AND
[01:56:12] STUFF. BUT AGAIN, THIS AESTHETICS IS
[01:56:16] OBVIOUSLY A QUESTION OF PERSONAL CHOICE.
[01:56:18] BUT AS A PHOTOGRAPHER, I JUST SEE
[01:56:23] THE INSERTION OF THAT SEEMING ABRUPT AND
[01:56:27] NOT KIND OF SPOILING A LITTLE BIT OF THE
[01:56:30] OVERALL IMAGE BUT AS A FRAME TO THESE
[01:56:33] PICTURES. I KIND OF LIKE THE IDEA. BUT
[01:56:35] ANYWAY, I COULDN'T SAY EVERYTHING NICE,
[01:56:38] BUT THANK YOU SO MUCH FOR THE PRESENT.
[01:56:42] WE ALWAYS APPRECIATE YOUR PERSPECTIVE
[01:56:45] AND ALSO YOUR SUPPORT OF TOURISM.
[01:56:47] YOU'VE BEEN SUCH A CHAMPION THIS PAST
[01:56:48] YEAR, SO THANK YOU AND STAY MUTED. MORE
[01:56:52] EXAMPLES OF OUR CREATIVE TO COME, AND
[01:56:53] NOT ALL OF THEM WILL BE FRAMED IN THAT
[01:56:55] WAY. A LOT OF WHAT YOU'RE SEEING IN THIS
[01:56:57] PRESENTATION IS JUST SORT OF THE INITIAL

[01:56:59] WORK, AND IT WILL EVOLVE AS WE GO.
[01:57:02] I WOULD JUST ADD ONE OTHER THING, WHICH
[01:57:04] IS THAT YOU'RE ABSOLUTELY RIGHT.
[01:57:06] THERE'S A LOT TO ENCOMPASS IN OUR STATE.
[01:57:08] THERE'S A LOT OF DIVERSITY FROM
[01:57:09] TEMPERATE RAINFOREST TO WINE COUNTRY.
[01:57:12] THAT WAS ONE OF THE KEY CHALLENGES IN
[01:57:14] DEVELOPMENT OF THIS BRAND. AND SO WE
[01:57:16] KNEW WE NEEDED TO FIND SOMETHING THAT
[01:57:17] WOULD UNIFY EVERYONE. SO THAT'S WHERE A
[01:57:20] LOT OF THOSE ELEMENTS COME FROM. WE HOPE
[01:57:22] IT WILL PROVIDE SOME FLEXIBILITY HERE AS
[01:57:24] WE GO. THANK YOU.
[01:57:27] THANK YOU, COMMISSIONER PALMER. SO AS A
[01:57:31] REMINDER, THIS IS NOT AN ACTION ITEM.
[01:57:32] NO VOTE IS REQUIRED ON THIS ITEM. BUT I
[01:57:34] DID WANT TO SEE BY SHOW OF HANDS IF
[01:57:36] THERE ARE ANY OTHER COMMISSIONERS WHO'D
[01:57:37] LIKE TO MAKE A QUESTION COME. AND I SEE
[01:57:38] COMMISSIONERS CHO, GO AHEAD. AND
[01:57:41] COMMISSIONERS MOHAMED, YOU'LL GO NEXT
[01:57:43] AND HASEGAWA GREAT. I'LL RUN THROUGH THE
[01:57:45] ROLE. YEAH. SO HOW
[01:57:49] YOU UNDERSTAND SOMETHING HERE? CAN WE
[01:57:51] PLEASE REAL QUICKLY, GO BACK TO THE
[01:57:53] INTERNATIONAL AVIATION TO SEATTLE SLIDE.
[01:57:55] YEAH.
[01:58:01] AUBREE IS JUST SCROLLING THROUGH THE
[01:58:03] PRESENTATION TO BRING THAT SLIDE UP.
[01:58:05] JUST ONE MOMENT. NO PROBLEM. THANK YOU,
[01:58:07] AUBREE. SO HELP ME UNDERSTAND THIS. I'M
[01:58:10] OBVIOUSLY A NUMBERS GUY. AND IF I'M
[01:58:12] READING THIS CORRECTLY, IF WE LOOK AT
[01:58:13] THE COLUMN THAT SAYS 2021 VERSUS 2020,
[01:58:16] IS MY UNDERSTANDING CORRECT, THAT THE
[01:58:19] YEAR OVER YEAR VISITATION DECLINED
[01:58:23] BY, FOR EXAMPLE, 51% FROM CHINA. IS THAT
[01:58:26] CORRECT? SO COMPARED TO 2021,
[01:58:30] THERE WERE 51% LESS TOURISTS FROM CHINA.
[01:58:35] I THINK THAT'S WHAT I READ TO. OKAY, SO
[01:58:39] SOUTH KOREA 61, JAPAN, 62, ETCETERA.
[01:58:44] SO WHAT I DON'T UNDERSTAND. AND I THINK
[01:58:45] THE BIG ELEPHANT IN THE ROOM HERE IS
[01:58:47] THAT YOUR OUTREACH PLAN IS VERY
[01:58:50] EUROCENTRIC. YOU'RE LOOKING AT GERMANY,
[01:58:53] AUSTRALIA AND THE UK, AND STRATEGICALLY
[01:58:58] WOULDN'T WE WANT TO INVEST THE MONEY IN
[01:59:01] PROMOTING AREAS WHERE WE HAVE DECLINED
[01:59:04] THE MOST AND GET THEM TO COME
[01:59:07] BACK, WHICH WOULD BE, ACCORDING TO THIS
[01:59:12] CHINA, SOUTH KOREA, JAPAN, INDIA.
[01:59:15] IF WE LOOK AT IT FROM A YEAR OVER YEAR
[01:59:17] BASIS. AND SO PLEASE, CAN SOMEONE PLEASE
[01:59:20] EXPLAIN TO ME WHY THE COUNTRIES WE'VE
[01:59:23] PICKED ARE THE COUNTRIES
[01:59:26] THAT WE PICKED RELATIVE TO THE ASIA
[01:59:28] COUNTRIES? ADDY I'M GOING TO ASK FOR
[01:59:31] YOUR HELP HERE. AND THEN I MIGHT ADD,
[01:59:34] ONCE YOU HAVE MADE SOME COMMENTS OR,
[01:59:36] DAVID, YOU CAN HELP TOO. WELL,
[01:59:40] GREETINGS, COMMISSIONERS. HAPPY NEW
[01:59:41] YEAR. WE ARE ACTIVE IN
[01:59:46] KOREA. WE WORK REALLY CLOSELY WITH

[01:59:49] DELTA AIRLINES AND THE CRUISE LINES IN
[01:59:52] KOREA TO PROMOTE SEATTLE.
[01:59:55] THERE'S SOME STRONG INTEREST ALSO IN
[01:59:58] JAPAN. OUR INTERNATIONAL
[02:00:02] PROGRAM ACTUALLY STARTED MORE THAN 30
[02:00:05] YEARS AGO WITH OUR FIRST FLIGHT INTO SEA
[02:00:09] FROM JAPAN. SO WE ARE VERY ACTIVE NOT
[02:00:13] ONLY WITH TOURISM, BUT CULTURAL EXCHANGE
[02:00:16] PROGRAMS. WE HIGHLIGHTED JUST
[02:00:19] TODAY THE UK, GERMANY, AND AUSTRALIA,
[02:00:24] BECAUSE THERE ARE MOST ACTIVE MARKETS
[02:00:26] THAT SHOW US REAL RESULTS.
[02:00:31] IN CHINA, WE'VE PULLED BACK OUR
[02:00:35] MARKETING STRATEGY. WE DO
[02:00:38] HAVE A REALLY GREAT WECHAT PROGRAM
[02:00:44] FOR THE SEA AIRPORT,
[02:00:48] BUT RIGHT NOW, FOR THE AVERAGE CHINESE
[02:00:52] PERSON, IT'S REALLY DIFFICULT TO GET A
[02:00:55] VISA TO COME TO THE UNITED STATES.
[02:00:58] AND I THINK UNTIL OUR GOVERNMENT
[02:01:01] RELATIONS IMPROVE THERE, IT'S GOING TO
[02:01:04] BE A CHALLENGING MARKET.
[02:01:09] AND I WOULD ADD COMMISSIONERS, THAT WHAT
[02:01:13] WE SHOW IS A SLICE OF WHAT WE'RE DOING.
[02:01:15] BUT I THINK IT MAY BE JUST A BIT
[02:01:18] MISLEADING BECAUSE THERE ARE OTHER
[02:01:20] PLAYERS THAT WERE PARTNERS IN OUR
[02:01:22] INTERNATIONAL MARKETS. AND ONE OF THE
[02:01:24] KEY ONES IS SEATTLE. AND SO THERE ARE
[02:01:26] SOME AREAS WHERE WE FOLLOW. WE DON'T
[02:01:30] LEAD. THOSE COUNTRIES WHERE WE ARE
[02:01:33] MAKING REALLY DEEP INVESTMENTS ARE
[02:01:35] RELATED TO TRAVEL PATTERNS THAT REALLY
[02:01:37] DIRECTLY IMPACT OUR PORT FACILITIES.
[02:01:40] BUT THEY ARE COMPLEMENTED BY VISIT
[02:01:42] SEATTLE. AND I THINK I TURN IT OVER TO
[02:01:44] DAVID BLANFORD BECAUSE I KNOW THE WTA IS
[02:01:47] ALSO A PARTNER ON THAT INTERNATIONAL
[02:01:49] LEVEL. SO THE PICTURE I PAINTED, THE
[02:01:52] PICTURE THAT PATTY AND I PAINTED, I
[02:01:53] DON'T THINK IT'S A COMPLETE ONE. AND I'D
[02:01:55] ASK MAYBE DAVID TO JUST EXPAND ON THAT
[02:01:57] TO MAKE SURE WE'RE COVERING WHAT REALLY
[02:01:59] SAM IS ASKING OR COMMISSIONER CHO IS
[02:02:01] ASKING ABOUT WITH RESPECT TO THIS SLIDE.
[02:02:04] YEAH, COMMISSIONERS, JOE, THESE ARE ALL
[02:02:07] PRIMARY MARKETS FOR US, AND ALL OF THEM
[02:02:09] HAVE A GOOD DEAL OF TIME WITH IN MARKET
[02:02:12] REPRESENTATION, SOME MAINTAINED BY THE
[02:02:14] PORT OF SEATTLE, SOME MAINTAINED BY
[02:02:16] VISIT SEATTLE, NONE MAINTAINED BY THE
[02:02:19] STATE JUST BECAUSE WE'VE BEEN OUT OF
[02:02:20] TOURISM FOR SO LONG AND WE'RE JUST
[02:02:22] TRYING TO GET BACK UP AND RUNNING. SO
[02:02:25] FOR US AT WTA, WE ARE LOOKING FOR THOSE
[02:02:28] FIRST FEW MARKETS TO DIVE INTO AND FOR
[02:02:30] US RIGHT NOW, IT MAKES SENSE TO REALLY
[02:02:32] LOOK AT UK, THE GERMAN SPEAKING MARKETS,
[02:02:34] THE PLACES WHERE WE'VE GOT THAT DIRECT
[02:02:37] AIR SERVICE, FRANKLY, ENGLISH AS
[02:02:40] A REAL STRONG LANGUAGE, THE TRAVEL
[02:02:44] PSYCHOGRAPHICS THAT WOULD LEAD SOMEONE
[02:02:47] TO RENT A CAR AND DRIVE AROUND THE STATE

[02:02:49] BEYOND SEATTLE. THAT'S WHERE WE START.
[02:02:52] BUT EVERY SINGLE ONE OF THESE MARKETS
[02:02:54] ARE SO CRITICAL TO US. I THINK THE ASIAN
[02:02:57] MARKETS ARE JUST A LITTLE BIT MORE
[02:02:58] DIFFICULT HERE IN THE HEART OF DELTA AND
[02:03:00] OMICRON TO DIVE INTO QUITE AS ROBUSTLY,
[02:03:04] BUT WE WILL BE BACK FOR SURE.
[02:03:07] OKAY. I THINK THAT'S A FAIR ASSESSMENT,
[02:03:09] BUT I JUST WANTED TO MAKE SURE WE
[02:03:11] TOUCHED UPON THIS AND CLEAR THE AIR
[02:03:14] BECAUSE I AGREE THERE'S A LOT OF WORK
[02:03:16] BEING DONE COMPREHENSIVELY, SOME THAT WE
[02:03:18] MIGHT NOT HAVE OUR HANDS ON DIRECTLY,
[02:03:21] BUT I JUST NEEDED TO DO A QUICK CHECK.
[02:03:24] SO THANK YOU ALL FOR OBLIGING AND
[02:03:26] ENTERTAINING MY QUESTIONS. THANK YOU.
[02:03:29] OKAY WITH THAT, WE'LL TURN TO
[02:03:31] COMMISSIONER MOHAMED.
[02:03:36] THANK YOU, PRESIDENT CALKINS. I'LL KEEP
[02:03:39] MY QUESTION SHORT FOR DAVID
[02:03:43] AND MCDONALD. THANK YOU ALL FOR THE
[02:03:45] PRESENTATION. THAT WAS HELPFUL IS VERY
[02:03:47] DETAILED. MY QUESTION IS THERE'S A FOCUS
[02:03:51] ON WASHINGTON STATE AS A WHOLE? I'M
[02:03:53] WONDERING, HOW ARE YOU PARTNERING WITH
[02:03:56] OTHER PORTS THAT COULD BE BENEFITING
[02:03:58] FROM ALL THE INVESTMENTS THAT WE ARE
[02:03:59] MAKING HERE AROUND TOURISM? ARE WE IN
[02:04:03] COMMUNICATIONS THAT YOU COULD JUST KIND
[02:04:04] OF EXPLAIN THAT THAT'D BE HELPFUL.
[02:04:08] YES. THE ANSWER IS YES.
[02:04:11] I WOULD LIKE TO DO AN ILU SO
[02:04:14] I CAN DIG IN AND ANSWER THAT QUESTION
[02:04:16] WITH MORE DETAILS. BUT I KNOW THAT WE
[02:04:18] HAVE STRONG RELATIONSHIPS ACROSS STATE
[02:04:21] WITH OTHER PORTS. MANY OTHER PORTS ARE
[02:04:23] VITALLY INTERESTED IN TOURISM. I KNOW
[02:04:25] WE'VE MADE A FEW GRANTS TO THE PORT
[02:04:27] PARTNERS THROUGH OUR OWN PROGRAM, SO THE
[02:04:31] CONNECTIONS ARE THERE.
[02:04:36] I'VE GIVEN YOU A COUPLE OF EXAMPLES.
[02:04:38] MAYBE I WOULD CALL ON PATTY TO
[02:04:40] COMPLIMENT ANYTHING I SAID. BUT.
[02:04:42] ALSO, COMMISSIONER MOHAMED, I WOULD LIKE
[02:04:44] JUST A MOMENT AND DIG A LITTLE FURTHER
[02:04:46] TO MAYBE PUT A LITTLE OF THIS IN WRITING
[02:04:49] FOR ALL OF YOU. PATTY OR
[02:04:52] DAVE, DO YOU HAVE ANYTHING TO ADD THERE
[02:04:54] THAT WOULD HELP? YES. I WOULD ADD THAT
[02:04:57] WE'VE WORKED WITH THE PORT THROUGHOUT
[02:04:58] THE STATE ON SALES MISSIONS. FOR
[02:05:01] EXAMPLE, WHEN WE TRAVEL OVERSEAS, WE'VE
[02:05:03] HAD COMMISSIONERS JOIN US TO SHARE THEIR
[02:05:06] MESSAGES AND THE WASHINGTON
[02:05:10] TOURISM ALLIANCE AS WELL. WORKING WITH
[02:05:12] PORT DISTRICTS AND ECONOMIC DEVELOPMENT
[02:05:15] DISTRICTS, MARINE HERITAGE AREAS.
[02:05:18] THINGS LIKE THAT ABSOLUTELY MAKES SENSE.
[02:05:21] WE'RE RUNNING PARALLEL COURSES, AND IT
[02:05:23] OFTEN MAKES SENSE TO PARTNER ON PROJECTS
[02:05:26] AND PROMOTIONS. SO THAT HAPPENS
[02:05:28] THROUGHOUT THE YEAR AND ACROSS ALL OF
[02:05:29] THE DIFFERENT PROGRAMS THAT I'VE

[02:05:32] PRESENTED EARLIER.
[02:05:35] THANK YOU, DAVE, PATTY AND MCDONALD.
[02:05:39] I APPRECIATE THAT. I HAVE TWO SISTERS
[02:05:41] THAT LIVED IN LONDON. SO SINCE I WAS 13,
[02:05:44] I'VE BEEN TRAVELING TO LONDON A LOT.
[02:05:46] AND AS AN IMMIGRANT, WE HAVE FAMILY
[02:05:49] MEMBERS ALL OVER THE WORLD. AND SO AS A
[02:05:52] COLLEGE STUDENT, I WOULD JUST GO FROM
[02:05:54] PLACE TO PLACE AND JUST STAY AT
[02:05:55] SOMEBODY'S PAL. SO I REALLY APPRECIATE
[02:05:57] THE WORK THAT YOU GUYS ARE DOING AROUND
[02:05:59] TOURISM AND THE INVESTMENTS THAT YOU'RE
[02:06:01] MAKING AND BEING INCLUSIVE AND THINKING
[02:06:04] ABOUT EQUITY AND HOW TO BE MORE
[02:06:05] SUSTAINABLE HAS TO BE AT THE FOREFRONT
[02:06:08] OF THAT. AND I LOOK FORWARD TO LEARNING
[02:06:10] MORE ABOUT WHAT YOU GUYS ARE WORKING ON.
[02:06:11] THANK YOU. THANK YOU. ALL RIGHT,
[02:06:15] COMMISSIONER. HOW'S IT GOING? THANK YOU.
[02:06:18] PRESIDENT CALKINS, THANK YOU SO MUCH.
[02:06:20] DAVE MCFADDEN, DAVE BLANFORD. THANK YOU
[02:06:22] SO MUCH, GAIL, FOR YOUR TIME. YOUR
[02:06:23] EXPERTISE. I'M WONDERING IF YOU COULD
[02:06:25] SPEAK A LITTLE BIT TO YOUR GRANT PROCESS
[02:06:29] AND HOW IT WAS PROMOTED. I'M LOOKING AT
[02:06:32] THE LIST OF GRANTEES HERE, AND I'M
[02:06:36] WONDERING IF ANY OF THESE HAVE
[02:06:39] INCORPORATED. IT SEEMS TO ME THAT
[02:06:42] THERE'S NO ONE HERE THAT REALLY FOCUSES
[02:06:45] ON SOME OF OUR HISTORIC NEIGHBORHOODS
[02:06:48] THAT ARE PORT ADJACENT. THEY'RE CLOSE TO
[02:06:51] THE WATERFRONT. THEY HEAVILY RELY UPON
[02:06:53] THE TOURISM THAT COMES THROUGH AND THAT
[02:06:55] WE'RE HEAVILY IMPACTED BY THE RECESSION
[02:06:59] AND THE HALT AND TOURISM. SPECIFICALLY,
[02:07:02] I'M THINKING OF CHINATOWN INTERNATIONAL
[02:07:04] DISTRICT AND THINKING OF LITTLE SAIGON.
[02:07:06] I'M THINKING OF AFRICA TOWN. I'M
[02:07:09] THINKING EVEN OF SOUTH KING COUNTY
[02:07:11] NEIGHBORHOODS THAT HAVE BEEN WORKING SO
[02:07:13] HARD TO REALLY MAKE THEMSELVES APPEALING
[02:07:16] DESTINATIONS. I AM PLEASED TO SEE A
[02:07:20] LITTLE BIT ABOUT THE SPOTLIGHT SEATAC
[02:07:23] AIRPORT ADVERTISING PROGRAM, BUT I WAS
[02:07:26] HOPING THAT YOU COULD SPEAK TO THE GRANT
[02:07:28] PROCESS. IT'S GOING TO BE THESE
[02:07:30] COMMUNITIES THAT SHOWCASE THEMSELVES AS
[02:07:33] A DESTINATION FOR FOLKS FROM AROUND THE
[02:07:35] WORLD TO COME TO. BUT IF THEY
[02:07:39] DON'T HAVE ACCESS TO CONTEND FOR THOSE
[02:07:41] GRANT OPPORTUNITIES, IT'S NOT GOING TO
[02:07:43] HAPPEN FOR THEM. NO, THANK YOU.
[02:07:48] ONCE THE COMMISSIONERS AUTHORIZE THE
[02:07:50] PROGRAM, WHICH I SAID WAS AT OUR NEXT
[02:07:52] MEETING, STAFF WILL SIT BACK AND THEN
[02:07:55] DISTRIBUTE THE APPLICATION OUT AS FAR
[02:07:57] AND AS WIDE. WE WILL ECHO THAT WITH
[02:08:00] MEDIA RELEASES, WEB POSTINGS AND A
[02:08:03] SIGNIFICANT AMOUNT OF OUTREACH.
[02:08:07] WE GATHERED THE APPLICATIONS AND WE HAVE
[02:08:09] A ROOT REVIEW TEAM, AND LIKE NORMAL
[02:08:12] GRANTS, WE HAVE A SELECTION PROCESS.
[02:08:15] WHAT I WOULD SAY ABOUT THE OUTREACH IS

[02:08:17] THAT WE HAVE BUILT THAT AND WE
[02:08:20] ADD MORE NEW NAMES AND ORGANIZATIONS
[02:08:23] EVERY YEAR. AND ONE OF THE THINGS I
[02:08:25] THOUGHT RON DID PARTICULARLY WELL IS GO,
[02:08:28] WHERE ARE THOSE SUSTAINABLE
[02:08:29] ORGANIZATIONS? WHERE ARE THOSE CULTURAL
[02:08:32] AND HISTORIC ORGANIZATIONS AND START
[02:08:34] GOING OUT AND VISITING AND ENGAGING WITH
[02:08:36] THEM? SOMETIMES WE GET THE APPLICATIONS.
[02:08:40] SOMETIMES IT TOOK A COUPLE OF CYCLES.
[02:08:42] THE SUQUAMISH MUSEUM TOOK A COUPLE OF
[02:08:44] YEARS OF CULTIVATION TO GET AN
[02:08:47] APPLICATION IN. AND SO SOME OF THAT IS
[02:08:50] SOME SPECIALIZED, MORE INTENSIVE
[02:08:52] OUTREACH. I WOULD SAY
[02:08:56] WE HAVE A GOOD LIST, BUT WE ARE ALWAYS
[02:08:58] OPEN AND IT'S NEVER COMPLETE.
[02:09:02] AND SO I NEED THE COMMISSIONERS HELP
[02:09:04] HERE. IF YOU HAVE IDEAS,
[02:09:07] PARTNERS THAT YOU CAN INTRODUCE US TO,
[02:09:10] PLEASE DO IT. SEVERAL OF THE
[02:09:13] ORGANIZATIONS YOU MENTIONED, I SMILED
[02:09:15] BECAUSE I KNOW WE HAVE CONNECTED WITH
[02:09:17] THEM, BUT DEEPENING THAT CONNECTION,
[02:09:21] MAKING SURE WE'RE HOLDING THE HANDS TO
[02:09:24] ADDRESS MAYBE SOME CAPACITY ISSUES
[02:09:26] AROUND OUR PROGRAM. WE'RE ASKING FOR
[02:09:29] HELP. WE WOULD APPRECIATE IT. THANK YOU.
[02:09:32] THANK YOU. AND I WILL ONLY ADD THAT.
[02:09:35] YES. PLEASE DO CONSIDER ME PERSONALLY
[02:09:39] AND ALL OF US AS COMMISSIONERS AS A
[02:09:41] RESOURCE TO YOU IN HELPING REACH SOME
[02:09:44] OF THESE HISTORICALLY EXCLUDED
[02:09:47] COMMUNITIES WHO, FOR ONE REASON OR
[02:09:50] ANOTHER HAVE TROUBLE EITHER LEARNING
[02:09:53] ABOUT OR CONTENDING FOR SOME OF THESE
[02:09:56] REALLY WONDERFUL GRANT OPPORTUNITIES.
[02:09:59] SO THANK YOU VERY MUCH. AND I LOOK
[02:10:01] FORWARD TO CONTINUING THAT CONVERSATION.
[02:10:04] THANK YOU, COMMISSIONERS. THANK YOU
[02:10:08] ALL. THANKS FOR THE PRESENTATION AND
[02:10:11] THANKS FOR THE THOUGHTFUL QUESTIONS AND
[02:10:12] COMMENTS FROM COMMISSIONERS. WE GOT ONE
[02:10:14] MORE QUESTION. THANK YOU, COMMISSIONER
[02:10:17] CALKINS, BECAUSE I DID NOTE, THOUGH WE HAD
[02:10:20] A VERY OPTIMISTIC LOOK AT THE RETURN OF
[02:10:22] CRUISE AND WE BUDGETED,
[02:10:25] I BELIEVE, 25% LAST YEAR,
[02:10:29] AND I THINK WE'RE BUDGETING 75% RECOVERY
[02:10:33] FOR THIS YEAR. AND OBVIOUSLY THE CDC'S
[02:10:37] LATEST ANNOUNCEMENT IS NOT ENCOURAGING
[02:10:39] HOW LONG THIS WHOLE SITUATION SUSTAINS
[02:10:43] ITSELF, HOPEFULLY FOLLOWING THE SOUTH
[02:10:46] AFRICA GLOWOVER. BUT I'M JUST WONDERING,
[02:10:50] IN TERMS OF WHETHER YOUR STRATEGIES WILL
[02:10:52] CHANGE IN TERMS OF THE INTERNATIONAL
[02:10:54] OUTREACH IF THAT CRUISE SITUATION DOES
[02:10:58] NOT LOOK AS ROSY AS IT'S PROJECTED TO
[02:11:00] BE. PATTY WELL
[02:11:05] IN OUR INTERNATIONAL MARKETS AND
[02:11:07] PARTICULARLY GERMANY,
[02:11:09] AUSTRALIA AND THE UK. WE HAVE VERY
[02:11:12] STRONG RELATIONSHIPS WITH THE KING

[02:11:15] COUNTY BASED CRUISE LINES, AND THEY'RE
[02:11:18] GOING FULL STEAM AHEAD. THEY ARE TRYING
[02:11:21] THEIR BEST TO STAY OPTIMISTIC. A LOT OF
[02:11:24] THE PASSENGERS THAT THEY WILL HAVE IN
[02:11:27] 2022 WILL BE PASSENGERS THAT HAD TO
[02:11:30] DELAY THEIR TRIPS BECAUSE OF THE
[02:11:31] PANDEMIC. BUT FOR EXAMPLE OF
[02:11:36] OUR RELATIONSHIPS, WE'LL BE DOING A ROAD
[02:11:39] TRIP WITH RCL IN GERMANY
[02:11:44] IN LATE MARCH APRIL TO VISIT
[02:11:48] SOME 13 DIFFERENT CITIES IN GERMANY,
[02:11:51] AUSTRALIA AND SWITZERLAND TO PROMOTE
[02:11:54] SAILING FROM SEATTLE TO ALASKA FOR
[02:11:58] OUR SALES MISSION. ACTUALLY, AT THE END
[02:12:01] OF MARCH, RCL WILL BE JOINING
[02:12:06] FORCES WITH US TO HOST
[02:12:10] A WELCOME RECEPTION. SO WE'RE WORKING
[02:12:13] REALLY VERY ACTIVELY WITH THESE
[02:12:15] DIFFERENT CRUISE LINES. WE SEE THEM AS
[02:12:17] AN EXTENSION OF OUR SALESFORCE,
[02:12:20] AND THEIR RELATIONSHIPS ARE VERY
[02:12:22] IMPORTANT TO US. I FULLY UNDERSTAND THAT
[02:12:27] IT'S WHEN THE FEDERAL GOVERNMENT IS
[02:12:28] SAYING WE DISCOURAGE YOU FROM TAKING
[02:12:30] CRUISES. THAT DOESN'T HELP, RIGHT?
[02:12:33] SO THEY'RE NOT SAYING THERE'S
[02:12:37] A PROHIBITION ON THAT. AND I DON'T KNOW
[02:12:40] WHETHER THE RATE OF INFECTION IS ANY
[02:12:42] WORSE THAN WHAT WE'RE SEEING RIGHT NOW
[02:12:44] ON THE STREETS, WHICH IS TERRIBLE. BUT
[02:12:48] ANYWAY, I DIDN'T KNOW WHETHER YOU HAD A
[02:12:50] CONTINGENCY PLAN IF AND THINGS LOOKED
[02:12:52] POOR TO RESPOND.
[02:12:56] I THINK WE ALL HAVE A PLAYBOOK CALLED
[02:12:59] CONTINGENCY THE SHORELINE THROUGH THIS
[02:13:02] PRESENTATION IS THAT WE HAVE BEEN
[02:13:05] ADJUSTING, REPOSITIONING AND RETIMING
[02:13:08] THE THINGS WE'RE DOING FOR THIS
[02:13:10] INDUSTRY. AND CRUISE IS A PART OF THAT.
[02:13:12] AND SO AS MUCH AS PATTY AND WE
[02:13:15] HAVE PLANS AND PARTNERS OUT THERE THAT
[02:13:18] ARE TRYING TO FILL THOSE VESSELS,
[02:13:20] THINGS CAN CHANGE AND WE WILL CHANGE AND
[02:13:22] ADJUST ALONG WITH THAT. I WOULD
[02:13:26] JUST ADD THAT ONE OF OUR STRATEGIES
[02:13:29] FOR THE PAST COUPLE OF YEARS HAS BEEN
[02:13:31] PRODUCING INSPIRATIONAL DESTINATION
[02:13:34] PUBLICITY. WE'VE BEEN TURNING OUT
[02:13:36] NEWSLETTERS BASED ON VARIOUS THEMES JUST
[02:13:39] TO KEEP SEATTLE AND WASHINGTON STATE ON
[02:13:43] THE RADAR. WE SHOULD BE TELLING PEOPLE
[02:13:46] TO FLY TO SEATTLE WHETHER OR NOT THEY
[02:13:48] CAN GET ON A CRUISE THE CONTINGENCY. SO
[02:13:50] SPEND A WEEK IN THE MOUNTAINS INSTEAD.
[02:13:53] IF YOU HAVE TO, YOU CAN FIND GLACIERS
[02:13:55] HERE, TOO. BUT, STEVE, YOU HAD A
[02:13:58] POINTER. YEAH, COMMISSIONERS. SINCE YOU
[02:14:02] MENTIONED CRUISE AND YOU MENTIONED THE
[02:14:03] CDC ORDER, I JUST HAD TO MENTION
[02:14:05] SOMETHING THAT WE ARE CLOSELY MONITORING
[02:14:08] THAT WE HAVE STEPHANIE JONES STEVENS
[02:14:10] HERE, A MANAGING DIRECTOR OF MARITIME
[02:14:13] HERE. I JUST WANT TO LET ALL THE

[02:14:14] COMMISSIONERS KNOW THAT WE ARE
[02:14:15] CONTINUING TO MONITOR THAT SITUATION.
[02:14:17] AND I THINK DAVE MCFADDEN SAID IT VERY
[02:14:21] WELL. WE HAVE TO JUST PLAN AND WE HAVE
[02:14:22] TO BE FLEXIBLE AND ADAPT TO IT. BUT JUST
[02:14:24] TO LET YOU KNOW, COMMISSIONERS, WE ARE
[02:14:26] MONITORING THAT SITUATION VERY CLOSELY
[02:14:28] IN THOSE DEVELOPMENTS AND KEEPING
[02:14:30] CONTACT WITH THE CRUISE INDUSTRY AS WELL
[02:14:32] TO SEE HOW THESE TRENDS WILL GO IN THE
[02:14:34] COMING WEEKS AND MONTHS HERE BEFORE
[02:14:36] CRUISES AND COMES TO US. SO I'LL JUST
[02:14:39] STOP THERE SINCE IT WAS MENTIONED.
[02:14:41] COMMISSIONER FELLOW, AND I JUST WANTED
[02:14:43] TO SAY THAT IT'S NOT LIKE SOMETHING THAT
[02:14:45] CAUGHT US. WE'RE NOT UNAWARES OF
[02:14:48] MONITORING. THANK YOU, EXECUTIVE
[02:14:51] DIRECTOR METRUCK. ANY FURTHER QUESTIONS
[02:14:54] FROM COMMISSIONERS?
[02:15:00] ALL RIGHT. THANK YOU ALL AGAIN FOR YOUR
[02:15:03] PRESENTATION. AND WITH THAT, I'M GOING
[02:15:05] TO ASK CLERK HART TO READ THE NEXT ITEM
[02:15:09] INTO THE RECORD. AND THEN AGAIN,
[02:15:11] EXECUTIVE DIRECTOR METRUCK WILL INTRODUCE
[02:15:12] THE ITEM. THANK YOU, MR. COMMISSIONERS.
[02:15:15] PRESIDENT, THIS IS AGENDA ITEM ELEVEN B,
[02:15:17] THE 2022 FEDERAL LEGISLATIVE AGENDA
[02:15:19] BRIEFING.
[02:15:24] THANK YOU, COMMISSIONERS. THANK YOU,
[02:15:26] CLERK HART, COMMISSIONERS. NEXT, YOU'LL
[02:15:29] RECEIVE A BRIEFING ON THE PORT'S 2022
[02:15:31] FEDERAL LEGISLATIVE PRIORITIES. IT
[02:15:33] CONTINUES SOME 2021 PRIORITIES AND ADDS
[02:15:36] ITEMS THAT REFLECT CHANGES OR ADDITIONS
[02:15:38] TO PORT PRIORITIES. THIS DRAFT
[02:15:39] INCORPORATES FEEDBACK FROM YOUR STAFF
[02:15:41] AND EXTERNAL PARTNERS. WE LOOK FORWARD
[02:15:43] TO YOUR CONTINUED INPUT ON THIS DRAFT
[02:15:45] BEFORE WE SEEK FINAL APPROVAL AT THE
[02:15:47] NEXT COMMISSIONERS MEETING. KEY FOCUS
[02:15:49] AREAS INCLUDE COMPETITIVE TRADE
[02:15:51] POLICIES, SOLUTIONS TO ADDRESS THE
[02:15:53] CLIMATE CRISIS AND SUFFICIENT
[02:15:55] INFRASTRUCTURE FUNDING AND FLEXIBILITY.
[02:15:57] WITH THAT PRESENTER, I'LL INTRODUCE
[02:16:01] THE PRESENTER, ERIC SCHINFELD, SENIOR
[02:16:03] MANAGER OF FEDERAL AND INTERNATIONAL
[02:16:04] GOVERNMENTAL RELATIONS. ERIC.
[02:16:07] FANTASTIC. WELL, GOOD AFTERNOON,
[02:16:09] COMMISSIONERS. GOOD AFTERNOON,
[02:16:10] EXECUTIVE DIRECTOR METRUCK, REALLY
[02:16:12] PLEASED TO BE HERE WITH YOU TODAY AGAIN.
[02:16:14] ERIC SCHINFELD, SENIOR MANAGER OF FEDERAL
[02:16:16] AND INTERNATIONAL GOVERNMENT RELATIONS.
[02:16:18] REALLY PLEASED TO BE HERE TODAY. THE
[02:16:19] FIRST COMMISSION MEETING OF THE YEAR,
[02:16:20] THE FIRST COMMISSION MEETING FOR OUR TWO
[02:16:22] NEW COMMISSIONERS. SO WELCOME. I WILL
[02:16:24] SAY THAT TRYING TO DO THIS PRESENTATION
[02:16:27] IN THE LIMITED TIME THAT WE HAVE TODAY,
[02:16:29] I WILL MOSTLY FOCUS ON THE NEW ITEMS
[02:16:31] THAT WE ARE PROPOSING FOR 2022.
[02:16:33] OBVIOUSLY, A LOT OF THE AGENDA IS ROLLED

[02:16:35] OVER FROM 2021. SO FOR THOSE TWO NEW
[02:16:37] COMMISSIONERS, WE HAVE NOT HAD A CHANCE
[02:16:39] TO BRIEF YOU ON SOME OF OUR EXISTING AND
[02:16:42] CONTINUING ITEMS. HAPPY TO TALK ABOUT
[02:16:44] THOSE DURING THE Q AND A PERIOD TODAY.
[02:16:46] ALSO HAPPY TO TALK OFFLINE AND DO A FULL
[02:16:48] BRIEFING JUST IN THE INTEREST OF TIME
[02:16:50] HERE. BUT WE WILL CONTINUE ON THE NEXT
[02:16:53] SLIDE, PLEASE. SO WHAT WE DO WITH OUR
[02:16:56] FEDERAL AGENDA EACH YEAR, WE TALK ABOUT
[02:16:58] OUR ACCOMPLISHMENTS, OUR SUCCESSES IN
[02:16:59] THE PREVIOUS YEAR. WE LOOK AHEAD TO THE
[02:17:01] POLITICAL CLIMATE AND THE ENVIRONMENT IN
[02:17:03] THE YEAR AHEAD. AND THEN WE TALK ABOUT
[02:17:05] OUR FEDERAL LEGISLATIVE AGENDA AND
[02:17:06] REALLY THREE TRANCHES. FIRST OF ALL,
[02:17:08] OUR PRIORITY ITEMS, THOSE THAT WE'RE
[02:17:10] GOING TO SPEND THE MOST AMOUNT OF TIME
[02:17:11] AND EFFORT ON. SECOND, THOSE ITEMS THAT
[02:17:14] WE WILL SUPPORT AND ENGAGE ON AS
[02:17:15] NECESSARY AS NEEDED. AND THEN FINALLY,
[02:17:17] THOSE ITEMS THAT WE WILL MONITOR AND
[02:17:19] ONLY ENGAGE ON IF WE ARE ABSOLUTELY
[02:17:21] REQUIRED TO DO SO. AND OF COURSE, WE'LL
[02:17:23] TAKE YOUR FEEDBACK TODAY. AS EXECUTIVE
[02:17:25] DIRECTOR, METRUCK SAID, WE'LL
[02:17:26] INCORPORATE THAT BRING THIS AGENDA BACK
[02:17:28] TO YOU AT THE MEETING ON JANUARY 25.
[02:17:30] AND THEN WE WILL ASK FOR YOUR APPROVAL
[02:17:32] AND THEN MOVE FORWARD WITH THE
[02:17:33] IMPLEMENTATION. SO NEXT SLIDE, PLEASE.
[02:17:36] LIKE I SAID, WE DO LIKE TO START WITH
[02:17:37] OUR SUCCESSES, AND THIS LIST IS REALLY
[02:17:40] IMPORTANT TO LOOK AT, NOT BECAUSE IT
[02:17:42] SHOWS WHAT AN INCREDIBLE FEDERAL
[02:17:44] LOBBYIST I AM ON BEHALF OF THE PORT,
[02:17:45] ALTHOUGH OBVIOUSLY I AM. BUT REALLY IT
[02:17:48] SHOWS THE IMPORTANT AND REALLY
[02:17:51] VALUED SUPPORT AND RECOGNITION
[02:17:55] THAT WE GET. YOU'RE SPEAKING UP. I'M
[02:17:57] SORRY. CAN YOU HEAR ME NOW? IS IT JUST
[02:18:01] ME? I'M SORRY I LOSE YOU THERE FOR A
[02:18:03] SECOND. NO.
[02:18:07] CAN YOU HEAR ME NOW? I HEAR ERIC.
[02:18:10] FINE. MY APOLOGIES. GREAT. I WILL
[02:18:14] UNMUTE FRED. SO,
[02:18:17] AS I SAID, THIS LIST REALLY SHOWS THE
[02:18:20] INCREDIBLE SUPPORT THAT WE GET FROM DC,
[02:18:23] FROM THE BIDEN ADMINISTRATION, FROM OUR
[02:18:25] MEMBERS OF CONGRESS, FROM WASHINGTON
[02:18:27] STATE AND OTHERS. THEY TRULY RECOGNIZE
[02:18:29] THE VALUE AND IMPORTANCE OF SEAPORTS OF
[02:18:31] AIRPORTS, AND THEY ARE INVESTING BOTH IN
[02:18:34] TERMS OF RESOURCES AND POLICY TO HELP US
[02:18:36] BE SUCCESSFUL IN OUR MISSION AND OUR
[02:18:38] GOALS. SO YOU CAN SEE HERE SOME OF THE
[02:18:40] DOLLAR FIGURES, IN PARTICULAR THE
[02:18:42] PASSAGE OF THE AMERICAN RESCUE PLAN AT
[02:18:43] THE BEGINNING OF LAST YEAR,
[02:18:45] \$154,000,000 TO BACKFILL LOSSES
[02:18:49] FROM COVID AT SEA AS WELL AS \$21 MILLION
[02:18:52] THAT ALLOWED US TO PROVIDE RENT RELIEF
[02:18:54] TO SOME OF OUR TENANTS AND CONCESSION

[02:18:55] HEIRS FOR THE INFRASTRUCTURE INVESTMENT
[02:18:58] ACT, THE INFRASTRUCTURE BILL THAT JUST
[02:18:59] PASSED RECENTLY. WE WILL GET JUST BY
[02:19:02] FORMULA ALONE ABOUT \$240,000,000 OVER
[02:19:05] THE NEXT FIVE YEARS. AND THEN WE WILL
[02:19:07] HAVE THE OPPORTUNITY TO COMPETE
[02:19:08] SUCCESSFULLY FOR MONEY FOR BOTH THE
[02:19:10] AIRPORT AND THE SEAPORT. THESE NUMBERS
[02:19:12] ARE TOTAL GUESSES RIGHT NOW. BUT
[02:19:13] OBVIOUSLY THESE ARE GOALS. IF WE'RE
[02:19:15] REALLY ON OUR GAME AND REALLY APPLYING
[02:19:17] FOR ALL THE MONEY WE CAN POSSIBLY APPLY
[02:19:18] FOR, IT COULD BE IN THAT \$50 TO \$25
[02:19:21] MILLION RANGE. THERE THE ALASKA TOURISM
[02:19:24] RECOVERY ACT, A HUGE SUCCESS. AND AGAIN,
[02:19:26] A RECOGNITION FOR SENATOR CANTWELL,
[02:19:28] SENATOR MURRAY, ALSO, SENATOR MURKOWSKI
[02:19:31] FROM ALASKA. WITHOUT THIS PIECE OF
[02:19:33] LEGISLATION, WE WOULD NOT HAVE BEEN ABLE
[02:19:35] TO HAVE A CRUISE SEASON AT ALL LAST YEAR
[02:19:37] BECAUSE OF THE RESTRICTION ON CRUISING
[02:19:39] IN CANADIAN WATERS IN 2021. AND SO
[02:19:41] AGAIN, JUST AN INCREDIBLE THANK YOU TO
[02:19:43] OUR SENATORS AND TO OUR WASHINGTON
[02:19:45] CONGRESSIONAL DELEGATION. THEY
[02:19:46] UNDERSTAND THE IMPORTANCE OF OUR WORK,
[02:19:49] THE ECONOMIC IMPACT OF OUR WORK, AND
[02:19:51] THEY'RE TAKING EXTRAORDINARY STRIDES TO
[02:19:52] MAKE SURE THAT WE'RE SUPPORTED.
[02:19:54] YOU'LL SEE HERE THIS LIST OF VISITS FROM
[02:19:57] FEDERAL ELECTED OFFICIALS. AND IT'S JUST
[02:19:58] SUCH A GREAT OPPORTUNITY FOR US TO MEET
[02:20:01] WITH MEMBERS OF PRESIDENT BIDEN'S
[02:20:03] CABINET. OTHER KEY APPOINTED OFFICIALS
[02:20:06] SHARE ALL THE GREAT WORK THAT THE PORT
[02:20:08] OF SEATTLE IS DOING, TALK ABOUT AREAS
[02:20:10] FOR PARTNERSHIP AND COLLABORATION AND
[02:20:12] REALLY BUILD THOSE RELATIONSHIPS THAT WE
[02:20:13] CAN TAKE ADVANTAGE OF OVER THE NEXT
[02:20:15] SEVERAL YEARS, THE COMMERCE SECRETARY,
[02:20:17] THE DEPUTY TRANSPORTATION SECRETARY,
[02:20:19] THE CHAIR OF THE COUNCIL ON
[02:20:20] ENVIRONMENTAL QUALITY, ALL FANTASTIC
[02:20:22] OPPORTUNITIES TO REALLY PURSUE OUR
[02:20:23] AGENDA JOINTLY WITH THE BIDEN
[02:20:25] ADMINISTRATION. AND THEN THE LAST THING
[02:20:27] I'LL HIGHLIGHT ON THIS SLIDE IS THE WORK
[02:20:29] THAT WE'RE REALLY FOCUSED ON, WHICH IS
[02:20:31] ADDRESSING AIRCRAFT EMISSIONS AND NOISE.
[02:20:33] AND THAT WORK IS NOT ONLY DONE IN
[02:20:35] INCREDIBLE PARTNERSHIP WITH THE BIDEN
[02:20:37] ADMINISTRATION AND WITH THE WASHINGTON
[02:20:39] CONGRESSIONAL DELEGATION, BUT ALSO WITH
[02:20:41] THE CITIES AROUND THE AIRPORT. AND
[02:20:42] THEY'RE GREAT PARTNERS. AND WE'VE
[02:20:44] IDENTIFIED SOME GREAT OPPORTUNITIES FOR
[02:20:45] COLLABORATION ON THESE ISSUES. NEXT
[02:20:47] SLIDE. SO 2022
[02:20:51] IS GOING TO BE A DIFFICULT YEAR, AS IT
[02:20:53] HAS BEEN OVER THE LAST FEW YEARS. THIS
[02:20:55] IS A MIDTERM ELECTION FOR MEMBERS OF THE
[02:20:58] HOUSE OF REPRESENTATIVES AND SOME OF THE
[02:20:59] MEMBERS OF THE SENATE. AND SO USUALLY IN

[02:21:01] A MIDTERM ELECTION YEAR, YOU'RE GOING TO
[02:21:04] HAVE LESS LEGISLATION AND MORE FOLKS
[02:21:06] FOCUSED ON THEIR ELECTIONS. THERE IS
[02:21:08] STILL SOME OPPORTUNITY FOR SOME
[02:21:10] LEGISLATION TO PASS THIS YEAR, AND EVEN
[02:21:12] MORE SO, THERE'S OPPORTUNITIES FOR THE
[02:21:13] BIDEN ADMINISTRATION TO MAKE GREAT
[02:21:15] PROGRESS THROUGH EXECUTIVE ACTION,
[02:21:17] THROUGH RULEMAKING, AGENCY REGULATIONS,
[02:21:19] ETC. SOME OF THE AREAS THAT WE SEE
[02:21:21] OPPORTUNITIES FOR LEGISLATIVE PROGRESS
[02:21:24] ARE APPROPRIATIONS, SOME SCALED BACK
[02:21:27] FORM OF THE BUILD BACK BETTER ACT. AND
[02:21:29] AS I SAID EARLIER, THE IMPLEMENTATION OF
[02:21:31] THE INFRASTRUCTURE BILL NOT ONLY GETTING
[02:21:33] AS MUCH MONEY AS WE CAN FOR OUR
[02:21:35] PRIORITIES AND OUR PARTNER'S PRIORITIES,
[02:21:37] BUT ALSO MAKING SURE THAT AS THE
[02:21:39] REGULATIONS ARE STRUCTURED FOR WHAT
[02:21:41] THOSE GRANT PROGRAMS WILL LOOK LIKE,
[02:21:42] THAT THEY'RE STRUCTURED IN SUCH A WAY
[02:21:44] THAT WE HAVE THE BEST OPPORTUNITY TO BE
[02:21:45] SUCCESSFUL COMPETING FOR THOSE DOLLARS.
[02:21:47] AND AGAIN, IN AREAS OF EXECUTIVE AGENCY
[02:21:49] PROGRESS, COVID, CLIMATE, TRADE,
[02:21:52] IMMIGRATION, JUST A FEW EXAMPLES THERE.
[02:21:54] NEXT SLIDE.
[02:21:56] SO WE DIVIDE OUR PRIORITY ITEMS INTO
[02:21:59] PORT WIDE ISSUES AVIATION AND MARITIME
[02:22:01] FOR PORT WIDE. EVERY YEAR, WE REALLY
[02:22:03] HAVE THREE PORT WIDE PRIORITIES, AND
[02:22:04] THOSE ARE TRADE, CLIMATE AND
[02:22:06] IMMIGRATION. THEY'VE BEEN PRIORITIES FOR
[02:22:08] A LONG TIME NOW. WE WORK REALLY HARD ON
[02:22:10] THESE ISSUES. THESE ISSUES ARE IMPORTANT
[02:22:11] NOT ONLY TO US BUT TO OUR PARTNERS AND
[02:22:13] TO OUR COMMUNITY. THE CHANGE FOR THIS
[02:22:15] YEAR THAT WE'RE PROPOSING IS REALLY
[02:22:17] SPECIFICALLY FOCUSED AROUND NOT ONLY THE
[02:22:19] SUPPLY CHAIN CONGESTION ISSUES THAT
[02:22:21] WE'VE HAD, BUT ALSO THE INFLATION THAT
[02:22:23] CONSUMERS HAVE FACED. AND THAT'S A REAL
[02:22:25] OPPORTUNITY FOR THE BIDEN ADMINISTRATION
[02:22:27] THROUGH EXECUTIVE ACTION TO ADDRESS
[02:22:29] THINGS LIKE TARIFFS TO ADDRESS SUPPLY
[02:22:31] CHAIN CONGESTION. THEY'VE ALREADY BEEN A
[02:22:32] GREAT PARTNER. LOTS OF OPPORTUNITIES FOR
[02:22:34] 2022 TO LOWER PRICES AND MAKE SURE
[02:22:37] PEOPLE HAVE THE GOODS THAT THEY WANT ON
[02:22:38] TIME. NEXT SLIDE FOR AVIATION.
[02:22:42] AGAIN, THE INFRASTRUCTURE BILL IS KEY,
[02:22:44] BUT I ALSO WANT TO HIGHLIGHT TWO ITEMS
[02:22:46] FOR THE BUILDBACK BETTER ACT. YOU'VE
[02:22:48] HEARD ABOUT THE BUILDBACK BETTER ACT
[02:22:49] SEVERAL TIMES NOW, INCLUDING IN
[02:22:52] COMMISSIONER FELLOWMAN'S OPENING
[02:22:53] REMARKS. IT'S NOT GOING TO BE THE FULL
[02:22:55] BILL THAT WAS PASSED OUT OF THE HOUSE.
[02:22:57] UNFORTUNATELY, THERE ARE NOT 50 VOTES IN
[02:22:58] THE SENATE FOR THAT BILL, BUT WE DO FEEL
[02:23:01] REAL OPTIMISM THAT THERE IS A DEAL TO BE
[02:23:03] HAD IF ALL PARTIES ARE INTERESTED IN THE
[02:23:05] DEAL AND THE CLIMATE PROVISIONS IN

[02:23:07] PARTICULAR HAVE A LOT OF MOMENTUM BEHIND
[02:23:09] THEM. FOR US, THE PROVISIONS AROUND
[02:23:11] SUSTAINABLE AVIATION FUELS, BOTH THE TAX
[02:23:13] CREDITS AND THE GRANT PROGRAM REALLY
[02:23:15] WOULD BE INCREDIBLY HELPFUL AND VALUABLE
[02:23:17] FOR US TO BE ABLE TO PURSUE OUR GOALS
[02:23:19] AROUND SUSTAINABLE AVIATION FUELS. NEXT
[02:23:20] SLIDE AND THEN THIS SLIDE
[02:23:24] IS PARTICULARLY IMPORTANT, I WANT TO
[02:23:25] HIGHLIGHT, BECAUSE ALL OF THESE ITEMS
[02:23:27] RELATED TO AVIATION, NOISE AND EMISSIONS
[02:23:30] ARE ALREADY SHARED CONSENSUS PRIORITIES
[02:23:32] WITH THE SIX CITIES AROUND THE AIRPORT.
[02:23:34] WE'VE DEVELOPED THESE PRIORITIES THROUGH
[02:23:36] OUR START FEDERAL WORKING GROUP. AND SO
[02:23:38] THESE ARE PRIORITIES THAT THE OTHER
[02:23:40] CITIES HAVE ALREADY SIGNED OFF ON. AND
[02:23:42] WE'RE REALLY EXCITED TO CONTINUE TO WORK
[02:23:43] WITH THE CITIES ON IMPLEMENTING ALL OF
[02:23:45] THESE. SOME OF THE MORE RECENT
[02:23:46] ADDITIONS, AS YOU SEE THERE IN THE
[02:23:48] ITALICS, ARE THE NEW LEGISLATION THAT
[02:23:50] REPRESENTATIVE SMITH HAS INTRODUCED THAT
[02:23:52] WOULD ALLOW THE EPA TO STEP IN WHERE THE
[02:23:54] FAA DOES NOT IN TERMS OF ADDRESSING
[02:23:56] AIRCRAFT NOISE AND EMISSIONS. NEXT SLIDE
[02:23:59] ON THE MARITIME SIDE, OBVIOUSLY, AGAIN,
[02:24:01] INFRASTRUCTURE, BOTH THROUGH THE
[02:24:03] INFRASTRUCTURE BILL AS WELL AS THE BUILD
[02:24:04] BACK BETTER ACT. I WANT TO HIGHLIGHT TWO
[02:24:06] ITEMS HERE AT THE BOTTOM THAT WE'RE
[02:24:08] PROPOSING FOR ADDITION, ONE IS MORE
[02:24:10] ENGAGEMENT WITH THE INTERNATIONAL
[02:24:11] MARITIME ORGANIZATION. WE KNOW THAT
[02:24:13] MARITIME DECARBONISATION IS TRULY A
[02:24:15] GLOBAL ISSUE, NOT JUST A NATIONAL ISSUE.
[02:24:18] AND SO WE NEED TO DO MORE AND MORE AT
[02:24:20] THE GLOBAL LEVEL TO ADDRESS NEW
[02:24:21] REGULATIONS AND NEW OPPORTUNITIES THERE.
[02:24:24] AND OF COURSE, WE'VE TALKED AT GREAT
[02:24:26] LENGTH ABOUT THE IMPORTANCE AND THE
[02:24:27] OPPORTUNITIES RELATED TO OFFSHORE WIND.
[02:24:30] LOTS OF OPPORTUNITIES THROUGH THE BIDEN
[02:24:31] ADMINISTRATION THROUGH LEGISLATION,
[02:24:33] BOTH THE INFRASTRUCTURE BILL AND THE
[02:24:35] BUILD BACK BETTER ACT TO CONTINUE TO
[02:24:36] PURSUE THOSE OPPORTUNITIES. NEXT SLIDE.
[02:24:38] THESE ARE ADDITIONAL ITEMS THAT ARE
[02:24:41] CARRYOVERS FROM MARITIME NEXT SLIDE.
[02:24:45] AND AGAIN, GOING BACK TO THIS SORT OF
[02:24:48] SECOND TRANCHE. THESE ARE THINGS THAT WE
[02:24:50] CARE ABOUT. WE WILL ENGAGE IN AS
[02:24:51] NECESSARY. I WILL JUST HIGHLIGHT TWO
[02:24:53] THINGS ON HERE. NUMBER ONE, AS WE JUST
[02:24:56] TALKED ABOUT THE CHANGES RELATED TO THE
[02:24:59] PANDEMIC ARE CONTINUING TO IMPACT US.
[02:25:02] AND WE'RE HEARING LOTS OF DISCUSSION,
[02:25:04] EVERYTHING FROM ON THE AVIATION SIDE.
[02:25:06] SHOULD THERE BE VACCINE MANDATES FOR AIR
[02:25:09] TRAVELERS TO, OF COURSE, WHAT WE JUST
[02:25:10] TALKED ABOUT RECENTLY RELATED TO WHAT
[02:25:13] THE CDC SAYS ABOUT THE SURETY OF CRUISE
[02:25:16] TRAVEL. SO WE WANT TO MONITOR THAT. WE

[02:25:17] WANT TO ENGAGE IN THOSE CONVERSATIONS.
[02:25:19] AS EXECUTIVE DIRECTOR, METRUCK HAS ALWAYS
[02:25:22] SAID OUR NUMBER ONE PRIORITY IS HEALTH
[02:25:24] AND SAFETY OF OUR TRAVELERS AND OUR
[02:25:26] WORKERS. AND WE REALLY BELIEVE THAT WE
[02:25:28] HAVE ON BOTH THE AIRPORT AND THE SEAPORT
[02:25:30] SIDE REALLY BEEN A LEADER IN THAT. AND I
[02:25:32] COVID ACTUALLY PROVIDE SOME BEST
[02:25:33] PRACTICES AND SOME GUIDANCE TO THE CDC
[02:25:36] AND THE FAA AS THEY CONSIDER THESE
[02:25:38] POTENTIAL CHANGES. AND THEN THE OTHER
[02:25:39] THING ON THIS SLIDE TO HIGHLIGHT IS JUST
[02:25:41] OUR CONTINUING COMMITMENT TO AFGHAN
[02:25:43] REFUGEES, NOT ONLY WELCOMING THEM
[02:25:45] THROUGH OUR AIRPORT AS THEY ARRIVE, BUT
[02:25:46] ALSO PLAYING A REALLY IMPORTANT ROLE IN
[02:25:48] HELPING THEM SETTLE HERE AND FIND
[02:25:50] OPPORTUNITIES ONCE THEY GET HERE. NEXT
[02:25:52] SLIDE ON THE AVIATION SIDE
[02:25:55] AGAIN, THE INFRASTRUCTURE BILL. I THINK
[02:25:57] IT'S REALLY IMPORTANT. I'VE SAID THIS
[02:25:58] MANY TIMES IN VARIOUS MEETINGS THAT
[02:26:00] THERE'S MONEY THAT IS DIRECTLY FOR
[02:26:02] AIRPORTS AND SEAPORTS, BUT THERE'S ALSO
[02:26:04] MONEY THAT IS GENERAL THAT WE MIGHT
[02:26:06] BENEFIT FROM. AND THIS IS JUST TWO
[02:26:07] EXAMPLES RIGHT HERE MONEY IN THE
[02:26:09] INFRASTRUCTURE BILL FOR EV
[02:26:11] INFRASTRUCTURE MONEY IN THE
[02:26:13] INFRASTRUCTURE BILL FOR HIGH SPEED RAIL.
[02:26:15] MAYBE THAT MONEY DOESN'T COME TO US,
[02:26:17] BUT WE CAN WORK WITH OUR PARTNERS AND
[02:26:18] OUR NEIGHBORS TO GET SOME OF THOSE FUNDS
[02:26:20] FOR COMMUNITY BENEFIT AND REGIONAL
[02:26:22] BENEFIT. AND WE WANT TO CONTINUE TO DO
[02:26:23] THAT. NEXT SLIDE ON THE MARITIME
[02:26:27] SIDE AGAIN, WE MENTIONED EARLIER THE
[02:26:29] ALASKA TOURISM RESTORATION ACT THAT
[02:26:31] TEMPORARILY LAST YEAR WAIVED THE
[02:26:34] REQUIREMENT THAT CRUISE SHIPS FROM
[02:26:35] SEATTLE TO ALASKA STOP IN BRITISH
[02:26:37] COLUMBIA. THAT WAS A ONE TIME WAIVER FOR
[02:26:40] LAST YEAR. THERE ARE CERTAINLY ONGOING
[02:26:41] CONVERSATIONS ABOUT WHETHER OR NOT THAT
[02:26:43] WAIVER WILL BECOME PERMANENT OR THE
[02:26:46] ALASKA TOURISM RECOVERY ACT WILL SERVE
[02:26:48] AS SOME SORT OF MOMENTUM FOR CHANGING
[02:26:50] THE PASSENGER VESSEL SERVICES ACT. I
[02:26:53] WILL JUST SAY THAT FROM OUR PERSPECTIVE,
[02:26:54] BRITISH COLUMBIA IS AN ATTRACTION FOR
[02:26:57] MANY OF OUR CRUISE TRAVELERS. SO
[02:26:59] REGARDLESS OF WHETHER IT IS REQUIRED,
[02:27:01] CERTAINLY WE BELIEVE THAT CRUISE
[02:27:03] ITINERARIES WILL STILL CONTINUE TO
[02:27:04] INCLUDE BRITISH COLUMBIA, BUT CERTAINLY
[02:27:06] WE WANT TO BE ENGAGED IN ANY
[02:27:08] CONVERSATIONS ABOUT WHETHER OR NOT THE
[02:27:10] FUNDAMENTAL LAW ITSELF CHANGES. NEXT
[02:27:11] SLIDE. AND THEN THESE ARE SORT OF,
[02:27:15] AGAIN, THE ADDITIONAL ISSUES THAT WILL
[02:27:16] MONITOR. WE WILL ONLY ENGAGE IF WE'RE
[02:27:18] ABSOLUTELY REQUIRED TO DO SO. BUT
[02:27:20] CERTAINLY THINGS THAT ARE REALLY

[02:27:21] IMPORTANT TO US, EVERYTHING FROM REAL I'D
[02:27:23] TO HOUSING AND HOMELESSNESS AND
[02:27:26] WORKFORCE DEVELOPMENT. NEXT SLIDE AND
[02:27:28] THEN SPECIFICALLY RELATED TO AVIATION
[02:27:30] AND MARITIME, SOME OF THESE VERY BASIC
[02:27:32] THINGS THAT WE JUST WANT TO MAKE SURE
[02:27:34] WE'RE PAYING ATTENTION TO,
[02:27:36] PARTICULARLY, AS YOU SEE THERE AT THE
[02:27:38] BOTTOM, RELATED TO THE FISHING INDUSTRY,
[02:27:40] THE RECOVERY OF THE FISHING INDUSTRY,
[02:27:41] AND ANY SUSTAINABILITY INITIATIVES
[02:27:43] RELATED TO THE FISHING INDUSTRY. SO THAT
[02:27:45] WAS A VERY QUICK OVERVIEW OF A VERY
[02:27:47] DENSE DOCUMENT THAT IS OUR PROPOSED 2022
[02:27:50] FEDERAL LEGISLATIVE AGENDA. AS YOU'LL
[02:27:52] SEE ON THE NEXT AND FINAL SLIDE HERE
[02:27:54] AGAIN, WE'RE HERE TO TAKE ANY FEEDBACK
[02:27:57] OR QUESTIONS OR SUGGESTIONS THAT YOU
[02:27:59] HAVE. WE'LL INCORPORATE THOSE OVER THE
[02:28:00] NEXT FEW WEEKS AND THEN COME BACK TO YOU
[02:28:02] AT THE END OF THE MONTH FOR YOUR
[02:28:03] APPROVAL AND THEN WORK VERY CLOSELY WITH
[02:28:05] YOU TO MEET WITH OUR MEMBERS OF CONGRESS
[02:28:08] TO MEET WITH FEDERAL OFFICIALS AND TO
[02:28:10] IMPLEMENT THIS FEDERAL AGENDA. AND I
[02:28:12] WILL JUST CLOSE BY SAYING, WE'RE REALLY
[02:28:14] LUCKY TO HAVE SO MANY OF OUR
[02:28:15] COMMISSIONERS WITH DEEP RELATIONSHIPS
[02:28:17] AND DEEP EXPERIENCE WORKING ON FEDERAL
[02:28:19] POLICY, WORKING WITH FEDERAL ISSUES.
[02:28:21] AND SO WE'RE ABSOLUTELY GOING TO TAKE
[02:28:22] ADVANTAGE IN NORMAL TIMES. IF THERE IS
[02:28:25] SUCH A THING ANYMORE, WE WOULD ACTUALLY
[02:28:27] GET YOU ON A PLANE AND GO TO DC. WE'LL
[02:28:29] SEE HOPEFULLY WE'LL GET TO THAT POINT.
[02:28:30] BUT IN THE MEANTIME, VIRTUAL MEETINGS
[02:28:33] HERE IN THE DISTRICT AND IN THE STATE,
[02:28:35] LOTS OF OPPORTUNITIES FOR COMMISSIONERS
[02:28:36] TO ENGAGE NOT ONLY ON WHAT THE POLICIES
[02:28:38] ARE, BUT HELPING US ACHIEVE THESE POLICY
[02:28:40] GOALS. SO I WILL STOP THERE. THANK YOU
[02:28:42] SO MUCH FOR THE TIME. AND I WILL TAKE
[02:28:43] ANY QUESTIONS OR SUGGESTIONS THAT YOU
[02:28:45] HAVE. THANK YOU, ERICA. WE'RE GOING TO
[02:28:47] GO THROUGH THE ROLE ON THIS ONE
[02:28:48] ALPHABETICALLY BECAUSE I'M CERTAIN THAT
[02:28:50] EVERYONE HAS QUESTIONS AND COMMENTS ON
[02:28:52] IT. AND SO WE'LL BEGIN WITH COMMISSIONER
[02:28:54] CHO,
[02:28:57] ACTUALLY, PER USUAL. ERIC, YOUR
[02:29:00] PRESENTATIONS ARE EXCELLENT AND
[02:29:01] THOROUGH. AND SO I THINK YOU HIT ALL THE
[02:29:04] POINTS THAT I WANTED TO HEAR ABOUT. SO
[02:29:06] I'M GOING TO YIELD TO MY COLLEAGUES AND
[02:29:08] LET THEM ASK THEIR QUESTIONS AND
[02:29:12] CONCISE, TOO. I SHOULD SAY, ERIC, GREAT
[02:29:14] JOB. ALL RIGHT, COMMISSIONER FELLEMAN,
[02:29:18] THAT WAS MY ADDITION. CONCISE QUICK.
[02:29:20] THOSE ARE THE CLARITY OF ERIC'S
[02:29:23] PRESENTATIONS. THE ONE QUESTION I HAVE
[02:29:26] IS THERE IS THIS EMERGING ISSUE THAT I
[02:29:29] TALKED WITH ENVIRONMENTAL STAFF ABOUT.
[02:29:30] AND THEN WHEN I WAS DOWN MEETING WITH

[02:29:32] THE FOLKS AT THE PORT OF SAN DIEGO THAT
[02:29:37] ARE NASCENT WORK WITH CARBON
[02:29:40] SEQUESTRATION INVOLVING PLANTING
[02:29:44] OF MARINE VEGETATION AS PART OF OUR
[02:29:46] HABITAT RESTORATION WORK, IN ADDITION TO
[02:29:49] ALL THE HABITAT BENEFITS, IS THE ABILITY
[02:29:52] FOR IT TO, WELL, THERE'S MULTIPLE
[02:29:54] BENEFITS. UNFORTUNATELY, WE DON'T GET A
[02:29:56] LOT OF CREDIT IN THE COURSE OF DOING
[02:29:59] THAT WORK FOR THE
[02:30:03] HABITAT. WE CAN TRADE THESE CREDITS.
[02:30:09] SO THIS IS LIKE AN ARMY CORPS AND NOAH
[02:30:12] AVIATION QUESTION. AND WE WERE TALKING
[02:30:16] ABOUT WHAT THE FOLKS IN SAN DIEGO IS
[02:30:17] POTENTIALLY PRESENTING A WEST COAST
[02:30:20] STRATEGY TO SEE ABOUT BUMPING UP THE
[02:30:24] VALUES SO THAT THERE'S AN ECONOMIC
[02:30:26] INCENTIVE TO DO THIS, ENHANCE THE
[02:30:29] HABITAT RESTORATION. I DON'T KNOW. YOU
[02:30:31] WENT SO QUICKLY THROUGH THE
[02:30:33] ENVIRONMENTAL STUFF, WHETHER IT'S IN
[02:30:35] THERE OR NOT, IT IS NOT. BUT THAT'S A
[02:30:36] GREAT ADDITION, COMMISSIONER. SO I'LL
[02:30:38] PROBABLY FOLLOW UP WITH YOU TO GET SOME
[02:30:40] MORE INFORMATION ON THAT. AND PROBABLY
[02:30:41] ALSO RYAN MCFARLAND WITH THE SEAPORT
[02:30:42] ALLIANCE HAS SOME MORE INFORMATION ON
[02:30:44] THAT. I KNOW HE'S BEEN THE POINT ON A
[02:30:46] LOT OF THOSE ISSUES. YEAH, I'M INSERT
[02:30:48] SANDY AND COMPANY WOULD BE GREAT TO PUT
[02:30:50] SOME FLESH ON THE BONE AS WELL. THANK
[02:30:52] YOU. THANK YOU, COMMISSIONER FELMOND.
[02:30:55] COMMISSIONER HASEGAWA.
[02:31:00] THANK YOU. PRESIDENT CALKINS ERIC.
[02:31:03] I'M GOING TO ASK FOR GRACE BECAUSE I
[02:31:06] SWEAR AT THE NEXT MEETING, I'LL BE
[02:31:08] BETTER AT FOLLOWING ALONG ELECTRONICALLY
[02:31:10] WITH YOUR POWERPOINT, SO I CAN JUST DO
[02:31:12] SEARCH TERMS, BUT I MIGHT ASK YOU TO BE
[02:31:15] REDUNDANT. SO THANK YOU IN ADVANCE FOR
[02:31:17] YOUR PATIENCE. CAN YOU CLARIFY FOR ME
[02:31:20] WHETHER THERE WERE
[02:31:24] ANY INVESTMENTS IN NOISE MITIGATION
[02:31:26] INCLUDED IN SOME OF THE FUNDING THAT
[02:31:28] WE'LL BE RECEIVING? AND CAN YOU ALSO
[02:31:31] JUST TALK ABOUT THE HEALTHY PARTS
[02:31:34] INITIATIVE AND ANY SPECIFIC
[02:31:37] ALLOCATIONS TO BENEFIT COMMUNITIES
[02:31:41] IN PARTICULAR COMMUNITIES OF COLOR?
[02:31:43] GREAT. ABSOLUTELY. FANTASTIC. AND,
[02:31:46] AUBREE, IF YOU WANT TO PULL UP THE SLIDE
[02:31:48] DECK, IT'S THE SLIDE ON THE SECOND
[02:31:50] AVIATION PRIORITY SLIDE RELATED TO
[02:31:52] AVIATION NOISE AND EMISSIONS. SO A
[02:31:55] COUPLE OF QUESTIONS THERE,
[02:31:56] COMMISSIONER. AND MAYBE LET ME JUST
[02:31:57] START WITH A REALLY QUICK HIGH LEVEL,
[02:32:00] WHICH IS WE GET MONEY FROM THE FAA ON
[02:32:03] A REGULAR BASIS TO INVEST IN NOISE
[02:32:06] MITIGATION. WE APPLY FOR GRANTS THROUGH
[02:32:09] WHAT'S CALLED THE AIRPORT IMPROVEMENT
[02:32:11] PROGRAM. WE HAVE TO MATCH THOSE GRANTS.
[02:32:13] IT'S AN 80 20 MATCH. SO FAA PROVIDES 80%

[02:32:16] OF THE MONEY. WE PROVIDE 20% OF THE
[02:32:18] MONEY. SO BACK A BUNCH OF SLIDES THERE,
[02:32:21] AUDREY. WHEN YOU GET A CHANCE, AUDREY.
[02:32:23] SO WE ALREADY GET THAT MONEY. WE DON'T
[02:32:26] NEED THE INFRASTRUCTURE BILL TO GET THAT
[02:32:28] MONEY. AND IN FACT, WE'VE BEEN REALLY
[02:32:31] LUCKY WORKING WITH OUR LOCAL FAA TO BE
[02:32:33] ABLE TO REALLY SUCCESSFULLY APPLY FOR
[02:32:35] FUNDS AND RETAIN FUNDS, NOT ONLY FOR
[02:32:37] SINGLE FAMILY, AS YOU KNOW, BUT NOW
[02:32:39] EXPANDING INTO CONDOS AND OTHER KINDS OF
[02:32:42] BUILDINGS THAT WE WANT TO BE ABLE TO DO
[02:32:43] NOISE INSULATION FOR. BUT I THINK YOUR
[02:32:46] QUESTION IS REALLY ABOUT. SO IT'S JUST
[02:32:51] THREE SLIDES BACK OR FOUR SLIDES BACK.
[02:32:54] SO I THINK YOUR QUESTION IS ABOUT THE
[02:32:55] INFRASTRUCTURE BILL IN PARTICULAR.
[02:32:57] RIGHT. SO HOW MIGHT WE BE ABLE TO USE
[02:33:00] THE INFRASTRUCTURE DOLLARS TO INVEST IN
[02:33:04] NOT ONLY THE AIRPORT ITSELF, BUT ALSO
[02:33:06] THE COMMUNITY? AND THE GREAT ANSWER I
[02:33:09] HAVE FOR YOU IS WE'LL SEE IT REALLY IS
[02:33:11] GOING TO DEPEND A LOT ON EXACTLY HOW THE
[02:33:14] FAA DESIGNS THOSE GRANT PROGRAMS. LIKE I
[02:33:17] SAID EARLIER, WE ACTUALLY WANT TO ENGAGE
[02:33:19] PROACTIVELY WITH THE FAA TO HELP DESIGN
[02:33:21] THOSE GRANT PROGRAMS AND SAY, OKAY,
[02:33:23] WELL, HOW ARE YOU THINKING ABOUT THESE
[02:33:25] DOLLARS? CAN WE JUST USE THEM FOR ON
[02:33:26] AIRPORT? ARE THERE WAYS THAT WE CAN USE
[02:33:28] THEM FOR OFF AIRPORT THINGS THAT BENEFIT
[02:33:30] THE COMMUNITY IN TERMS OF NOISE AND
[02:33:33] EMISSIONS AND THE ENVIRONMENT. SO WE'RE
[02:33:35] HAVING THOSE CONVERSATIONS NOW FINGERS
[02:33:37] CROSSED, WILL BE ABLE TO DO THAT. AND IT
[02:33:42] IS CERTAINLY A PRIORITY THAT EVEN IF WE
[02:33:44] DON'T GET, QUOTE, UNQUOTE INFRASTRUCTURE
[02:33:46] INVESTMENT AND JOBS ACT MONEY, THERE ARE
[02:33:48] OTHER POTS OF FUNDS ALREADY EXISTING IN
[02:33:50] THE FEDERAL GOVERNMENT, OTHER POTS OF
[02:33:51] FUNDS THAT WE ALREADY HAVE THAT WILL BE
[02:33:53] ABLE TO DO THAT. AND SO YOU HAD ANOTHER
[02:33:56] QUESTION ABOUT THE BUILD BACK BETTER ACT
[02:33:59] AND SPECIFICALLY THOSE PROVISIONS AROUND
[02:34:02] THE HEALTHY PORTS INITIATIVE. SO THIS IS
[02:34:05] SOMETHING THAT PRESIDENT BIDEN PROPOSED
[02:34:07] INITIALLY. IT WAS A \$6 BILLION PROPOSAL
[02:34:09] WHEN HE FIRST PROPOSED IT. IT PASSED THE
[02:34:11] HOUSE AT THREE AND A HALF BILLION
[02:34:12] DOLLARS. SO IT'S THREE AND A HALF
[02:34:15] BILLION DOLLARS. ALL WE KNOW ABOUT IT IS
[02:34:17] ONE LINE IN A PIECE OF LEGISLATION THAT
[02:34:19] SAYS MONEY TO INVEST IN
[02:34:22] ADDRESSING THE IMPACTS OF PORTS,
[02:34:24] PARTICULARLY IN COMMUNITIES OF COLOR.
[02:34:26] WHAT DOES THAT MEAN? IT WILL BE GREAT TO
[02:34:28] KNOW THAT'S ANOTHER ONE OF THOSE WHERE
[02:34:30] IF THE MONEY PASSES, THE AGENCY ITSELF
[02:34:32] WILL DO THE RULEMAKING TO DECIDE WHAT
[02:34:34] THAT IS BEST. AS WE CAN TELL,
[02:34:37] A LOT OF IT HAS TO DO WITH COMMISSIONERS
[02:34:39] REDUCTIONS. SO THAT THE POINT SOURCE
[02:34:42] FROM THE PORT NEVER GETS TO THOSE

[02:34:44] COMMUNITIES. AND OBVIOUSLY, AS YOU ALL
[02:34:45] KNOW BETTER THAN I, THOSE COMMUNITIES
[02:34:48] THAT ARE CLOSEST TO THE PORT
[02:34:50] HISTORICALLY DISADVANTAGED. OFTEN,
[02:34:52] COMMUNITIES OF COLOR ARE THE ONES THAT
[02:34:54] ARE EXPERIENCING THOSE EMISSIONS THE
[02:34:55] WORST. AND SO WHETHER THAT'S
[02:34:58] ELECTRIFICATION, MARITIME,
[02:35:00] DECARBONIZATION, ETCETERA. THAT IS
[02:35:02] PROBABLY WHAT'S INTENDED WITH THAT THREE
[02:35:03] AND A HALF BILLION DOLLARS. BUT WE'LL
[02:35:05] NEVER KNOW UNLESS WE GET THAT MONEY
[02:35:07] PASSED. AND SO WE'LL ADVOCATE VERY
[02:35:08] STRONGLY FOR THAT MONEY TO BE PASSED AND
[02:35:11] TO BE ABLE TO GET OUR PORTION OF IT AND
[02:35:12] MAKE INVESTMENTS. I WILL SAY REALLY
[02:35:14] BRIEFLY THAT IN THE INFRASTRUCTURE BILL,
[02:35:17] THERE IS \$250,000,000 SPECIFICALLY
[02:35:20] ALREADY FOCUSED ON REDUCING EMISSIONS
[02:35:22] FROM TRUCKS AT PORTS. AND SO THAT'S
[02:35:25] SOMETHING WE'RE GOING TO BE REALLY
[02:35:26] FOCUSED ON AS WELL. HOPEFULLY, THAT
[02:35:27] ANSWERED SOME OF YOUR QUESTIONS THERE.
[02:35:29] CAN I JUST SUGGEST THAT YOU PUT A LITTLE
[02:35:32] STAR NEXT TO THAT ON YOUR LEGISLATIVE
[02:35:33] AGENDA AND EXPRESS MY FULL HEARTED
[02:35:37] SUPPORT FOR THE HEALTHY PARTS
[02:35:38] INITIATIVE. THANK YOU. ABSOLUTELY. AND
[02:35:41] WE REALLY DO TRY AND PRIORITIZE THOSE
[02:35:44] ISSUES AROUND AVIATION, NOISE AND
[02:35:45] EMISSIONS. THEY ARE SOME OF OUR VERY TOP
[02:35:48] PRIORITIES. AND SOME OF THE THINGS I
[02:35:49] WORK THE MOST ON AS PART OF OUR FEDERAL
[02:35:50] LEGISLATIVE AGENDA,
[02:35:53] COMMISSIONERS MOHAMED YEAH,
[02:35:58] I SECOND EVERYTHING COMMISSIONER HALF
[02:36:01] AGO WAS SAID AROUND THAT. SO TWO STARS
[02:36:04] ON THAT. ERIC ERIC, FIRST,
[02:36:07] I JUST WANT TO THANK YOU FOR YOUR
[02:36:08] PRESENTATION AND ALSO JUST SAY OUT LOUD,
[02:36:11] THANK YOU SO MUCH FOR HELPING US WITH
[02:36:13] THE ONBOARDING PROCESS IN THE LAST FEW
[02:36:15] WEEKS. I APPRECIATE ALL THE SUPPORT THAT
[02:36:17] YOU'VE BEEN PROVIDING MY
[02:36:22] SORT OF QUESTION AND KIND OF MORE. SO A
[02:36:24] COMMENT IS AROUND THE DISCRETIONARY
[02:36:27] PROGRAMS IN THE INFRASTRUCTURE BILL.
[02:36:30] I'VE ALREADY SPOKEN TO A COUPLE OF OUR
[02:36:33] CONGRESSIONAL LEADERS WHO HAVE
[02:36:34] UNDERSCORED THE IMPORTANCE OF ALSO
[02:36:38] CONSIDERING WORKERS, AIRPORT WORKERS IN
[02:36:41] THAT PROCESS AROUND THOSE DISCRETIONARY
[02:36:43] FUNDS. SO INCORPORATING THAT SOMEHOW
[02:36:46] INTO THAT LEGISLATIVE AGENDA WOULD BE
[02:36:48] REALLY IMPORTANT. AND I'M HAPPY TO TALK
[02:36:52] TO YOU MORE OFFLINE ABOUT THAT AS WELL.
[02:36:54] GREAT. ABSOLUTELY. THANK YOU,
[02:36:55] COMMISSIONERS. I KNOW YOU'VE ALREADY
[02:36:56] BEEN ENGAGED WITH SOME OF THE FOLKS IN
[02:36:58] DC ON THAT TOPIC AND LOOKING FORWARD TO
[02:37:00] WORKING WITH YOU AND BOOKDA ON LEARNING
[02:37:02] MORE ABOUT WHAT THOSE FUNDS ARE
[02:37:03] AVAILABLE. WE TRADITIONALLY HAVE NOT HAD

[02:37:07] SORT OF DEDICATED CAPACITY IN HOUSE OF
[02:37:09] THE PORT OF SEATTLE TO REALLY
[02:37:11] PROACTIVELY SEARCH OUT SOME OF THOSE
[02:37:13] GRANT DOLLARS. AND IT'S BEEN, OH, WE
[02:37:16] HAVE OUR SORT OF TRADITIONAL FOLKS IN
[02:37:17] AVIATION ACCOUNTING THAT FILL OUT THE
[02:37:20] AIP GRANTS. AND EVERY ONCE IN A WHILE,
[02:37:22] THERE WILL BE A BIG OPPORTUNITY FOR T
[02:37:24] FIVE OR T 46 OR SOMETHING LIKE THAT.
[02:37:28] IT IS INCUMBENT UPON US TO BE MORE
[02:37:31] PROACTIVE, MORE ORGANIZED AND MORE
[02:37:33] FOCUSED THAN EVER, BECAUSE THIS IS A
[02:37:36] ONCE IN A GENERATION HISTORIC INVESTMENT
[02:37:38] IN INFRASTRUCTURE. AND IF WE DON'T GET
[02:37:40] EVERY SINGLE POSSIBLE DOLLAR THAT WE
[02:37:42] COULD POSSIBLY GET FOR OURSELVES OR FOR
[02:37:44] OUR COMMUNITY, SHAME ON US. AND SO WE'RE
[02:37:46] ORGANIZED AT THE STAFF LEVEL. WE'VE GOT
[02:37:48] A LOT OF WORK TO DO, BUT WE'RE GOING TO
[02:37:50] BE REALLY FOCUSED ON THAT. WE'RE GOING
[02:37:52] TO BE REALLY THINKING STRATEGICALLY AND
[02:37:55] NOT ONLY STRATEGICALLY, BUT AS
[02:37:57] CREATIVELY AS POSSIBLE ABOUT WHAT KINDS
[02:37:59] OF DOLLARS COULD APPLY TO THE PORT IN
[02:38:02] WAYS THAT WE HAVEN'T THOUGHT BEFORE.
[02:38:04] THANK YOU, ERIC.
[02:38:08] OKAY. I'M GOING TO RETURN TO
[02:38:09] COMMISSIONERS SOLOMON.
[02:38:13] THANK YOU. JUST REAL QUICKLY. THE
[02:38:16] SEAPORT ALLIANCE ACTUALLY HIRED AN
[02:38:18] ADDITIONAL PERSON JUST TO DO GRANT
[02:38:20] WRITING BECAUSE OF THAT VERY REASON. SO
[02:38:22] I'M INTERESTED TO KNOW WHETHER OR NOT WE
[02:38:24] NEED ANOTHER STAFF PERSON. BUT STEVE,
[02:38:26] TO THE DEGREE THAT WE'RE SUPPORTING
[02:38:28] ERIC'S CALL, THIS IS OBVIOUSLY THE
[02:38:31] MOMENT TO SEIZE AND WHATEVER SUPPORT
[02:38:34] HE NEEDS, WE'RE ALL FOR IT. RIGHT? BUT
[02:38:38] THE ONLY OTHER THING WAS I MET FAIL TO
[02:38:39] MENTION. AND YOU WHIZZED THROUGH THE
[02:38:41] ENVIRONMENTAL SECTION AGAIN. I SAW THERE
[02:38:43] WAS A PICTURE OF A KILLER WHALE, BUT I
[02:38:45] KNOW IN THE NDAA THIS LAST YEAR THAT
[02:38:48] WAS THE COAST GUARD REAUTHORIZATION WAS
[02:38:50] FOLDED INTO THE NBA LAST YEAR, AND IT
[02:38:53] WASN'T IN THIS YEAR'S ROUND. SO I
[02:38:55] BELIEVE IN THIS YEAR'S COAST GUARD
[02:38:57] REAUTHORIZATION WILL ONCE AGAIN HAVE
[02:38:59] PROVISIONS RELEVANT TO KILLER WHALES
[02:39:01] RELEVANT TO UNDERWATER NOISE. AND SO I
[02:39:05] JUST FLAGGED THAT AS A VEHICLE BY WHICH
[02:39:08] WHATEVER OTHER THINGS THAT MAY BE
[02:39:10] LOOKING AT, WE SHOULD BE LOOKING AT
[02:39:12] COAST GUARD RE OFF ONCE AGAIN.
[02:39:18] DID WE LOSE YOU, ERIC? LOOKS LIKE YOU
[02:39:22] MIGHT BE BACK. YEAH. SORRY. I JUST FROZE
[02:39:25] FOR A SECOND THERE. CAN YOU HEAR ME? WE
[02:39:27] CAN HEAR YOU FOR SURE.
[02:39:33] SO I SAID COAST GUARD REAUTHORIZATION,
[02:39:35] THEN YOU FROZE UP. YES. RIGHT. EXACTLY.
[02:39:39] WELL, I SAW A LOOK FROM STEVE BECAUSE I
[02:39:42] THINK HE WRITES THAT BILL OR USED TO
[02:39:43] WRITE THAT BILL. ABSOLUTELY,

[02:39:47] COMMISSIONER. WE HAVE A NUMBER OF
[02:39:48] PROVISIONS IN OUR 2022 FEDERAL
[02:39:50] LEGISLATIVE AGENDA RELATED TO PUGET
[02:39:54] SOUND CLEANING UP PUGET SOUND UNDERWATER
[02:39:57] NOISE, ETCETERA. AND AS YOU WELL KNOW
[02:39:59] BETTER THAN I NOT ONLY OPPORTUNITIES
[02:40:03] THROUGH CONGRESS AND THROUGH THE
[02:40:04] ADMINISTRATION, BUT THE IMPORTANCE OF
[02:40:07] TALKING ABOUT THOSE TOPICS AT THE IMO
[02:40:09] AND OTHER INTERNATIONAL BODIES. THAT'S
[02:40:12] WHERE WE CAN REALLY MAKE SOME GREAT
[02:40:13] PROGRESS. WE'RE REALLY EXCITED TO HAVE
[02:40:14] SOME CAPACITY ON MY TEAM WITH SOME
[02:40:17] EXPERTISE. MELISSA PARKS, WHO SOME OF
[02:40:19] YOU HAVE MET SOME REAL EXPERTISE AT THE
[02:40:21] IMO LEVEL AND ON UNDERWATER NOISE ISSUES
[02:40:24] IN PARTICULAR. SO WE'LL BE RELYING ON
[02:40:26] HER AND GOING BACK TO YOUR EARLIER
[02:40:27] COMMENT. I DO THINK THAT WE CURRENTLY
[02:40:30] HAVE THE CAPACITY FOR THE GRANT WRITING
[02:40:32] AND GRANT SEEKING THAT WE NEED, BUT I
[02:40:34] WILL CERTAINLY ABSOLUTELY LET EXECUTIVE
[02:40:37] DIRECTOR METRUCK KNOW AND LET ALL OF YOU
[02:40:38] KNOW IF WE NEED TO BRING ON SOME
[02:40:40] EMERGENCY HIRES, BECAUSE AGAIN, WE WANT
[02:40:42] TO MAKE SURE WE GET THOSE GRANT
[02:40:44] APPLICATIONS IN ASAP.
[02:40:47] THANK YOU, ERIC. MY ONLY COMMENT IS
[02:40:50] RELATED TO ON OUR SLIDE FIVE,
[02:40:54] AND YOU DON'T NEED TO BRING IT UP
[02:40:56] AUBREE, BUT THERE'S A LINE THAT SAYS
[02:40:58] COMPREHENSIVE SOLUTIONS TO ADDRESS THE
[02:40:59] CLIMATE CRISIS. AND I THINK THIS IS
[02:41:01] WHERE THE PASSION PROJECT OF MINE
[02:41:04] OFFSHORE WIND REALLY NESTLES. AND SO I
[02:41:07] DON'T NECESSARILY NEED IT CALLED OUT.
[02:41:08] BUT I WANT TO MAKE SURE THAT YOU HAVE
[02:41:11] THE LATITUDE OVER THIS COMING YEAR TO
[02:41:14] REALLY ADVOCATE ON OUR BEHALF. TO THIS
[02:41:17] END. IN PARTICULAR, I THINK IT'S A
[02:41:19] NASCENT INDUSTRY. AND WHEN AN INDUSTRY
[02:41:23] HAS TO SORT OF BE CUT FROM WHOLE CLOTH,
[02:41:26] THAT'S OFTEN WHERE FEDERAL GOVERNMENT
[02:41:28] INVESTMENT CAN MAKE THE DIFFERENCE.
[02:41:30] YOU'VE GOT THESE INCUMBENT INDUSTRIES OR
[02:41:32] COMPETITORS THAT HAVE ALL THE BENEFITS
[02:41:35] OF INCUMBENCY AND SOMETHING LIKE
[02:41:37] OFFSHORE WIND COULD REALLY BENEFIT FROM,
[02:41:42] FOR INSTANCE, STREAMLINING PERMITTING
[02:41:45] PROCESSES, ADVANCING ENVIRONMENTAL
[02:41:48] REVIEW WITH THE RESOURCES THAT REQUIRES,
[02:41:52] AND THEN, OF COURSE, ALSO ENSURING THAT
[02:41:54] THE VARIOUS STAKEHOLDERS ARE COORDINATED
[02:41:56] IN A WAY THAT ONLY THE FEDERAL
[02:41:58] GOVERNMENT CAN DO, PARTICULARLY THINGS
[02:41:59] LIKE ELECTRIC UTILITIES, WHO ARE THE
[02:42:01] EVENTUAL CUSTOMERS OF ANY ELECTRICITY
[02:42:03] THAT IS PRODUCED BY OFFSHORE WIND. AND I
[02:42:06] THINK WASHINGTON STATE HAS, IN
[02:42:07] PARTICULAR, A REAL INTEREST IN OFFSHORE
[02:42:08] WIND, BOTH BECAUSE OF OUR ABILITY TO
[02:42:11] BENEFIT FROM IT. AND ALSO I'M GOING TO
[02:42:14] LEAVE ALL THESE. SOMEBODY CAME IN HOT.

[02:42:17] LET ME GO AHEAD AND TRY TO FIND THAT WE
[02:42:20] GOT IT. AND ALSO BECAUSE WASHINGTON
[02:42:22] STATE IS UNIQUELY POSITIONED TO
[02:42:24] POTENTIALLY BE A PART OF THE SUPPLY
[02:42:26] CHAIN OR THE VALUE CHAIN, AS WE LIKE TO
[02:42:28] SAY, FOR OFFSHORE WIND, ACTUALLY
[02:42:29] PRODUCING SOME OF THE EQUIPMENT THAT'S
[02:42:30] USED AND THE PRODUCTION OF THAT ENERGY.
[02:42:33] AND I WOULD CHALLENGE ANYONE TO COME UP
[02:42:35] WITH AN INDUSTRY THAT WOULD BE MORE OF
[02:42:37] AN EXAMPLE OF THAT GREEN BLUE ALLIANCE
[02:42:40] THAN OFFSHORE WIND, WHERE IT REQUIRES
[02:42:42] TONS AND TONS OF REPRESENTATIVE SKILLED
[02:42:45] TRADES PEOPLE AND ALSO REPRESENTS AN
[02:42:47] ABSOLUTE REPLACEMENT OF FOSSIL FUEL WITH
[02:42:50] GREEN ENERGY IN A WAY THAT HAS
[02:42:54] RELATIVELY FEW NEGATIVE CONSEQUENCES.
[02:42:55] SO WITH THAT LITTLE SPEECH ON OFFSHORE,
[02:42:58] WHEN I SINCERELY HOPE THAT WE ARE
[02:43:01] LEANING INTO EFFORTS TO ADVOCATE ON OUR
[02:43:03] OWN BEHALF TO BE A PART OF THAT NASCENT
[02:43:05] INDUSTRY. I KNOW THE BIDEN
[02:43:06] ADMINISTRATION HAS BEEN A KEY COMPONENT
[02:43:08] OF IT. AND SO WITH ALL THAT SAID, I AM
[02:43:12] GOING TO ASK THAT WE MOVE ON TO THE NEXT
[02:43:14] PRESENTATION. ONE FINAL THANK YOU TO
[02:43:15] ERIC. I DID SEE
[02:43:19] ERIC ACTUALLY HAD A LINE ITEM THAT SAID
[02:43:22] OFFSHORE WIND. I TRIED TO GO THROUGH AND
[02:43:24] FIND IT AND I MUST YOU ARE NOT GOING
[02:43:26] UNREPRESENTED. I JUST WOULD LIKE TO
[02:43:28] CAUTION THAT IT IS NOT WITHOUT IMPACT
[02:43:32] AND THAT THE FISHING INDUSTRY IS ONE OF
[02:43:35] OUR CONSTITUENTS AND THEY HAVE BEEN
[02:43:37] RAISING CONCERNS. I CUT MY TEETH ON
[02:43:40] AUSTRALIAN GAS ISSUES. THERE'S A LOT OF
[02:43:42] SIMILAR COMPONENTS OF THE TECHNOLOGY.
[02:43:46] IT IS CLEARLY A HUGE PATH FORWARD.
[02:43:49] I JUST WANT TO MAKE SURE THAT WHEN WE
[02:43:51] TALK ABOUT STREAMLINING PERMITTING AND
[02:43:53] THINGS LIKE THIS, THIS NASCENT INDUSTRY
[02:43:56] IS ALSO FIRST BEGINNING TO FULLY
[02:43:58] APPRECIATE WHAT THOSE IMPACTS ARE. SO
[02:44:01] I'M ALL FOR BEING PART OF THAT SUPPLY
[02:44:04] CHAIN AND THINGS LIKE THAT. BUT I DON'T
[02:44:06] WANT TO BE SEEN COMPLETELY AS RAH
[02:44:09] RAH, UNLESS THAT'S REALLY THE WILL OF
[02:44:11] THE COMMISSION AT LARGE.
[02:44:14] THANK YOU, COMMISSIONER FELLEMAN.
[02:44:16] STEVE, I SEE YOU'RE FERRY HAND RAISED.
[02:44:19] YESES, COMMISSIONERS. I DIDN'T WANT TO
[02:44:21] ADD TO THAT COMMENT OF COMMISSIONER
[02:44:22] FELLEMAN'S COMMENT, BUT I'LL JUST NOTE
[02:44:25] THAT, BUT I DID WANT TO SAY A SPECIAL
[02:44:27] THANKS TO ERIC. YOU WERE GOING TO THANK
[02:44:28] ERIC, BUT I DO WANT TO SAY THAT ERIC
[02:44:30] DOES A OUTSTANDING JOB OF KEEPING THOSE
[02:44:32] ALL INFORMED DEVELOPMENTS BOTH
[02:44:34] STRATEGICALLY AND TACTICAL AS THEY COME
[02:44:35] UP IN THOSE THINGS. AND I JUST WANT TO
[02:44:37] THANK HIM PUBLICLY FOR ALL THAT WORK.
[02:44:40] INDEED. THANK YOU SO MUCH, ERIC.
[02:44:42] ALRIGHT. WE'RE GOING TO MOVE ON TO THE

[02:44:43] NEXT ITEM. I'M GOING TO ASK CLERK HART
[02:44:44] TO READ THE NEXT ITEM INTO THE RECORD.
[02:44:46] AND THEN AGAIN, WE'LL HAVE DIRECTOR
[02:44:47] METRUCK INTRODUCE THE ITEM.
[02:44:50] THANK YOU. THIS IS AGENDA ITEM ELEVEN C
[02:44:53] EQUITY MOTION AND EQUITY DIVERSITY AND
[02:44:55] INCLUSION ASSESSMENT FINAL REPORT
[02:45:02] COMMISSIONERS, THANKS TO YOUR LEADERSHIP
[02:45:04] IN OCTOBER 2020, THE COMMISSIONERS
[02:45:06] PASSED AN EQUITY MOTION DIRECTING THE
[02:45:08] PORT TO EXAMINE OPERATIONS AND POLICIES
[02:45:10] FOR SOURCES OF RACIAL BIAS AND
[02:45:12] DISCRIMINATION, TO DEVELOP PROGRAMS AND
[02:45:15] POLICIES LIMITING INEQUITY IN ALL
[02:45:17] ASPECTS OF THE ORGANIZATION. SINCE THAT
[02:45:19] TIME, OUR OFFICE OF EQUITY DIVERSITY
[02:45:21] INCLUSION, LED BY SENIOR DIRECTOR OF
[02:45:23] BUZZER, ALONG WITH THE HELP OF CHANGE
[02:45:26] TEAM MEMBERS AND MANAGERS THROUGHOUT THE
[02:45:27] ENTIRE PORT, HAVE BEEN HARD AT WORK,
[02:45:29] ENGAGING IN TRAININGS, ANALYSIS, GOAL
[02:45:32] SETTING, LISTENING SESSIONS, TOWN HALLS
[02:45:34] AND MANY OTHER ACTIVITIES WHICH RESULTED
[02:45:36] IN THIS ASSESSMENT. YOU HAVE BEFORE YOU
[02:45:38] TODAY. WELL, WE'VE COME A LONG WAY.
[02:45:41] WE STILL HAVE A LONG WAY TO GO AND LOTS
[02:45:43] OF WORK AHEAD OF US. I'M PROUD OF OUR
[02:45:45] EFFORTS SO FAR TOWARDS OUR CENTURY
[02:45:48] GENDER GOAL BECOMING A MODEL OF EQUITY
[02:45:50] DIVERSITY INCLUSION. THIS PRESENTATION
[02:45:53] WILL HIGHLIGHT KEY ISSUES, MORE THAN SIX
[02:45:57] ISSUES FOUND THROUGHOUT THE PROCESS
[02:45:58] UNDER SIX. IN THOSE SIX KEY FOCUS AREAS,
[02:46:02] THERE ARE SIX THE WORKPLACE, CULTURE,
[02:46:04] OPERATIONS AND PROCESSES,
[02:46:07] EMPLOYMENT, EQUITY, CAPACITY BUILDING,
[02:46:10] ENGAGING WENDY'S AND SMALL BUSINESSES
[02:46:12] AND ENGAGING IMPACTED COMMUNITIES. I'D
[02:46:14] LIKE TO THANK ALL OF OUR STAFF WHO
[02:46:16] REMAIN ENGAGED IN THIS IMPORTANT WORK.
[02:46:17] THIS IS NOT EASY WORK. I'D ALSO LIKE TO
[02:46:20] ACKNOWLEDGE COMMISSIONER CHO FOR HIS
[02:46:21] LEADERSHIP IN PASSING THE EQUITY MOTION.
[02:46:23] WE ARE COMMITTED TO THIS WORK. THE
[02:46:26] PRESENTERS TODAY, THERE'S A NUMBER OF
[02:46:27] PRESENTERS, AND THEY ARE BOOKED AGAINST
[02:46:29] OUR SENIOR DIRECTOR, EQUITY DIVERSITY
[02:46:31] INCLUSION. JAY DORIAN,
[02:46:33] ALSO FROM THE EDI STAFF. KATIE GERARD,
[02:46:36] OUR SENIOR DIRECTOR OF HUMAN RESOURCES
[02:46:38] AND ALSO SPEAKING WILL BE JERMAINE
[02:46:40] MURRAY, DIRECTOR FOR CONSTRUCTION
[02:46:41] SERVICES, AND CARRIE PRAVIT'S, EAST KING
[02:46:44] COUNTY COMMUNITY GOVERNMENT'S RELATIONS
[02:46:46] MANAGER. SO THIS I'M GOING TO TURN IT
[02:46:48] OVER TO BOOKDA, PLEASE.
[02:46:51] THANK YOU. GOOD AFTERNOON,
[02:46:53] COMMISSIONERS. I'M THE EXECUTIVE
[02:46:54] DIRECTOR OF METRUCK. I'M BOUQUET, DE
[02:46:57] FACTO SENIOR DIRECTOR OF OFFICE OF
[02:46:59] EQUITY, DIVERSITY AND INCLUSION. A BIG
[02:47:02] WELCOME TO COMMISSIONERS HASEGAWA AND
[02:47:05] MOHAMED. I'M HONORED TO BE HERE WITH YOU

[02:47:07] TODAY. WE'RE SO HAPPY TO BE
[02:47:11] HERE TO PRESENT THE FINDINGS OF THE PORT
[02:47:13] PORTWIDE EQUITY ASSESSMENT. YOU'VE JUST
[02:47:17] BEEN INTRODUCED TO THE ENTIRE TEAM, BUT
[02:47:20] JUST AGAIN, REAL QUICKLY. KATIE GERARD,
[02:47:22] SENIOR DIRECTOR OF HUMAN RESOURCES,
[02:47:24] JERMAINE MURRAY, DIRECTOR OF CORE
[02:47:26] CONSTRUCTION SERVICES, WHO'S ALSO A
[02:47:29] CHANGE TEAM LEADER, CARRIE PRAVITZ IN
[02:47:32] EAST KING COUNTY COMMUNITY GOVERNMENT
[02:47:34] RELATIONS TEAM, AND THE CHANGE TEAM
[02:47:37] MEMBER, AND JAY DORAN, WHO IS IN THE
[02:47:39] OFFICE OF EQUITY AND THE ENGAGEMENT AND
[02:47:41] COMMUNICATIONS PROGRAM MANAGER. NEXT
[02:47:44] SLIDE, PLEASE.
[02:47:50] TODAY, WE WILL OFFER SOME BACKGROUND
[02:47:53] INFORMATION ABOUT THIS PRESENTATION AND
[02:47:56] SUMMARY OF OUR PROCESS FOR CONDUCTING
[02:47:58] THE ASSESSMENT. WE'LL SPEND THE BULK OF
[02:48:01] THE PRESENTATION SHARING THE KEY ISSUES
[02:48:03] AND RECOMMENDATIONS THAT EMERGE FROM THE
[02:48:06] ASSESSMENT IN THE LAST YEAR, AND WE'LL
[02:48:09] SHARE OUR PLANS FOR IMPLEMENTING THE
[02:48:12] RECOMMENDATIONS, AND WE WANT TO MAKE
[02:48:13] SURE THAT THERE IS PLENTY OF TIME FOR
[02:48:15] YOUR QUESTIONS AND A DISCUSSION BETWEEN
[02:48:17] US AT THE END OF THE PRESENTATION. NEXT
[02:48:20] SLIDE, PLEASE. AND NEXT
[02:48:24] SLIDE. ALL RIGHT.
[02:48:27] SO THE ELEMENTS OF THE MOTION, THE
[02:48:30] SPECIFIC COMMISSION DIRECTIVE THAT GIVES
[02:48:33] EMPHASIS TO WHY WE'RE HERE TODAY IS
[02:48:36] MOTION 20 2019. THIS MOTION
[02:48:39] WAS LED BY COMMISSIONER CHO AND PASSED
[02:48:42] WITH THE ENTIRE COMMISSION SUPPORT IN
[02:48:44] OCTOBER OF 2020. THIS SLIDE SHOWS YOU
[02:48:48] THE KEY PROVISIONS TO THAT MOTION THAT
[02:48:51] DIRECTED THE OFFICE OF EQUITY TO BOTH
[02:48:54] CONTINUE ADVANCING EQUITY WITHIN THE
[02:48:56] ORGANIZATION, MOVING IMMEDIATELY AND
[02:48:58] QUICKLY WHILE ALSO DEVELOPING A BASELINE
[02:49:01] FOR WHERE WE ARE THROUGH AN ASSESSMENT
[02:49:04] OF THE ENTIRE ORGANIZATION. AS YOU CAN
[02:49:07] SEE HERE FROM THIS SLIDE, ITEMS ON THIS
[02:49:10] LIST, NUMBER ONE IS THE ASSESSMENT TWO
[02:49:13] THROUGH FIVE OR THE IMPLEMENTATION THAT
[02:49:15] BEGAN RIGHT AWAY. OUR OBJECTIVE FOR THE
[02:49:18] PRESENTATION TODAY IS TO ONLY FOCUS ON
[02:49:21] NUMBER ONE. NEXT SLIDE, PLEASE.
[02:49:26] THIS CHART ILLUSTRATES THE SEQUENCING
[02:49:29] AND TIMING OF THE WORK OF THE EQUITY
[02:49:31] MOTION, WHICH, AS YOU SEE, BEGAN IN
[02:49:33] OCTOBER OF 2020. AS BACKGROUND FOR NEW
[02:49:36] COMMISSIONERS. THE OFFICE OF EQUITY WAS
[02:49:39] ESTABLISHED IN JUNE OF 2019, AND WE
[02:49:42] PRODUCED AN ANNUAL STRATEGIC PLAN EVERY
[02:49:45] YEAR. BUT THE INTENT OF THE ASSESSMENT
[02:49:47] WAS TO HELP US BUILD A LONGER TERM
[02:49:50] ROADMAP ITEMS ON THIS LIST. I'M SORRY,
[02:49:53] THERE'S AN ERROR HERE THAT THERE'S ONLY
[02:49:56] FIVE THAT ARE NUMBERED. THE WIND BEE
[02:49:58] ASSESSMENT SHOULD BE NUMBER SIX.
[02:50:00] THEY'RE ALL ELEMENTS OF THE EQUITY

[02:50:02] MOTION, BUT THERE WERE TWO THAT WERE
[02:50:05] ADDED ON IN THE LAST YEAR. THE WOMEN OF
[02:50:07] COLOR ASSESSMENT AND THE REPRESENTATIVE
[02:50:10] WORKERS TASK FORCE. VERY BRIEFLY AND
[02:50:13] WITHOUT GOING INTO A LOT OF BACKGROUND.
[02:50:16] THE WOMEN OF COLOR ASSESSMENT, WHICH WAS
[02:50:18] COMMISSIONED BY EXECUTIVE DIRECTOR
[02:50:20] METRUCK IN A PARTNERSHIP WITH A GROUP OF
[02:50:23] WOMEN OF COLOR EMPLOYEES, IS AN
[02:50:25] ASSESSMENT OF THE PARTICULAR BARRIERS
[02:50:28] AND ISSUES FACING WOMEN OF COLOR
[02:50:31] EMPLOYEES AT THE PORT, AND THESE
[02:50:33] FINDINGS WILL BE PRESENTED TO EXECUTIVE
[02:50:35] DIRECTOR OF METRUCK IN LATE FEBRUARY.
[02:50:38] THE RECOMMENDATIONS OF THIS ASSESSMENT
[02:50:40] WILL ALSO BE INCORPORATED IN THE OFFICE
[02:50:43] OF EQUITY'S WORK PLAN. ALSO, WE BROUGHT
[02:50:46] TOGETHER A TASK FORCE HELPING TO DEVELOP
[02:50:48] A PLAN FOR OFFERING MORE LEARNING
[02:50:51] ACTIVITIES AND TRAININGS TO REPRESENTED
[02:50:53] WORKERS. WE'VE RELEASED AN RFP.
[02:50:58] ACTUALLY, I'M SORRY. YOU'LL HEAR A LOT
[02:51:01] OF UPDATES ABOUT ONE THROUGH FIVE TODAY,
[02:51:04] BUT ON THE WIND BEE ASSESSMENT, THE RFP
[02:51:07] WAS RELEASED FOR DOING THIS ASSESSMENT
[02:51:09] JUST RECENTLY, AND I BELIEVE THAT WE'LL
[02:51:13] BE PRESENTING THE FINDINGS AND
[02:51:15] RECOMMENDATIONS FROM THAT ASSESSMENT TO
[02:51:16] YOU IN THE LAST QUARTER OF 2022.
[02:51:19] NOW, I'M GOING TO TURN IT OVER TO MY
[02:51:21] COLLEAGUE JAY DORAN TO WALK YOU THROUGH
[02:51:24] THE EDI ASSESSMENT PROCESS AND
[02:51:26] METHODOLOGY.
[02:51:32] NEXT SLIDE, PLEASE. GOOD AFTERNOON,
[02:51:36] COMMISSION. AND THANK YOU, BOOKDA.
[02:51:40] I'M GOING TO TAKE A FEW MOMENTS TO WALK
[02:51:42] YOU THROUGH HOW WE DID THIS WORK.
[02:51:47] CAN YOU GO BACK ONE SLIDE, PLEASE? I
[02:51:48] THINK WE'RE MISSING A SLIDE ABOUT OUR
[02:51:50] GOALS.
[02:51:56] HANG ON A SECOND. YEAH, HANG ON. IT'S
[02:51:59] SLIDE SIX, I BELIEVE. YES,
[02:52:06] I DON'T KNOW. I DON'T KNOW WHERE IT IS.
[02:52:09] THAT'S OKAY. DO YOU WANT ME TO GO
[02:52:11] FORWARD? YEAH, WE CAN START WITH THE
[02:52:18] THERE IS A SHORT SLIDE THAT YOU HAVE IN
[02:52:20] YOUR MATERIALS THAT TALKS ABOUT THE
[02:52:22] THREE GOALS THAT WE HAD FOR THIS
[02:52:23] ASSESSMENT AND FROM MEMORY,
[02:52:28] THEY WERE STRAIGHTFORWARD FROM THE
[02:52:29] BEGINNING. FIRST, LIKE ANY GOOD
[02:52:31] ASSESSMENT, WANTED TO REALLY UNDERSTAND
[02:52:33] WHERE WE STOOD AS AN ORGANIZATION. SO
[02:52:35] WHAT OUR STRENGTHS, WEAKNESSES AND
[02:52:37] BARRIERS WERE WITH REGARDS TO ADVANCING
[02:52:41] EQUITY, DIVERSITY AND INCLUSION AS A
[02:52:43] PORT. THE SECOND GOAL WAS TO
[02:52:51] EXCUSE ME. I'M BLINKING ON THE SECOND
[02:52:53] GOAL WAS NOT SEEING THE SLIDE IN FRONT
[02:52:54] OF ME. I DON'T KNOW IF ANYONE HAS TO
[02:52:58] TRACK PROGRESS. IS THAT RIGHT? THANK YOU
[02:53:00] SO MUCH, COMMISSIONER COFFINS. THE
[02:53:01] SECOND GOAL WAS TO ESTABLISH THAT

[02:53:03] BASELINE SO WE COULD UNDERSTAND HOW WE
[02:53:06] ARE IMPROVING AND READING PROGRESS YEAR
[02:53:08] OVER YEAR. AND FINALLY, THAT THIRD GOAL
[02:53:10] IN RELATION TO THE FIRST ONE WAS TO
[02:53:11] DEVELOP STRATEGIES AND TACTICS FOR
[02:53:14] ADDRESSING THE INEQUITIES THAT WE
[02:53:15] IDENTIFIED FROM THE ASSESSMENT SO THAT
[02:53:17] WE COULD TAKE STEPS STARTING IN 2022.
[02:53:20] TO REALLY ADVANCE
[02:53:24] EQUITY, DIVERSITY, INCLUSION WITHIN OUR
[02:53:26] ORGANIZATION AND WITHIN THE COMMUNITIES
[02:53:28] THAT WE SERVE. THANKS FOR PUTTING THAT
[02:53:30] IN THE CHAT BOOTH. SO AS FAR AS OUR
[02:53:33] METHODOLOGY, WE STARTED WITH IDENTIFYING
[02:53:36] THE ISSUES. OVER THE COURSE OF MORE THAN
[02:53:38] TWELVE MONTHS, THE OFFICE OF EDI AND THE
[02:53:41] CHANGE TEAM ORGANIZED A SERIES OF
[02:53:43] EFFORTS TO RECEIVE INPUT AND FEEDBACK
[02:53:46] FROM PORT EMPLOYEES RELATED TO THE PORT
[02:53:48] CULTURE, POLICIES AND PRACTICES. IN THE
[02:53:51] COLUMN ON THE LEFT, YOU CAN SEE ALL THE
[02:53:52] WAYS IN WHICH WE COLLECTED THIS DATA.
[02:53:54] MOST NOTABLY, WE CONDUCTED AN EQUITY
[02:53:56] SURVEY, WHICH NEARLY 61% OF OUR
[02:53:58] WORKFORCE COMPLETED AND PROVIDED US WITH
[02:54:01] DATA RELATED TO WORKPLACE CULTURE,
[02:54:03] OPERATIONS AND PROCESSES, HIRING,
[02:54:05] PROMOTIONS, AND EMPLOYEE DEVELOPMENT
[02:54:08] CONTRACTING IN WENDY'S AND COMMUNITY
[02:54:10] ENGAGEMENT. SO FROM THIS,
[02:54:13] WE DID A GAP ANALYSIS BASED ON THE
[02:54:16] ISSUES THAT WE IDENTIFIED. WE THEN
[02:54:18] CONDUCTED AN EXTENSIVE ANALYSIS OF THE
[02:54:20] CURRENT AND ONGOING EFFORTS TO ADDRESS
[02:54:23] THOSE ISSUES, AND WE DEVELOPED A SET OF
[02:54:26] RECOMMENDATIONS TO NOT ONLY SUPPORT
[02:54:27] THOSE ONGOING EFFORTS BUT TO THEN FILL
[02:54:29] IN THE GAPS. AND THEN FINALLY WE REFINED
[02:54:32] THOSE RECOMMENDATIONS. WE WENT BACK TO
[02:54:35] STAFF AND IN A SERIES OF 18 LISTENING
[02:54:38] SESSIONS, WE REPORTED BACK TO STAFF WHAT
[02:54:40] WE HAVE FOUND SO FAR IN OUR ASSESSMENT
[02:54:42] AND OUR PROPOSALS FOR
[02:54:46] IMPLEMENTING CHANGES. WE RECEIVE INPUT
[02:54:48] TO FURTHER IMPROVE THOSE
[02:54:50] RECOMMENDATIONS. WE ALSO WORKED REALLY
[02:54:52] CLOSELY WITH A NUMBER OF EMPLOYEE
[02:54:54] RESOURCE GROUPS AND DEPARTMENTS THAT
[02:54:58] HAVE ORGANIZATIONALLY CROSS CUTTING
[02:55:01] FUNCTION TO REFINE AND IMPROVE THOSE
[02:55:05] RECOMMENDATIONS. NEXT SLIDE, PLEASE.
[02:55:10] SO ALL THIS WORK HAS LED US HERE. WE'VE
[02:55:13] IDENTIFIED SIX FOCUS AREAS WHICH WE'RE
[02:55:15] GOING TO TALK ABOUT IN JUST A MINUTE,
[02:55:17] WORKPLACE CULTURE OPERATIONS AND
[02:55:18] PROCESSES, EMPLOYMENT EQUITY, CAPACITY
[02:55:21] BUILDING, WENDY'S AND SMALL BUSINESSES
[02:55:22] AND COMMUNITY ENGAGEMENT. THESE ISSUES
[02:55:25] WERE IDENTIFIED AGAIN BASED ON THE
[02:55:27] EMPLOYEE ENGAGEMENT THAT WE DID AND THE
[02:55:30] ISSUE IDENTIFICATION FROM THE PREVIOUS
[02:55:32] SLIDE, THINGS LIKE EQUITY SURVEY,
[02:55:35] CAUCUSING SERIES, TOWN HALL MEETINGS,

[02:55:38] AND MANY OTHER WAYS THAT WE HEARD
[02:55:39] DIRECTLY FROM OUR EMPLOYEES ABOUT HOW
[02:55:42] THEY EXPERIENCE INEQUITIES AT THE
[02:55:44] ORGANIZATION. SO WITHIN THESE SIX FOCUS
[02:55:48] AREAS, EMPLOYEES HELPED US TO IDENTIFY
[02:55:50] 15 INEQUITIES OR PATTERNS OF
[02:55:51] DISPARITIES, AND BASED ON THOSE 15
[02:55:54] INEQUITIES, WE WORKED WITH EMPLOYEES TO
[02:55:56] PUT FORWARD A SET OF 53 ROBUST
[02:55:58] RECOMMENDATIONS THAT HAVE A COMBINATION
[02:56:00] OF BOTH SHORTTERM AND LONG TERM TERM
[02:56:03] IMPACTS. FOR THE REMAINDER OF OUR TIME,
[02:56:05] WE'RE GOING TO GIVE YOU AN OVERVIEW OF
[02:56:06] THOSE RECOMMENDATIONS, SPOTLIGHTING A
[02:56:09] RECOMMENDATION FOR ONE KEY ISSUE FROM
[02:56:11] EACH OF THE SIX FOCUS AREAS. BUT BEFORE
[02:56:14] WE JUMP INTO THAT, I JUST WANT TO NOTE
[02:56:16] THAT THE ISSUES THAT WE'VE IDENTIFIED
[02:56:17] AND THEIR CORRESPONDING RECOMMENDATIONS
[02:56:19] ARE AIMED AT CREATING A PORT THAT WORKS
[02:56:21] FOR ALL OF US EMPLOYEES AND THE
[02:56:25] COMMUNITIES WE SERVE AND IS INCLUSIVE OF
[02:56:28] EVERYONE WHILE ADDRESSING THE UNIQUE
[02:56:31] NEEDS AND BARRIERS OF GROUPS THAT HAVE
[02:56:33] BEEN AND CONTINUE TO BE MARGINALIZED
[02:56:37] IN PARTICULAR, BLACK, INDIGENOUS AND
[02:56:39] COMMUNITIES OF COLOR WOMEN, ESPECIALLY
[02:56:41] WOMEN OF COLOR, AND REPRESENTATIVE
[02:56:43] OFFSHIFT WORKERS. SO PLEASE KEEP THAT
[02:56:47] CONTEXT IN MIND AS WE GO THROUGH THE
[02:56:48] RECOMMENDATIONS AND THE REST OF THE
[02:56:52] PRESENTATION, AND I'LL HAND IT BACK TO
[02:56:54] BOOKDA. NEXT SLIDE. THANK YOU, JAY.
[02:56:59] BEAUTIFUL. AND NEXT SLIDE, PLEASE.
[02:57:03] ALL RIGHT. SO OUR INTENT THROUGHOUT THIS
[02:57:06] WORK, NOT JUST FOR THE ASSESSMENT, BUT
[02:57:08] IN ADVANCING EQUITY ACROSS THE
[02:57:10] ORGANIZATION, IS TO CREATE AND HOLD SAFE
[02:57:13] SPACES FOR THE VOICES OF ALL EMPLOYEES
[02:57:16] TO BE HEARD, ESPECIALLY THOSE WHO HAVE
[02:57:18] NOT OFTEN NOT BEEN HEARD IN OUR EFFORTS.
[02:57:22] MANY DID SPEAK. AS YOU JUST HEARD FROM
[02:57:24] JAY, 1300 EMPLOYEES ACTUALLY
[02:57:27] PROVIDED COMMENTS IN THE SURVEY AND
[02:57:30] OFTEN VERY BRAVELY AND CANDIDLY ABOUT
[02:57:33] SENSITIVE CONCERNS AND DIFFICULT
[02:57:35] EXPERIENCES. THE OFFICE OF EQUITY FEELS
[02:57:38] A RESPONSIBILITY TO BRING FORTH THESE
[02:57:41] VOICES AND TO DO SO IN AN OBJECTIVE WAY
[02:57:44] TO SURFACE THE MOST PREVALENT CONCERNS
[02:57:46] AND TO STAY TRUE TO THAT IN IDENTIFYING
[02:57:49] THE PRIORITIES AND RECOMMENDATIONS THAT
[02:57:52] THE QUOTE NEEDS TO FOCUS ON, I WANT TO
[02:57:55] ENCOURAGE ALL OF US TO KEEP AN OPEN MIND
[02:57:57] AND OPEN HEART AS WE MAKE OUR WAY
[02:57:59] THROUGH THIS DISCUSSION TO REALLY TRY
[02:58:01] AND LISTEN TO THE WAYS THAT OUR
[02:58:03] EMPLOYEES EXPERIENCE ORGANIZATIONAL
[02:58:05] CULTURE AND PRACTICES. NEXT SLIDE,
[02:58:08] PLEASE.
[02:58:12] SO YOU'VE HEARD FROM STEVE
[02:58:16] METRUCK AND NOW FROM JAY ABOUT THE SIX
[02:58:19] FOCUS AREAS ON THE LEFT AND THE 15 KEY

[02:58:23] ISSUES. AGAIN, I WANT TO SAY THAT ALL OF
[02:58:25] THE FOCUS AREAS AND THE KEY ISSUES HAVE
[02:58:28] BEEN IDENTIFIED BY OUR EMPLOYEES AND
[02:58:31] COMMUNITY. WE'RE ABOUT TO GO INTO A LOT
[02:58:34] OF DETAIL ABOUT THIS ASSESSMENT AND OUR
[02:58:37] RECOMMENDED ACTIONS, BUT I JUST WANT TO
[02:58:39] TAKE A MOMENT TO SHARE AN OVERALL
[02:58:42] ANALYSIS. IN SHORT, WE HAVE A LOT OF
[02:58:45] WORK TO DO, AND IT'S GOING TO TAKE
[02:58:47] MULTIPLE YEARS. BUT THE CHANGES WE'RE
[02:58:50] RECOMMENDING AND THE ACTIONS WE NEED TO
[02:58:52] TAKE AS AN ORGANIZATION IS NOT SIMPLY
[02:58:55] ABOUT CHECKING BOXES. WE NEED TO SHIFT
[02:58:57] OUR CULTURE, HOW WE RELATE TO ONE
[02:59:00] ANOTHER, HOW WE RELATE TO THE
[02:59:01] COMMUNITIES THAT WE SERVE. WE NEED TO BE
[02:59:04] ANALYZING OUR WORK'S IMPACT ON PEOPLE OF
[02:59:07] COLOR, WOMEN, AND OTHER MARGINALIZED
[02:59:10] GROUPS. AND WE NEED TO BE BRAVE AND BOLD
[02:59:12] BECAUSE CHANGE, AS WE ALL KNOW, IS NOT
[02:59:14] EASY. WE'VE IDENTIFIED A NUMBER OF
[02:59:17] EQUITIES WITHIN OUR ORGANIZATION. AS YOU
[02:59:20] CAN SEE HERE, THESE ARE PATTERNS OF
[02:59:22] INEQUITIES BOTH INTERNAL TO OUR CULTURE
[02:59:25] AND POLICIES AND EXTERNAL TO HOW WE
[02:59:27] SERVE OUR COMMUNITIES OVERALL, I WOULD
[02:59:30] SAY THAT WE FOUND THAT EMPLOYEES OF
[02:59:32] COLOR EXPERIENCE DISPROPORTIONATELY
[02:59:36] NEGATIVE OUTCOMES COMPARED TO WHITE
[02:59:38] EMPLOYEES. WE SEE THIS IN REGARD TO
[02:59:41] HIRING AND PROFESSIONAL DEVELOPMENT AND
[02:59:44] IN REGARDS TO DECISION MAKING AND WITH
[02:59:46] REGARDS TO DISCRIMINATION, TREATMENT AND
[02:59:49] OVERALL CULTURE OF THE ORGANIZATION AND
[02:59:52] SUPERVISORS AND THE LEADERSHIP OF THE
[02:59:54] ORGANIZATION ARE ESSENTIALS TO THE
[02:59:56] SUCCESS TO BUILD AN EQUITABLE AND
[02:59:59] ANTIRACIST ORGANIZATION. WE FOUND MANY
[03:00:02] EXAMPLES OF SUPERVISORS BEING
[03:00:04] INSTRUMENTAL IN ADVANCING EQUITY AND
[03:00:07] INCLUSION, AS WELL AS SOME EXAMPLES OF
[03:00:09] BEING DISRUPTIVE AND DISCRIMINATORY AND
[03:00:13] CREATING A CULTURE OF FEAR, ESPECIALLY
[03:00:15] WITH REGARDS TO REPORTING BIAS AND
[03:00:17] DISCRIMINATION. AND WE HAVE OBSERVED
[03:00:20] BARRIERS OR BEEN REPORTED BARRIERS THAT
[03:00:22] PREVENT COMMUNITY BASED ORGANIZATIONS
[03:00:25] AND SMALL BUSINESSES TO MEANINGFULLY
[03:00:27] ENGAGE IN RELATIONSHIPS WITH THE BOARD.
[03:00:30] BUT THE EBI ASSESSMENT ALSO FOUND THAT
[03:00:33] WE HAVE MANY STRENGTHS AND TO HELP US
[03:00:37] MAKE THE NECESSARY CHANGES IN MANY WAYS.
[03:00:40] I THINK THE PORT OF SEATTLE IS A LEADER
[03:00:42] AMONG ITS PEER MUNICIPALITIES LOCALLY
[03:00:46] AND NATIONALLY IN BOTH HOW COMMITTED WE
[03:00:49] ARE TO THE PORT, AS WELL AS HOW MUCH
[03:00:51] RESOURCES AND EFFORT WE HAVE WE'RE
[03:00:54] PUTTING TOWARDS TRUE CHANGE. WE HAVE A
[03:00:58] VERY SUPPORTIVE AND GROWING BODY OF
[03:01:00] EMPLOYEES THAT ARE ENGAGING IN EQUITY
[03:01:02] TRAININGS, INCORPORATING EQUITY INTO
[03:01:04] THEIR WORK AND PUSHING THEIR TEAMS TO
[03:01:07] IMPROVE. AND WE HAVE MANY EXAMPLES OF

[03:01:09] PROJECTS WITH COMMUNITIES WHERE WE ARE
[03:01:12] REBUILDING RELATIONSHIPS, COLLECTIVELY,
[03:01:14] MAKING DECISIONS AND DIRECTING FUNDING
[03:01:18] TO AREAS OF NEED. AND WE HAVE SUPPORTIVE
[03:01:20] LEADERSHIP THAT IS COMMUNICATING FROM
[03:01:23] THE TOP ABOUT THE IMPORTANCE OF THIS
[03:01:25] WORK AND LEADING BY EXAMPLE. AND SO
[03:01:28] WHILE WE HAVE A LONG AND HARD ROAD
[03:01:30] AHEAD, WE ARE VERY MUCH ON THE PATH.
[03:01:34] SO IN THE PROCESS, I JUST WANT TO
[03:01:36] MENTION THAT BECAUSE THERE ARE SO MANY
[03:01:39] ISSUES AND RECOMMENDATIONS WITHIN EACH,
[03:01:42] WE'RE GOING TO BE SPECIFICALLY FOCUSING
[03:01:44] ON JUST ONE KEY ISSUE PER BUCKET,
[03:01:48] AND THE ISSUES THAT WE FOCUS ON ARE
[03:01:50] EITHER BECAUSE THEY WERE MENTIONED A LOT
[03:01:54] BY OUR EMPLOYEES OR HAVE COME UP A LOT
[03:01:56] IN CONVERSATIONS THAT WE'VE HELD SINCE
[03:01:58] THE ASSESSMENT. ALL RIGHT. NEXT SLIDE,
[03:02:01] PLEASE. OKAY.
[03:02:04] WORKPLACE CULTURE IS PERHAPS THE MOST
[03:02:06] SUBSTANTIAL FOCUS AREA NOT ONLY IN THE
[03:02:09] CULTURE OF AN ORGANIZATION, OFTEN HARD
[03:02:12] TO QUANTIFY AND MEASURE, BUT IT'S
[03:02:15] PERVASIVE AFFECTING ALL ASPECTS OF AN
[03:02:18] ORGANIZATION'S PRACTICES, POLICIES, AND
[03:02:21] IMPACT ON THE COMMUNITY. NEXT SLIDE,
[03:02:23] AND I'M GOING TO TURN IT OVER TO KATIE
[03:02:25] GERARD FROM HERE. THANK YOU.
[03:02:29] GOOD AFTERNOON. COMMISSIONERS IS AN
[03:02:30] EXECUTIVE DIRECTOR OF KATIE GIRARD,
[03:02:32] SENIOR DIRECTOR OF HUMAN RESOURCES.
[03:02:34] REALLY HAPPY TO BE HERE AND PART OF THIS
[03:02:36] PRESENTATION TODAY. SO ONE WAY WE CAN
[03:02:38] MEASURE THE CULTURE OF OUR ORGANIZATION
[03:02:40] AND THE WAYS IN WHICH OUR EMPLOYEES
[03:02:42] EXPERIENCE AND PERCEIVE THE PORT IS
[03:02:44] THROUGH SURVEYS, AND THEIR COMMENTS AND
[03:02:46] FEEDBACK ON THE SCREEN ARE TWO COMMENTS
[03:02:48] FROM THE EMPLOYEES WHO PARTICIPATED IN
[03:02:50] THE EQUITY SURVEY. THESE COMMENTS WERE
[03:02:52] IN REGARD TO EMPLOYEES FEELING UNSAFE,
[03:02:54] REPORTING INSTANCES OF DISCRIMINATION.
[03:02:57] THERE WERE 108 COMMENTS ASSOCIATED WITH
[03:02:59] THIS TOPIC, AND 100 OF THEM
[03:03:01] UNFORTUNATELY, EXPRESSED FEAR AND
[03:03:03] CONCERN OF RETALIATION. JUST LIKE THESE
[03:03:05] TWO COMMENTS ON THE SCREEN. WHILE WE
[03:03:07] CANNOT NECESSARILY RESPOND TO AND
[03:03:09] IMPLEMENT ALL OF THE SUGGESTIONS MADE
[03:03:11] AND FEEDBACK LIKE THIS, IT DOES GIVE US
[03:03:13] A SENSE OF HOW EMPLOYEES FEEL AND THE
[03:03:15] WORK THAT NEEDS TO BE DONE. NEXT SLIDE,
[03:03:17] PLEASE. SO, IN WORKPLACE
[03:03:21] CULTURE, THERE ARE FOUR KEY ISSUES AND
[03:03:23] 17 RECOMMENDATIONS IN THIS AREA. THE
[03:03:27] ISSUES ARE SUBSTANTIAL AND INCLUDE
[03:03:29] INCONSISTENCIES IN THE PORT VISION AND
[03:03:31] COMMITMENT TO EQUITY, THE LACK OF OPEN
[03:03:33] DIALOGUE ON EQUITY AND RACISM, THE LACK
[03:03:36] OF BIPOC REPRESENTATION AND VOICE AND
[03:03:38] DECISION MAKING, AND FINALLY, THE LACK
[03:03:40] OF SURETY AND FEAR OF RETALIATION AND

[03:03:42] REPORTING CONCERNS. AND THIS IS THE ONE
[03:03:44] THAT I'M GOING TO HIGHLIGHT NEXT SLIDE,
[03:03:46] PLEASE.
[03:03:50] WITH REGARDS TO THIS ISSUE, ONLY 50% OF
[03:03:52] EMPLOYEES WHO COMPLETED THE EQUITY
[03:03:54] SURETY SAID THAT THEY AGREED OR STRONGLY
[03:03:56] AGREED THAT THEY ARE SATISFIED AND THAT
[03:03:58] ANY CONFLICTS AT THE PORT OF SEATTLE
[03:04:00] RELATED TO DIVERSITY EQUITY INCLUSION
[03:04:02] WOULD BE ADDRESSED APPROPRIATELY.
[03:04:04] ADDITIONALLY, BYPASS EMPLOYEES,
[03:04:06] ESPECIALLY BLACK AND NATIVE AMERICAN
[03:04:08] EMPLOYEES, WERE SIGNIFICANTLY LESS
[03:04:09] LIKELY TO REPORT DISCRIMINATION THAN
[03:04:12] THEIR WHITE COUNTERPARTS. OUR
[03:04:14] RECOMMENDATIONS HAVE A FOCUS ON TRAINING
[03:04:16] SUPERVISORS ACROSS THE BOARD IN ORDER TO
[03:04:18] INCREASE THEIR COMFORT IN DEALING WITH
[03:04:20] THESE VERY CHALLENGING ISSUES, CLEARLY
[03:04:23] DEFINING WHAT AVIATION IS AND WHAT IT
[03:04:25] ISN'T, AND FINALLY, PROVIDING GOOD,
[03:04:27] CLEAR DIRECTION ON THE CONSISTENT
[03:04:28] APPLICATION OF OUR HR 18 POLICY, WHICH
[03:04:31] COVERS CORRECTIVE AND DISCIPLINARY
[03:04:33] ACTION, AS WELL AS OUR CODE OF CONDUCT
[03:04:35] POLICIES. CLEARLY, WE HAVE A LOT OF WORK
[03:04:37] TO DO AND A LOT OF SKILL BUILDING TO BE
[03:04:40] DONE, AND WE REALLY LOOK FORWARD TO
[03:04:42] PARTNERING WITH THE OEDI TEAM AND MANY
[03:04:44] OTHERS TO MAKE THIS AN ORGANIZATION THAT
[03:04:46] RESPONDS TO THESE CONCERNS AND TAKES
[03:04:49] TANGIBLE ACTION TO IMPROVE THE
[03:04:51] EXPERIENCE OF OUR EMPLOYEES. NOW I'D
[03:04:53] LIKE TO TURN IT BACK OVER TO BOOT UP.
[03:04:56] THANK YOU, KATIE. ALL RIGHT. NEXT SLIDE,
[03:04:58] PLEASE. WE'RE MOVING ON TO OPERATIONS
[03:05:02] AND PROCESSES FOR EQUITY. BROADLY,
[03:05:05] THIS REFERS TO HOW THE PORT OF COURT
[03:05:07] INTEGRATES EQUITY INTO SHORT TERM AND
[03:05:10] LONG TERM WORK. NEXT SLIDE, PLEASE.
[03:05:17] SO THESE ARE THE THREE KEY ISSUES THAT
[03:05:20] ARE IDENTIFIED IN PROCESSES,
[03:05:24] AND I'M TURNING IT OVER TO NOT YET.
[03:05:28] AS YOU CAN SEE FROM THIS SLIDE,
[03:05:32] SUPERVISORS IN THIS REPORT HAVE
[03:05:36] COME UP A LOT IN MULTIPLE PLACES,
[03:05:39] ACTUALLY, OF THE KEY ISSUES SUPERVISORS
[03:05:43] WE DEFINE FOR THE PURPOSES OF THIS STUDY
[03:05:46] AS ANY EMPLOYEE THAT HAS ONE OR MORE
[03:05:49] DIRECT REPORT, THEY PLAY A CRITICAL AND
[03:05:52] VERY ROLE IN ADVANCING EQUITY AND ANTI
[03:05:54] RACISM IN THE ORGANIZATION. MANY OF OUR
[03:05:57] EMPLOYEES RESPONDED IN A SURVEY THAT
[03:06:01] THEIR SUPERVISORS DETERMINE WHETHER
[03:06:05] DEPARTMENT'S WORK IS INFORMED BY EQUITY
[03:06:08] CONSIDERATIONS OR NOT. SOME DESCRIBE
[03:06:11] CHALLENGES OF DEPARTMENT LEADERS WHO DO
[03:06:13] NOT BELIEVE IN EQUITY EFFORTS, WHILE
[03:06:16] OTHERS THAT THEY FEEL UNABLE TO VOICE
[03:06:18] THEIR CONCERNS ABOUT RACISM OR
[03:06:20] DISCRIMINATION, ESPECIALLY IF THE
[03:06:22] SUPERVISOR IS THE SOURCE OF THE CONCERN
[03:06:25] REPRESENTED. WORKERS ALSO EXPRESS

[03:06:27] CONCERNS ABOUT SUPPORT FROM THEIR
[03:06:30] SUPERVISORS, ESPECIALLY THE LACK OF OPEN
[03:06:33] DIALOGUE ABOUT RACIAL ISSUES,
[03:06:35] PARTICIPATION IN EQUITY PROGRAMMING OR
[03:06:38] PROFESSIONAL DEVELOPMENT. BLACKS IN
[03:06:40] GOVERNMENT, WHICH IS ONE OF OUR EMPLOYEE
[03:06:42] RESOURCE GROUPS, ALSO CALLED FOR MORE
[03:06:44] TRAINING FOR MID LEVEL SUPERVISORS AND
[03:06:47] EXPRESSED THE NEED TO STOP PROTECTING
[03:06:50] SUPERVISORS WHO DISPLAY RACIST
[03:06:53] BEHAVIOR. AS YOU CAN SEE HERE, I THINK
[03:06:56] IT'S REALLY IMPORTANT. NUMBER 25 AND 26
[03:07:02] HAVE COME UP A LOT, AND THIS IS WHERE
[03:07:05] YOUR ROLE AND EXECUTIVE DIRECTOR METRIC
[03:07:07] AND ALL OF THE EXECUTIVE LEADERSHIP TEAM
[03:07:10] ARE SO CRITICAL ARE CONSISTENT. LEADING
[03:07:13] WITH EQUITY CONSISTENTLY MESSAGING ABOUT
[03:07:16] LEADING WITH EQUITY ARE REALLY IMPORTANT
[03:07:19] TO OUR ORGANIZATION. NOW I'M GOING TO
[03:07:21] TURN IT OVER TO JERMAINE MORRIE TO GO
[03:07:23] INTO SOME MORE OF THE SPECIFIC
[03:07:25] INFORMATION ON THIS SLIDE. JERMAINE.
[03:07:29] ALL RIGHT, GOOD AFTERNOON,
[03:07:30] COMMISSIONERS, AND WELCOME TO THE PORT
[03:07:33] GOING TO JUMP RIGHT IN. LET'S TALK ABOUT
[03:07:35] GAPS AND CRITICAL ROLE OF SUPERVISOR.
[03:07:38] IN 2021, THE PORT OF SEATTLE MADE IT
[03:07:40] MANDATORY FOR ALL SUPERVISORS TO ATTEND
[03:07:43] A RACIAL EQUITY EIGHT HOUR COURSE. 384
[03:07:46] SUPERVISORS PORT WIDE COMPLETED 8 HOURS
[03:07:49] OF RACIAL EQUITY TRAINING. THE TRAINING
[03:07:52] WAS BROKEN UP OVER THREE SESSIONS, AND
[03:07:54] SUPERVISORS GAINED SKILLS AND STRATEGIES
[03:07:56] ON HOW TO ADDRESS RACIAL BIAS, FORTERRA
[03:07:59] CULTURE OF LEARNING, AND LEAD DIVERSE
[03:08:01] TEAMS AND CONSTRUCTION SERVICES,
[03:08:04] OFTENTIMES REFERRED TO AS PCS. THANKS TO
[03:08:07] NANCY CATANO CHANGE TEAM MEMBER, WE
[03:08:10] INCLUDED OUR REPRESENTATIVE FOLKS AND
[03:08:12] WE'LL CONTINUE TO INCLUDE THEM
[03:08:13] THEREAFTER. IN 2022, THE PORT WILL
[03:08:17] CONTINUE TO OFFER THE FOUNDATIONAL EIGHT
[03:08:19] HOUR COURSE FOR ALL NEW SUPERVISORS
[03:08:21] ENTERING THE PORT OF SEATTLE.
[03:08:23] ADDITIONALLY, OEDI WILL PROVIDE AN
[03:08:25] ADDITIONAL EIGHT TO 10 HOURS OF REQUIRED
[03:08:27] ADVANCED RACIAL EQUITY TRAINING FOR ALL
[03:08:29] SUPERVISORS. PCS WILL ADHERE TO THE SAME
[03:08:32] REQUIREMENT. BUT AS THE LEADER, I'M
[03:08:33] HOPING TO INCREASE OUR LEARNING AND WORK
[03:08:35] CLOSELY WITH OEDI FOR AN OPPORTUNITY FOR
[03:08:38] A JOINT RACIAL EQUITY TRAINING WITH ALL
[03:08:40] STAFF. THE TRAINING IS VALUABLE AND A
[03:08:43] MUST. IT DEMONSTRATES TEAMWORK. MORE
[03:08:46] IMPORTANTLY, IT ALLOWS EMPLOYEES TO BE
[03:08:48] VULNERABLE AND GET COMFORTABLE AS A TEAM
[03:08:51] AND TELL PERSONAL EXPERIENCES AND TALK
[03:08:53] ABOUT HOW THEY FEEL. MORE IMPORTANTLY,
[03:08:56] IT ENCOURAGED EMPLOYEES TO START
[03:08:58] REPORTING POTENTIAL ISSUES, AND I REALLY
[03:09:00] WANT THAT IN PCS,
[03:09:04] WE CREATED A BEHAVIOR GOAL BASED ON CODE
[03:09:07] OF CONDUCT 14 THAT REQUIRES SUPERVISORS

[03:09:10] AND MANAGERS WHO KNOW OF OR RECEIVE
[03:09:12] REPORTS OR COMPLAINTS OF OFFENDING
[03:09:14] BEHAVIOR TO PROMPTLY REPORT IT WITHOUT
[03:09:16] FEAR OF RETALIATION. AND ONCE THE
[03:09:19] BEHAVIOR IS REPORTED,
[03:09:24] AN INVESTIGATION AND AN INVESTIGATION IS
[03:09:26] COMPLETED, ALL PCS MANAGERS ARE REQUIRED
[03:09:28] TO TAKE IMMEDIATE ACTION BASED ON THE
[03:09:30] FINDINGS OF THE INVESTIGATION. NEXT,
[03:09:33] LET'S TALK ABOUT DEVELOPMENT OF EDI
[03:09:35] PERFORMANCE GOALS. OUR RECOMMENDATION
[03:09:38] IS THAT ALL SUPERVISORS HAVE A
[03:09:40] MEASURABLE EQUITY COMPONENT TO THEIR
[03:09:42] ESSENTIAL FUNCTIONS, AND HR HAS ALREADY
[03:09:46] MADE PROGRESS ON THIS GOAL, AND IT'S
[03:09:48] BEGINNING THIS YEAR, ALL SUPERVISORS
[03:09:52] WILL HAVE AN EDI PERFORMANCE GOAL. THIS
[03:09:55] IS BUILDING ON PAST SUCCESS. WITH
[03:09:57] SUPPORT FROM JANICE ZON AND THE
[03:09:58] CONSTRUCTION MANAGEMENT GROUP, WE
[03:10:00] DEVELOPED A PERFORMANCE BEHAVIORAL GOAL
[03:10:02] AND ADDED IT INTO OUR REPRESENTATIVE
[03:10:04] WORK. OUR REPRESENTATIVE EMPLOYEES WORK
[03:10:06] RULE EXCUSE ME AS AN EXPECTATION SO THAT
[03:10:09] WE CAN START HOLDING EVERYONE
[03:10:10] ACCOUNTABLE. THE GOAL HAS BEEN
[03:10:13] IMPLEMENTED SINCE SUMMER OF 2020. THE
[03:10:15] BEHAVIORAL GOAL IS TO RECOGNIZE PRACTICE
[03:10:18] EQUITY, DIVERSITY AND INCLUSION, AND IT
[03:10:21] ENCOURAGES EMPLOYEES TO SPEAK OUT
[03:10:22] AGAINST ANY RACIAL INJUSTICE AND
[03:10:24] DISCRIMINATION, AND IT ENCOURAGES
[03:10:27] EMPLOYEES TO IDENTIFY AND ADDRESS
[03:10:28] OBSTACLES TO PARTICIPATION IN
[03:10:30] RECOGNITION. ALONG WITH THE BEHAVIORAL
[03:10:34] GOAL, PCS HAS MANDATORY OEDI ESSENTIAL
[03:10:37] FUNCTION GOALS FOR ALL ITS EMPLOYEES,
[03:10:39] WHICH INCLUDES STARTING A MEETING WITH
[03:10:40] AN EQUITY MOMENT, PARTICIPATE IN ODI
[03:10:43] OPPORTUNITIES AT THE PORT WHEN HIRING
[03:10:46] NEW FTS OR BACKFILLING POSITIONS, WORK
[03:10:48] WITH TALENT ACQUISITION FOR OUTREACH
[03:10:49] EFFORTS TO ATTRACT DIVERSE CANDIDATE
[03:10:51] POOLS AND ENSURE THAT WE HAVE A DIVERSE
[03:10:54] HIRING PANEL WITH ESSENTIAL FUNCTION
[03:10:57] GOALS. LIKE THIS, WE CAN HELP FILL GAPS
[03:11:00] IN A CRITICAL ROLE OF SUPERVISOR AND NON
[03:11:02] SUPERVISORY ROLES, AND WE CAN HOLD THOSE
[03:11:05] ACCOUNTABLE WHO DON'T SUPPORT EDI, AND
[03:11:08] WITH THAT, I'LL TURN IT OVER TO KATIE.
[03:11:10] NEXT SLIDE. THANK YOU,
[03:11:14] JERMAINE. THE NEXT AREA OF FOCUS IS
[03:11:16] EMPLOYMENT. NEXT SLIDE, PLEASE.
[03:11:20] SO THERE ARE THREE KEY ISSUES AND TEN
[03:11:22] RECOMMENDATIONS IN THIS SECTION. THE
[03:11:24] THREE ISSUES ARE THE PERCEPTIONS AROUND
[03:11:26] INEQUITIES AND RECRUITMENT, HIRING AND
[03:11:28] QUALIFICATIONS, INEQUITIES IN
[03:11:30] COMPENSATION AND THE BARRIERS TO
[03:11:32] ADVANCEMENT FOR INTERNAL CANDIDATES.
[03:11:35] I'LL BE TALKING SPECIFICALLY ABOUT KEY
[03:11:37] ISSUE NUMBER TEN AND THE RECOMMENDATIONS
[03:11:39] THAT FOLLOW. NEXT SLIDE, PLEASE.

[03:11:44] IN THE EQUITY SURVEY, EMPLOYEES GAVE
[03:11:46] INPUT ON SEVERAL ISSUES RELATED TO JOB
[03:11:47] ADVANCEMENT. COMMENTS FROM THE EQUITY
[03:11:49] SURVEY WERE ALMOST ALL EXPRESSIONS OF
[03:11:51] CONCERN. AGAIN, THE MOST FREQUENT ISSUE
[03:11:54] CITED WAS FAVORITISM OF WHITE MALES AND
[03:11:56] PROMOTION DECISIONS, INCLUDING KIND OF
[03:11:58] THIS LONGSTANDING, GOOD OLD BOYS NETWORK
[03:12:01] THAT CREATE BARRIERS FOR EMPLOYEES OF
[03:12:03] COLOR OUTSIDE OF THOSE NETWORKS.
[03:12:05] ANOTHER ISSUE NOTED WAS THE PERCEPTION
[03:12:07] THAT EXTERNAL HIRING IS OFTEN
[03:12:08] PRIORITIZED OVER OUR INTERNAL
[03:12:10] PROMOTIONS. MANY EMPLOYEES NOTED THAT
[03:12:13] A LACK OF TIME IS A SIGNIFICANT BARRIER
[03:12:16] FOR THEIR OWN PROFESSIONAL DEVELOPMENT
[03:12:18] TO ADVANCE THEIR CAREERS. HERE WITHIN
[03:12:20] THE PORT OF SEATTLE, WE WILL CONTINUE TO
[03:12:24] STRESS DEVELOPMENT GOALS AND ENSURE
[03:12:25] SUPERVISORS PUT THIS INTO THEIR STAFF
[03:12:27] PERFORMANCE GOALS. THE HR TEAM IS WELL
[03:12:30] ON THE WAY TO MAKING IMPROVEMENTS IN OUR
[03:12:32] PROCESSES, AS WELL AS WORKING ON
[03:12:33] CLEANING UP OUR HIRING DATA TO BETTER
[03:12:35] REPORT ON WHAT IS ACTUALLY HAPPENING IN
[03:12:37] RETIRING HIRING. I WANT TO MAKE SURE
[03:12:39] THAT WE HAVE GOOD DATA TO SUPPORT WHAT
[03:12:41] IS HAPPENING ACROSS THE PORT. WE'VE HAD
[03:12:44] SOME DATA CHALLENGES AND WE NEED TO MAKE
[03:12:45] SURE THAT WE ARE TELLING THE STORY OF
[03:12:49] WHAT'S HAPPENING AT THE PORT. SO, FOR
[03:12:50] EXAMPLE, WE ARE DEVELOPING A REPORT TO
[03:12:53] REFLECT THE INTERNAL VERSUS EXTERNAL
[03:12:55] HIRES. AND JUST IN 2021, WE HAD 248
[03:12:59] COMPETITIVE HIRING PROCESSES AND OF
[03:13:01] THOSE, 91 WERE INTERNAL HIRE, SO DOING
[03:13:04] PRETTY GOOD. WE ALWAYS KNOW THAT THERE'S
[03:13:06] GOING TO BE EXTERNAL AND WE WANT TO HAVE
[03:13:07] THAT GOOD BALANCE, BUT CERTAINLY MAKING
[03:13:10] SURE THAT WE HAVE THE DATA TO SUPPORT
[03:13:12] WHAT'S HAPPENING IS IMPORTANT. WE ALSO
[03:13:15] HAVE A WELL ESTABLISHED MENTORING
[03:13:16] PROGRAM AND WILL CONTINUE TO PROMOTE
[03:13:18] THESE PROGRAMS AS THAT'S ANOTHER WAY FOR
[03:13:19] PEOPLE TO DEVELOP THEIR SKILLS AND GET
[03:13:22] FEEDBACK FROM OTHER PROFESSIONALS HERE
[03:13:24] AT THE PORT. AGAIN, THE WORK CONTINUES
[03:13:27] AND WE ARE AGAIN PLEASED TO PARTNER WITH
[03:13:29] OEDI AND OUR EMPLOYEE RESOURCE GROUPS
[03:13:32] AND OUR DEVELOPMENT AND DIVERSITY
[03:13:33] COUNCIL. I THINK THESE GROUPS
[03:13:35] COLLECTIVELY WILL CERTAINLY MAKE AN
[03:13:38] IMPACT ON OUR PROCESSES GOING FORWARD
[03:13:40] AND HOPEFULLY IMPROVE THE PERCEPTIONS OF
[03:13:42] HIRING AND EMPLOYMENT HERE AT THE PORT
[03:13:44] OF SEATTLE. ALL RIGHT, BACK TO YOU,
[03:13:46] JERMAINE. ALL RIGHT. THANKS, KATIE.
[03:13:50] NICK.
[03:13:55] EQUITY CAPACITY BUILDING WE
[03:14:00] MEAN OUR ABILITY TO TRAIN AND DEVELOP
[03:14:02] POOR EMPLOYEE SKILLS AND ABILITIES TO
[03:14:04] ADVANCE RACIAL EQUITY WITHIN THEIR TEAM
[03:14:06] AND WITHIN THE ORGANIZATION BROADLY.

[03:14:08] NEXT SLIDE THE
[03:14:16] EQUITY SURVEY FOUND THAT 74.5% OF
[03:14:19] RESPONDENTS AGREED OR STRONGLY AGREED
[03:14:21] THAT PARTICIPATION IN OEDI PROGRAMS TO
[03:14:23] NORMALIZE RACIAL EQUITY IS ENCOURAGED.
[03:14:26] BUT THERE WAS ALSO SEVERAL ISSUES
[03:14:28] IDENTIFIED SUCH AS LAST OF TIME,
[03:14:30] RESOURCES AND RESISTANCE FROM BOTH
[03:14:32] SUPERVISORS AND INDIVIDUAL CONTRIBUTORS.
[03:14:35] NEXT SLIDE THERE'S
[03:14:41] ONLY ONE KEY ISSUE IN THE FOCUS AREA SO
[03:14:44] WE CAN SKIP THIS SLIDE AND TAKE A DEEPER
[03:14:46] DIVE AT THE NEXT SLIDE.
[03:14:51] LET'S TALK ABOUT BARRIERS TO
[03:14:53] PARTICIPATION, RESOURCES, AND
[03:14:55] RESISTANCE. IN MY OPINION, THIS IS ONE
[03:14:58] OF THE GREATEST CHALLENGES IN ONE OF THE
[03:15:01] PREVIOUS SLIDES RELATED TO WORKPLACE
[03:15:04] CULTURE AND EMPLOYEE COMMENTED IN THE
[03:15:06] EQUITY SURVEY, EVEN THOUGH I
[03:15:10] HAVE NOT REPORTED BIAS AND
[03:15:12] DISCRIMINATION, I'M 100% CONFIDENT THAT
[03:15:14] NOTHING WOULD BE DONE ABOUT IT. OUR
[03:15:16] VALUES ARE A JOKE. THEY ARE NOT EVEN
[03:15:19] WORTH THE PAPER THEY'RE WRITTEN ON.
[03:15:22] THIS IS NOT A SAFE PLACE TO WORK FOR. I
[03:15:25] HAVE TO TELL YOU AS A LEADER, THIS IS
[03:15:27] HEARTBREAKING AND NOBODY SHOULD FEEL
[03:15:28] THAT WAY. HONESTLY. AT TIMES I'VE HAD
[03:15:32] SIMILAR FEELINGS. I WANT TO ELIMINATE
[03:15:34] FEELINGS OF DISTRUST, INFLUENCE AND
[03:15:36] CREATE POSITIVE CHANGE WITHIN PCS AND
[03:15:39] THE PORT OF SEATTLE. WE STARTED BY
[03:15:42] MODIFYING OUR VISION MISSION WITH CORE
[03:15:44] VALUES TO ENSURE THAT THEY ARE ALIGNED
[03:15:46] WITH THE PORT OFFICE OF EQUITY DIVERSITY
[03:15:48] INCLUSION AND LATER CHANGED OUR LOGO TO
[03:15:51] ILLUSTRATE COLLABORATION BETWEEN THE
[03:15:53] AIRPORT AND WATERFRONT TEAM TO SHOW THAT
[03:15:55] WE ARE ONE TEAM. IN ADDITION TO THE
[03:15:59] SUPERVISOR RACIAL EQUITY TRAINING,
[03:16:00] FRONTLINE WORKERS AND INDIVIDUAL
[03:16:02] CONTRIBUTORS WERE REQUIRED TO TAKE 3
[03:16:04] HOURS OF RACIAL EQUITY TRAINING.
[03:16:06] 431 PORT WIDE STAFF COMPLETED THE
[03:16:09] TRAINING. ONE DISPARITY IDENTIFIED AS
[03:16:12] PART OF THE ISSUE IS THAT EDI
[03:16:13] ACTIVITIES, TRAININGS, AND LEARNING
[03:16:16] OPPORTUNITIES SIMPLY ARE NOT ACCESSIBLE
[03:16:18] FOR THE REPRESENTATIVE WORKERS AND SHIFT
[03:16:20] WORKERS FOR SEVERAL REASONS. IN PCS,
[03:16:23] WE ARE ALWAYS SEEKING WAYS TO MAKE
[03:16:25] IMPROVEMENTS NOT JUST TO BE MORE
[03:16:26] EFFICIENT AND PERFORMING WORK, BUT ALSO
[03:16:28] SEEKING WAYS TO REMOVE INEQUITIES AND
[03:16:30] UNFAIRNESS WITHIN THE DEPARTMENT TO BE
[03:16:32] MORE EMPATHETIC AND MORE FAIR WITH HOW
[03:16:35] WE TREAT OUR EMPLOYEES AND HOW WE TREAT
[03:16:36] PEOPLE IN GENERAL. PCS AS A WHOLE IS
[03:16:41] COMMITTED TO CONTINUOUS PROCESS
[03:16:43] IMPROVEMENT INITIATIVES WITH AN EQUITY
[03:16:45] LENS TO PROMOTE CHANGE AND FIND WAYS TO
[03:16:48] BE MORE EFFICIENT AND MORE FAIRER WITHIN

[03:16:51] I FULLY SUPPORT THE CHANGE TEAM MEMBERS.
[03:16:54] CHANGE MANAGEMENT DOESN'T NEED TO BE
[03:16:55] RESTRICTED TO GETTING WORK DONE. IT'S
[03:16:57] EQUALLY IMPORTANT HOW THE WORK IS
[03:16:59] GETTING DONE AND BY WHOM TO ELIMINATE
[03:17:02] INEQUITIES CHANGE IS WHAT WE NEED AND
[03:17:04] ANYONE WHO RESISTS CHANGE IS PART OF THE
[03:17:06] PROBLEM, NOT THE SOLUTION. IN 2021, PCS
[03:17:10] ALL NONREPRESENTED EMPLOYEES OBTAINED
[03:17:12] MANDATORY CPI TRAINING. SOME OF THE
[03:17:15] REPRESENTATIVE FOLKS COMPLETED LINK
[03:17:17] LEADERSHIP IN 2022. WE WILL CONTINUE TO
[03:17:20] FIND INITIATIVES TO MAKE IMPROVEMENTS TO
[03:17:22] BE MORE FAIR AND TO BE MORE EFFICIENT TO
[03:17:25] REMOVE ANY BARRIERS. WE WILL START BY
[03:17:28] INCLUDING THE REPRESENTATIVE EMPLOYEES.
[03:17:31] MANY YEARS AGO I WAS A REPRESENTATIVE
[03:17:33] EMPLOYEE AND I RECALL MANY OF THE UNFAIR
[03:17:35] CHALLENGES IN UPHILL BATTLES,
[03:17:37] ESPECIALLY AS A BLACK AFRICAN AMERICAN.
[03:17:39] I DON'T EVER WANT TO FORGET WHERE I CAME
[03:17:41] FROM OR FORGET HOW I GOT WHERE I AM
[03:17:44] TODAY IN POOR CONSTRUCTION SERVICES.
[03:17:48] JANA FISCER ESTABLISHED AN INTERNAL
[03:17:50] BOOK CLUB AND IS CONTINUING TO SEEK TIME
[03:17:52] SLOTS TO ALLOW FOR REPRESENTATION OF THE
[03:17:55] REPRESENTATIVE FOLKS TO PARTICIPATE. IN
[03:17:58] 2021, WE GOT PORTED IPHONES AND
[03:18:01] INCREASED THE TOTAL NUMBER OF DESKTOP
[03:18:03] WORKSTATIONS FOR OUR REPRESENTATIVE
[03:18:04] FOLKS SO THAT THEY COULD HAVE EASIER
[03:18:06] ACCESS TO INFORMATION AND OPPORTUNITIES.
[03:18:10] IN 2022, PCS ALLOCATED 5% OF CREW TIME
[03:18:13] TO NON PROJECT ACTIVITIES.
[03:18:17] THIS CREATED AN AVENUE FOR
[03:18:18] REPRESENTATIVE EMPLOYEES TO ATTEND
[03:18:20] VIRTUAL DEVELOPMENT OR EQUITY TRAININGS
[03:18:22] AS WORK ALLOWS. WHILE WE DEVELOP
[03:18:25] A POLICY, WHEN YOU HEAR NAMES LIKE
[03:18:28] MICHAEL JORDAN, YOU ONLY HEAR ABOUT THE
[03:18:31] SHOTS HE MADE. JACKIE ROBINSON YOU ONLY
[03:18:33] HEAR ABOUT THE HOME RUNS. THOMAS EDISON,
[03:18:36] YOU ONLY HEAR ABOUT THE SUCCESSFUL LIGHT
[03:18:37] BULB CREATION. WHAT YOU DON'T HEAR ABOUT
[03:18:40] IS THE MISS SHOTS, THE STRIKEOUTS OR THE
[03:18:42] FAILED EXPERIENCES. THE SAME COULD BE
[03:18:44] SAID ABOUT HOW YOU TREAT SOMEONE
[03:18:46] UNFAVORABLY OR BECAUSE OF THEIR SKIN
[03:18:48] COLOR OR SEXUAL ORIENTATION OR GENDER.
[03:18:52] BUT AGAIN, AS AN AFRICAN AMERICAN, I
[03:18:54] KNOW THERE ARE MANY UNSPOKEN MISSED
[03:18:56] OPPORTUNITIES. SO IN 2022, I ENCOURAGE
[03:18:59] EVERYONE TO EXPLORE THE NEED TO CREATE
[03:19:02] DEDICATED FUNDING TO SUPPORT EMPLOYEE
[03:19:04] PARTICIPATION IN EDI EFFORTS,
[03:19:07] ESPECIALLY THE REPRESENTATIVE FOLKS AND
[03:19:09] SHIFT WORKERS. THEIR VOICE MATTERS,
[03:19:11] TOO. WITH LEADERSHIP ENFORCEMENT.
[03:19:13] TOGETHER, WE CAN REMOVE BARRIERS TO
[03:19:15] PARTICIPATION, RESOURCES AND RESISTANCE,
[03:19:18] AND WITH THAT, I'LL TURN IT OVER TO
[03:19:19] FERRY. THANK YOU SO MUCH.
[03:19:22] DOMAIN. GOOD AFTERNOON, COMMISSIONERS.

[03:19:25] EXECUTIVE DIRECTOR METRUCK I'M KERI
[03:19:27] PRAVITZ. SHE'S HER PRONOUNS, AND I
[03:19:29] SERVED AS THE EAST KING COUNTY COMMUNITY
[03:19:31] AND GOVERNMENT RELATIONS MANAGER IN THE
[03:19:33] EXTERNAL RELATIONS DEPARTMENT. SO FAR,
[03:19:36] THE KEY ISSUES AND RECOMMENDATIONS WE'VE
[03:19:37] COVERED HAVE BEEN FOCUSED INTERNALLY.
[03:19:40] NOW I'M GOING TO COVER A COUPLE OF
[03:19:41] ISSUES THAT ARE EXTERNALLY FOCUSED, HOW
[03:19:44] WE SHOW UP AND WORK WITH AND ENGAGE WITH
[03:19:47] OUR EXTERNAL CUSTOMERS, STAKEHOLDERS AND
[03:19:49] COMMUNITIES. I'LL START WITH ENGAGING
[03:19:52] WITH WOMEN AND MINORITY OWNED BUSINESS
[03:19:54] AND SMALL BUSINESSES. NEXT SLIDE PLEASE.
[03:19:58] BOTH INTERNAL AND EXTERNAL STAKEHOLDERS
[03:20:00] AFFIRM THE PORT'S EFFORTS IN CONTRACTING
[03:20:02] WITH SMALL AND WOMEN IN MINORITY OWNED
[03:20:04] BUSINESSES, BUT MANY HAVE ALSO EXPRESSED
[03:20:06] CONCERNS AND IDENTIFIED AREAS OF
[03:20:08] IMPROVEMENTS. THERE WERE TWO KEY ISSUES
[03:20:11] HERE AND FOUR RECOMMENDED ACTIONS.
[03:20:14] THE EQUITY SURVEY YIELDED 95 COMMENTS
[03:20:19] OVERALL ABOUT CONTRACTING, TWO THIRDS OF
[03:20:21] WHICH DESCRIBED AREAS NEEDING
[03:20:23] IMPROVEMENT, INCLUDING REDUCING FERRIES
[03:20:26] AND CREATING MORE STREAMLINED PROCESSES
[03:20:28] FOR CONTRACTORS, ADDRESSING THE LACK OF
[03:20:31] WIND BEE AVAILABILITY FOR CERTAIN
[03:20:33] SERVICES, AND EXPANDING OUTREACH TO A
[03:20:35] BROADER UNIVERSE OF VENDORS. NEXT SLIDE,
[03:20:38] PLEASE. AS WE LOOK AT
[03:20:42] THE KEY ISSUES OF BARRIERS, THE
[03:20:44] RECOMMENDED ACTION FOR THIS IS AN
[03:20:46] ASSESSMENT OF THOSE BARRIERS FROM
[03:20:48] WENDY'S AND SMALL BUSINESSES TO ENTER
[03:20:50] INTO CONTRACT WITH THE PORT. WE RELEASED
[03:20:53] AN RFP IN NOVEMBER FOR A CONSULTANT TO
[03:20:55] CONDUCT THIS ASSESSMENT. THE CONSULTANT
[03:20:58] IS REQUIRED TO REPORT BACK A SET OF
[03:21:00] RECOMMENDATIONS IN Q FOUR OF 2022. THIS
[03:21:03] PROCESS WILL ENGAGE WENDY'S, WHO HAS
[03:21:05] WORKED WITH THE PORT AND INCORPORATE
[03:21:07] THEIR FEEDBACK INTO THEIR
[03:21:08] RECOMMENDATIONS. THE OTHER
[03:21:11] RECOMMENDATION IN THIS AREA IS THAT THE
[03:21:13] DIVERSITY AND CONTRACTING GROUP WILL
[03:21:15] STRENGTHEN INTERNAL COMMUNICATIONS AND
[03:21:18] TRAINING ABOUT CONTRACTING AND OUTREACH
[03:21:20] TO WENDY'S. YOU HEARD FROM BOTH LAWRENCE
[03:21:23] COLEMAN AND ME AND RICE EARLIER TODAY ON
[03:21:25] THE QUALITATIVE AND QUANTITATIVE EFFORTS
[03:21:28] EARLIER IN THIS AREA. EARLIER IN TODAY'S
[03:21:31] MEETING. NEXT SLIDE PLEASE.
[03:21:34] ENGAGING IMPACTED COMMUNITIES THE ISSUES
[03:21:37] ASSOCIATED WITH THIS AREA HAVE TO DO
[03:21:39] WITH HOW WE BUILD RELATIONSHIPS WITH AND
[03:21:41] ADDRESS THE NEEDS OF THE COMMUNITIES
[03:21:43] THAT WE SERVE. NEXT SLIDE PLEASE COURT
[03:21:48] EMPLOYEES HAVE MIXED ASSESSMENTS ON THE
[03:21:50] INCLUSION AND ROLE OF EXTERNAL
[03:21:52] STAKEHOLDERS IN THE PORT WORK AND
[03:21:54] DECISION MAKING, PARTICULARLY FOR
[03:21:56] COMMUNITIES OF COLOR AND BIPOC LED

[03:21:58] ORGANIZATIONS. THIS WAS ACTUALLY BROUGHT
[03:22:00] UP EARLIER TODAY IN QUESTIONS BY
[03:22:02] COMMISSIONERS DURING THE TOURISM REPORT
[03:22:03] SPECIFICALLY RELATED TO THE GRANTS
[03:22:06] PROCESSES. AS HIGHLIGHTED IN THIS
[03:22:09] COMMENT, THERE IS HISTORICAL CONTEXT
[03:22:11] THAT CANNOT BE IGNORED. NEXT SLIDE
[03:22:14] PLEASE.
[03:22:18] THERE ARE TWO KEY ISSUES IN THIS AREA
[03:22:20] AND FIVE RECOMMENDATIONS. THE TWO KEY
[03:22:23] ISSUES ARE LACK OF EMPOWERED AND
[03:22:25] MEANINGFUL WAYS FOR EXTERNAL
[03:22:27] STAKEHOLDERS TO ENGAGE WITH SUPPORT AND
[03:22:29] CHALLENGING PROCESSES FOR COMMUNITY
[03:22:31] BASED ORGANIZATIONS TO CONTRACT WITH THE
[03:22:33] PORT. NEXT SLIDE PLEASE.
[03:22:38] AS WE LOOK AT THE KEY ISSUE OF THE LACK
[03:22:40] OF EMPOWERMENT AND MEANINGFUL WAYS FOR
[03:22:43] STAKEHOLDERS TO ENGAGE WITH SUPPORT, I
[03:22:45] JUST WANT TO STOP AND SAY MANY PEOPLE
[03:22:46] THINK THIS WORK FALLS PRIMARILY WITHIN
[03:22:49] THE EXTERNAL RELATIONS DEPARTMENT AND
[03:22:51] EVEN WITH THE COMMUNITY ENGAGEMENT TEAM.
[03:22:53] HOWEVER, MULTIPLE TEAMS AND DEPARTMENTS
[03:22:55] THROUGHOUT THE PORT ARE CONSTANTLY
[03:22:56] ENGAGING WITH EXTERNAL CUSTOMERS AND
[03:22:58] COMMUNITIES IN THEIR DAILY OPERATIONS.
[03:23:01] THUS, WE NEED TO ENSURE THAT IN ALL
[03:23:02] AREAS WE ARE AUTHENTICALLY ENGAGING WITH
[03:23:05] THE COMMUNITIES THAT WE SERVE. ONE
[03:23:08] POWERFUL EXAMPLE OF HOW THE PORT HAS
[03:23:10] INCREASED MEANINGFUL COMMUNITY
[03:23:12] ENGAGEMENT AND EMPOWERMENT IS OUR
[03:23:13] PARTNERSHIP WITH THE DUWAMISH VALLEY
[03:23:15] COMMUNITIES THROUGH COMMISSION
[03:23:17] RESOLUTION 37 67 THAT ESTABLISHED THE
[03:23:22] PORT COMMUNITY ACTION TEAM, THE PCAT,
[03:23:25] AND THE COMMUNITY BENEFITS COMMITMENT.
[03:23:27] THE PORT IS CENTERING THE VOICES OF OUR
[03:23:29] NEAR PORT STAKEHOLDERS THOSE MOST
[03:23:31] IMPACTED BY OUR MARITIME INDUSTRIAL
[03:23:33] OPERATIONS. WE HAVE ESTABLISHED A SHARED
[03:23:36] DECISION MAKING MODEL FOCUSED ON
[03:23:38] COMMUNITY CAPACITY BUILDING,
[03:23:40] ENVIRONMENTAL HEALTH, AND ECONOMIC
[03:23:42] PROSPERITY IN PLACE. RECOMMENDED ACTIONS
[03:23:46] IN THIS AREA ARE THE COMMUNITY EQUITY
[03:23:49] BOARD. IT'S ONE OF THE MOST IMPORTANT
[03:23:50] WAYS FOR US TO ENGAGE AND INVOLVE
[03:23:53] COMMUNITY LEADERS AND STAKEHOLDERS WITH
[03:23:55] THE LEADERSHIP OF THE PORT OF SEATTLE.
[03:23:57] OUR PLAN IS TO ADVERTISE IN THE FIRST
[03:23:59] QUARTER OF 2022 FOR THIS BOARD.
[03:24:02] OEDI AND IN COMMUNITY ENGAGEMENT HAVE
[03:24:04] DONE A GREAT JOB WITH BEST PRACTICES AND
[03:24:06] ARE GETTING RECOGNITION LOCALLY FOR
[03:24:09] DOING SO, AND WE'LL CONTINUE THOSE
[03:24:11] EFFORTS AND MAKE SURE THAT THEY ARE
[03:24:12] THROUGHOUT OUR PORT OPERATIONS.
[03:24:15] EXTERNAL RELATIONS TEAM WILL WORK
[03:24:17] INTERNALLY TO ENSURE THAT THERE ARE
[03:24:19] INTENTIONAL, AUTHENTIC, AND MEANINGFUL
[03:24:21] WAYS AND HOW WE ENGAGE WITH OUR EXTERNAL

[03:24:23] AUDIENCES AND SET UP WAYS THAT OTHER
[03:24:27] DEPARTMENTS AND THOSE FACING OUTWARD CAN
[03:24:30] DO SO AS WELL. AND THE FINAL
[03:24:32] RECOMMENDATION IN THIS AREA IS FOR THE
[03:24:34] PORT TO BROADEN OUR WORK AND LANGUAGE
[03:24:36] ASSISTANCE AS WELL AS PROVIDE FUNDING
[03:24:39] FOR STIPENDS FOR COMMUNITY ADVISORS AS
[03:24:42] WE CONTINUE TO ENGAGE WITH THE
[03:24:43] COMMUNITIES WE SERVE, I'M NOW GOING TO
[03:24:46] HAND IT BACK TO JAY TO GO OVER TO THE
[03:24:47] NEXT STEPS. NEXT SLIDE, PLEASE.
[03:24:51] THANKS, FERRY. YOU CAN GO TO THE NEXT
[03:24:53] SLIDE, PLEASE. I KNOW WE'VE COVERED A
[03:24:56] LOT OF INFORMATION AND WE HAVE A LOT OF
[03:24:58] WORK AHEAD OF US. AS FAR AS NEXT STEPS.
[03:25:01] ODI IS GOING TO BE TAKING THESE
[03:25:03] RECOMMENDED ACTIONS AND TURNING THEM
[03:25:04] INTO AN IMPLEMENTATION PLAN WITH
[03:25:09] CORRESPONDING MILESTONES IN WAYS THAT
[03:25:11] WE'RE MEASURING SUCCESS. WE'RE GOING TO
[03:25:14] BE ABLE TO INTEGRATE A LOT OF THIS WORK
[03:25:16] INTO OUR 2022 STRATEGIC PLAN, WHICH WE
[03:25:19] SHOULD HAVE COMPLETED. WE SHOULD HAVE
[03:25:21] THAT PLAN FINALIZED BY THE END OF
[03:25:23] JANUARY. SOME OF THIS WORK IS GOING TO
[03:25:25] TAKE MORE TIME NOT ONLY TO IMPLEMENT,
[03:25:27] BUT TO ALSO PLAN
[03:25:31] OUT HOW WE'RE GOING TO ACTUALLY
[03:25:33] IMPLEMENT THE WORK. SO IT'S GOING TO BE
[03:25:36] AN ONGOING EFFORT. BUT THROUGHOUT THIS
[03:25:38] PROCESS, WE WILL BE MANAGING AND
[03:25:39] COORDINATING ALL OF THESE RECOMMENDED
[03:25:41] ACTIONS WITH THE VARIOUS DEPARTMENTS AND
[03:25:43] CHANGE TEAMS THAT ARE GOING TO BE
[03:25:45] LEADING THIS WORK. AND WE WILL
[03:25:48] UNDOUBTEDLY COME BACK TO YOU LATER
[03:25:52] IN THIS YEAR TO REPORT ON THIS PROGRESS
[03:25:54] AND TALK ABOUT DEPARTMENT SPECIFIC
[03:25:56] EQUITY GOALS THAT WE'RE GOING TO BEGIN
[03:25:59] TO IMPLEMENT AND START MEASURING IN
[03:26:02] FUTURE YEARS. AND I WILL TURN IT TO
[03:26:04] BOOKDA TO CLOSE THIS OUT. ALL RIGHT.
[03:26:08] THANK YOU, AUBREE, YOU CAN STOP SHARING
[03:26:10] SLIDES. I APPRECIATE YOUR WORK ON ALL
[03:26:13] THESE SLIDES. THANK YOU ALL FOR
[03:26:16] LISTENING TO OUR PRESENTATION. I WANT TO
[03:26:18] RECOGNIZE THE SIGNIFICANCE OF THIS DAY
[03:26:21] WHEN WE HAVE OUR FIRST MAJORITY BY CLOCK
[03:26:24] COMMISSION IN THE HISTORY OF THE
[03:26:25] PORTFOLIO AND TO SAY HOW HONORED I AM TO
[03:26:28] NOT ONLY PRESENT THIS BODY OF WORK TO
[03:26:30] THE COMMISSION, BUT ALSO TO PARTNER WITH
[03:26:32] YOU IN THE COMING YEARS TO IMPLEMENT
[03:26:34] EQUITY INTO THE ORGANIZATION, AS YOU
[03:26:37] CLEARLY HAVE BOTH THE LIVED EXPERIENCE,
[03:26:40] BUT ALSO THE EXPERTISE THAT ALLOWS US TO
[03:26:43] BE BOLD AND TO WORK TOGETHER TO BUILD AN
[03:26:46] ANTI RACIST ORGANIZATION. THANK YOU.
[03:26:49] AND WE'RE READY FOR YOUR QUESTIONS.
[03:26:56] THANK YOU, BUDDY. I WANT TO SAY THANK
[03:27:00] YOU, ESPECIALLY THE JAY AND KATIE AND
[03:27:01] JERMAINE AND FERRY FOR A GREAT
[03:27:04] PRESENTATION OF A REALLY HARD TOPIC.

[03:27:08] IT'S NEVER FUN TO SORT OF TAKE OUR
[03:27:11] MEDICINE, BUT I THINK IT'S REALLY
[03:27:12] IMPORTANT THAT WE HEAR WHAT THE
[03:27:16] PEOPLE WHO MAKE THIS ORGANIZATION AND
[03:27:18] SUCCESS ARE EXPERIENCING, AND NOT ALL OF
[03:27:20] IT IS POSITIVE. AND I THINK THE SIGN OF
[03:27:23] A HEALTHY ORGANIZATION IS A WILLINGNESS
[03:27:25] TO TALK ABOUT THESE ISSUES AND TO TRULY
[03:27:27] ADDRESS THEM. SO AT THIS TIME, I'D LIKE
[03:27:30] TO GO AROUND AND GIVE EACH COMMISSIONER
[03:27:33] AN OPPORTUNITY TO COME IN AND ASK
[03:27:34] QUESTIONS. WE'RE GOING TO START AGAIN
[03:27:36] WITH COMMISSIONERS CHUCK. YEAH.
[03:27:39] FIRST AND FOREMOST, I DON'T THINK IT'S A
[03:27:40] COINCIDENCE, BOOKDA, THAT WE ARE HAVING
[03:27:43] THIS CONVERSATION TODAY AS WE
[03:27:46] WELCOME OUR NEW COMMISSIONERS AND OUR
[03:27:48] FIRST BY POPULARITY. I THINK IT'S IN
[03:27:51] MANY WAYS A TESTAMENT TO A LOT OF THE
[03:27:53] GREAT WORK THAT WE'VE DONE IN THE LAST
[03:27:55] SEVERAL YEARS TO PROMOTE DIVERSITY HERE
[03:27:57] AT THE PORT. WE COVERED A LOT DURING
[03:28:01] THIS PRESENTATION, SO I'M GOING TO SPARE
[03:28:03] EVERYONE THE LENGTHY LINE OF
[03:28:05] QUESTIONING. I HOPE MY NEW COLLEAGUES
[03:28:06] GET A DEEPER BRIEFING AND OPPORTUNITY TO
[03:28:09] ASK ALL THE QUESTIONS THEY WANT ON THIS
[03:28:12] PARTICULAR INITIATIVE THAT WE PASSED
[03:28:14] BACK IN OCTOBER OF LAST YEAR OR GUESS
[03:28:16] LAST YEAR NOW, RIGHT?
[03:28:20] BECAUSE I KNOW THEY'RE GOING TO HAVE A
[03:28:21] LOT OF QUESTIONS. BUT I DID WANT TO
[03:28:23] QUICKLY MAKE A COMMENT FOR CONTEXT.
[03:28:27] AND MAYBE FOR MY NEW COLLEAGUES,
[03:28:29] AWARENESS IS THAT FOLKS MAY HAVE NOTICED
[03:28:32] THAT A LOT OF WHAT WAS DISCUSSED IN
[03:28:33] TODAY'S PRESENTATION WAS VERY INWARD
[03:28:35] LOOKING. IT WAS ABOUT HOW THE PORT AS AN
[03:28:38] ORGANIZATION CAN BE MORE EQUITABLE
[03:28:40] WITHIN ITSELF. I THINK THERE ARE TWO
[03:28:43] MAIN REASONS FOR THAT. THE FIRST IS, I
[03:28:46] BELIEVE, FOR AN ORGANIZATION TO PROMOTE
[03:28:49] EQUITY, DIVERSITY AND INCLUSION
[03:28:51] EXTERNALLY TO ALL THE DIFFERENT
[03:28:53] STAKEHOLDERS THAT WE TOUCH. IT FIRST
[03:28:56] NEEDS TO BE EQUITABLE, DIVERSE AND
[03:28:58] INCLUSIVE INTERNALLY, AND THAT WILL,
[03:29:01] I THINK, NATURALLY MANIFESTS ITSELF IN
[03:29:04] EVERYTHING WE DO OUTWARDLY WHEN THAT
[03:29:06] HAPPENS. IN OTHER WORDS, WE CAN'T CLAIM
[03:29:08] TO PROMOTE EQUITY IF WE ARE NOT AN
[03:29:11] EQUITABLE ORGANIZATION OURSELVES FIRST
[03:29:14] AND OFTENTIMES I THINK BUDDHA AND I
[03:29:17] REFER TO DOING EVERYTHING THROUGH THE
[03:29:18] LENS OF EQUITY. RIGHT? WE SAY, LET'S DO
[03:29:20] EVERYTHING THROUGH THE LENS OF EQUITY.
[03:29:22] AND I THINK THAT ANALOGY IS SO PRUDENT
[03:29:25] BECAUSE AS SOMEONE WHO WEARS GLASSES IN
[03:29:27] REAL LIFE, YOU NEED TO GET USED TO
[03:29:29] WEARING THOSE GLASSES ALL THE TIME, NOT
[03:29:32] JUST PUTTING THOSE GLASSES ON WHENEVER
[03:29:35] YOU NEED IT. AND SO AS AN ORGANIZATION,
[03:29:37] I THINK WE ARE WORKING AND FLEXING OUR

[03:29:39] MUSCLES AND WORKING TO GET USED TO
[03:29:42] WEARING THAT LENS OF EQUITY.
[03:29:46] AND SO WHILE THIS PRESENTATION MAY HAVE
[03:29:48] KIND OF BEEN A LITTLE LIGHT ON SOME OF
[03:29:50] THE EXTERNAL WORK THAT WE HAVE TO DO AS
[03:29:52] AN ORGANIZATION TO PROMOTE EQUITY, I
[03:29:55] BELIEVE THAT A LOT OF THE WORK THAT WAS
[03:29:57] TOUCHED UPON IN TODAY'S PRESENTATION IS
[03:29:59] A VERY BIG FIRST STEP. AND I'M VERY MUCH
[03:30:03] LOOKING FORWARD TO THE TREMENDOUS
[03:30:04] COMMUNITY IMPACT THAT WILL FLOURISH AS A
[03:30:07] RESULT OF OUR LOOKING INTO THE MIRROR.
[03:30:10] THE SECOND REASON WHY WE'RE FOCUSING SO
[03:30:12] MUCH INTERNALLY IS BECAUSE I THINK AS
[03:30:15] COMMISSIONERS, WE NEED TO REMIND
[03:30:16] OURSELVES EVERY ONCE IN A WHILE THAT
[03:30:18] ULTIMATELY WE ARE TEMPORARY HIRES. I'M A
[03:30:21] TEMP HIRE, RYAN'S, A TEMP HIRE. WE'RE ALL
[03:30:23] TEMP HIRE AS COMMISSIONERS. FOR THE MOST
[03:30:26] PART, CAREER PORT EMPLOYEES ARE GOING TO
[03:30:29] OUTLAST US HERE AT THIS ORGANIZATION, I
[03:30:31] HOPE. AND THAT'S WHY IN ORDER FOR US TO
[03:30:34] PROMOTE EQUITY, DIVERSITY AND INCLUSION
[03:30:37] AND INSTITUTIONALIZE IT, IT NEEDS TO BE
[03:30:40] A BOTTOM UP APPROACH THAT INVOLVES POOR
[03:30:43] EMPLOYEES. THAT WAY, WHEN NONE OF US ARE
[03:30:47] HERE ANYMORE, THAT LENS OF EQUITY
[03:30:49] OUTLASTS US. SO ALL THAT TO SAY, I
[03:30:53] REALLY WANT TO THANK BOOKDA AND OUR TEAM
[03:30:56] FOR ENGAGING WITH OUR OWN PEOPLE. I FEEL
[03:30:59] LIKE OFTENTIMES WHEN AN EDI INITIATIVE
[03:31:02] OR ORDER IS GIVEN FROM A TOP DOWN
[03:31:05] PERSPECTIVE, THESE ORGANIZATIONS BRING
[03:31:08] IN EXTERNAL CONSULTANTS AND THEY TELL
[03:31:10] THE ORGANIZATION WHAT TO DO WITHOUT MUCH
[03:31:13] ENGAGEMENT WITH ACTUAL EMPLOYEES AND
[03:31:15] PEOPLE WHO ARE INTERNAL STAKEHOLDERS.
[03:31:18] SO BOOKDA AND TEAM, I REALLY APPRECIATE
[03:31:22] THE WAY YOU APPROACH THIS. I WAS HONORED
[03:31:24] TO BE A PART OF THE MANY CONVERSATIONS
[03:31:26] THAT YOU HAD WITH EMPLOYEES AND, ERGS.
[03:31:28] I'M REALLY GLAD TO SEE ALL THE PROGRESS
[03:31:31] WE MADE, ALL THE SUGGESTIONS, ALL THE
[03:31:33] THINGS THAT WE ARE PUTTING A LIGHT ONTO
[03:31:36] THAT MAY HAVE BEEN BRUSHED UNDER THE RUG
[03:31:38] FOR MANY YEARS. AND I'M ESPECIALLY
[03:31:40] LOOKING FORWARD TO THE FURTHER PROGRESS
[03:31:42] WE'LL MAKE GOING FORWARD. SO THANK YOU,
[03:31:44] JAY BOOKDA AND YOUR ENTIRE TEAM,
[03:31:47] GERMAINE, REALLY APPRECIATE IT. IT
[03:31:50] CANNOT BE UNDERSTATED HOW CRUCIAL THIS
[03:31:53] WORK IS, HOW GROUNDBREAKING IT IS. AND
[03:31:55] QUITE HONESTLY, I THINK WHEN WE LOOK AT
[03:31:57] OTHER BODIES OF GOVERNMENTS IN OUR
[03:32:00] PREJUDICED REGION, I CAN SAY CONFIDENTLY
[03:32:02] THAT WE ARE LEADING THE CHARGE IN CHANGE
[03:32:05] MANAGEMENT AND CHANGING THINGS FOR THE
[03:32:07] BETTER, BOTH INTERNAL AND EXTERNALLY.
[03:32:08] SO THANK YOU. AND I WILL YOU IN MY TIME.
[03:32:13] THANK YOU, COMMISSIONERS CHO,
[03:32:15] COMMISSIONER FELLEMAN,
[03:32:19] I DIDN'T KNOW THERE WAS ANY TIME LEFT TO
[03:32:21] YIELD, BUT ANYWAY, I'M JUST

[03:32:25] WANTING TO FOLLOW UP, ACTUALLY,
[03:32:28] FROM THE PREVIOUS CONVERSATION REALLY ON
[03:32:30] THE EXTERNAL SIDE OF THINGS. BUT I DO
[03:32:32] WANT TO JUST NOTE THAT THE WONDERFUL
[03:32:35] NATURE OF THIS TIMING OF THIS
[03:32:37] PRESENTATION FOR OUR NEW COMMISSIONERS
[03:32:40] WAS NOT BY ACCIDENT IN THAT WE HELD THIS
[03:32:43] PRESENTATION BECAUSE IT WAS ONLY
[03:32:45] APPROPRIATE. AND SO I'M GLAD THAT THAT
[03:32:47] WORKED OUT AS WELL AS IT DID. AND JUST
[03:32:50] FOR A LITTLE BIT OF HISTORIC
[03:32:51] PERSPECTIVE, IT WAS WHEN COURTNEY, GREG
[03:32:53] WAR AND I WE CO CHAIRED THE ENERGY AND
[03:32:57] SUSTAINABILITY COMMITTEE BACK IN 2016
[03:32:59] THAT WE HAD A GROUP OF EXTERNAL FOLKS
[03:33:03] WITH DEALING WITH ENVIRONMENTAL JUSTICE
[03:33:04] ISSUES WHO RECOMMENDED THE AVIATION OF A
[03:33:08] POSITION LIKE BOOKS. AND SO THIS REALLY
[03:33:11] CAME OUT OF AN ENVIRONMENTAL JUSTICE
[03:33:13] INITIATION, AND OBVIOUSLY IT'S BLOSSOMED
[03:33:15] INTO SOMETHING FAR GREATER THAN THAT.
[03:33:17] BUT THE QUESTION I HAD WAS SORT OF
[03:33:19] FOLLOWING UP ON THE QUESTION I HAD FOR
[03:33:21] ME WAS IN TERMS OF THE
[03:33:25] WINDY CONTRACTING WORK, THE WAY I'M
[03:33:29] READING THE RECOMMENDATIONS HERE THAT
[03:33:31] THE BARRIERS TO ENTER A SMALL BUSINESS
[03:33:34] WAS SOMEWHAT IN THE WAY
[03:33:37] IN WHICH THE CONTRACTING OR
[03:33:41] THE SOLICITATIONS WERE THE LANGUAGE THAT
[03:33:44] IS USED AND
[03:33:50] JUST OVERCOMING SOME OF THE CHALLENGES
[03:33:52] JUST TO DEAL WITH THE RESPONDING
[03:33:55] TO THESE ARDUOUS APPLICATIONS. OFTEN I
[03:34:00] WAS JUST WONDERING ABOUT IN TERMS OF
[03:34:01] STRATEGICALLY, WE, OF COURSE, WANT TO
[03:34:04] SUPPORT OUR NEIGHBORHOOD COMMUNITIES.
[03:34:06] BUT DO YOU SEE A DEVELOPMENT OF A
[03:34:09] STRATEGY TO REACH OUT TO A BROADER
[03:34:12] PERIMETER IF, INDEED, I DON'T WANT THIS
[03:34:14] SELF FULFILLING PROPHECY? WELL, WE DON'T
[03:34:16] HAVE ENOUGH OF A BUY POCKET COMMUNITY.
[03:34:18] THEREFORE, WE CAN'T HAVE A HIGHER
[03:34:19] PERCENTAGE. THE CITY IS NOT VERY DIVERSE
[03:34:24] AT LARGE COMPARED TO OTHER BIG CITIES.
[03:34:27] THEREFORE, WE SHOULDN'T JUST HAVE A
[03:34:29] LIMITED NUMBER OF WINDY PARTICIPANTS.
[03:34:31] RIGHT. SO I'M JUST WONDERING, WOULD THIS
[03:34:34] BE SOMETHING THAT WE WOULD LOOK AT WAYS
[03:34:35] TO BE MORE AGGRESSIVELY SOLICITING
[03:34:39] FOLKS THAT MAYBE IF THESE BIG CONTRACTS
[03:34:41] THAT WE HAVE, MAYBE THERE WOULD BE MORE
[03:34:43] WINDY BUSINESSES THAT WOULD SET UP SHOP
[03:34:45] OR ACTIVE SUBS FOR THESE CONTRACTS
[03:34:49] THAT WE GENERATE? I'M JUST WONDERING,
[03:34:51] AS ANOTHER WAY TO OVERCOME THE
[03:34:53] REPRESENTATION. DO WE HAVE ANY THOUGHTS
[03:34:55] ON THAT?
[03:35:00] IS IT OKAY TO SPEAK,
[03:35:03] PLEASE? THANK YOU FOR THAT QUESTION. I
[03:35:06] KNOW THAT STILL. OH, I SEE ME AND I JUST
[03:35:10] TURNED ON HIS CAMERA AND PROBABLY WANTS
[03:35:12] TO ANSWER THAT. AS I HEARD YOUR

[03:35:15] QUESTION, YOU'RE ASKING,
[03:35:18] CAN WE BE MORE BOLD? CAN WE INCREASE OUR
[03:35:21] NUMBERS? CAN WE EXCEED OUR GOALS AND
[03:35:25] THE METRICS? AND I THINK OUR ASSESSMENTS
[03:35:28] WILL BE REALLY HELPFUL IN BRINGING THE
[03:35:31] PERSPECTIVES OF SMALL AND WINDY
[03:35:33] BUSINESSES TO US ABOUT THE SPECIFIC
[03:35:36] BARRIERS AND ALSO ABOUT RECOMMENDATIONS
[03:35:38] THAT WE CAN INCREASE. BUT I WANT TO TURN
[03:35:41] THIS OVER TO MIAN TO GET YOUR THOUGHTS
[03:35:44] ON THIS. NO, THANKS. BOOKED.
[03:35:47] HELLO, EVERYBODY. ONCE AGAIN.
[03:35:51] SO REAL QUICK, COMMISSIONER, I JUST WANT
[03:35:54] TO REMIND YOU THIS IS PART OF THE
[03:35:56] ORIGINAL STUDY THAT WE TALKED ABOUT A
[03:35:58] NUMBER OF COMMISSION MEETINGS AGO, AND
[03:36:00] AS PART OF ONE OF THE SCOPE ITEMS IS TO
[03:36:02] TAKE A LOOK AT SOME OF THE AREAS OF HOW
[03:36:05] WE CAN CONTINUE TO IMPROVE UPON OUR
[03:36:07] CONTRACTING FROM A WMBE PERSPECTIVE AND
[03:36:09] EVEN LOOKING OUTSIDE OF THE AREA. AND
[03:36:11] THIS COULD BE ONE OF THE ELEMENTS THAT
[03:36:13] THE PORT OF WHAT OUR CONSULTANT WILL BE
[03:36:15] LOOKING AT IN THE FUTURE. YEAH. THANK
[03:36:17] YOU. I WAS JUST TRYING TO EXPAND THE
[03:36:20] QUESTION TO HOW MUCH IT'S INTEGRATED
[03:36:22] INTO THE VARIOUS DIFFERENT PROGRAMS,
[03:36:24] BECAUSE I'M SURE THERE ARE BARRIERS TO
[03:36:26] LOCAL WMBE PARTICIPATION, BUT THERE
[03:36:29] ARE ADDITIONAL BARRIERS TO MORE DISTANT
[03:36:33] WMBE PARTICIPATION. SO IT'S JUST I
[03:36:36] THINK IT'S CONCENTRIC CIRCLES OF
[03:36:37] CHALLENGES. SURE. NO, ABSOLUTELY. AND
[03:36:39] JUST SO THAT, YOU KNOW, JUST THAT I WANT
[03:36:42] TO BRING UP WE DO ADVERTISE IN SOME OF
[03:36:45] THE NATIONAL PUBLICATIONS IN TERMS
[03:36:48] OF IDENTIFYING HERE'S THE OPPORTUNITY,
[03:36:51] THE NATIONAL ASSOCIATION OF MINORITY
[03:36:53] CONTRACTORS ALL THE WAY TO THE AJAC.
[03:36:57] I KEEP FORGETTING WHAT AJAC STANDS FOR.
[03:37:00] SO THERE ARE SOME LARGER ORGANIZATIONS
[03:37:03] THAT PUTS OUT SOME OF THESE CONTRACTS TO
[03:37:06] ACTUALLY GET A BETTER BREADTH AND DEPTH
[03:37:08] OF BUSINESSES THAT WOULD BE INTERESTED
[03:37:10] ABOUT WORKING UP HERE IN THE SEATTLE
[03:37:13] METROPOLITAN REGION. EXCELLENT. I WOULD
[03:37:16] JUST THINK THERE'S A CONCESSIONNAIRES
[03:37:17] FOR THEM THAT WOULD BE DIFFERENT THAN
[03:37:20] ONE FOR OUR NEIGHBORING BUSINESSES,
[03:37:22] JUST TO SEE WHATEVER HURDLES THAT WE
[03:37:24] COULD HELP THEM OVERCOME. BUT OBVIOUSLY
[03:37:26] YOU HAVE A NETWORK TO DRAW FROM.
[03:37:29] WE MAKE IT FOR THEM THE BETTER. RIGHT.
[03:37:32] I ALWAYS SAY THERE'S ALWAYS ROOM FOR
[03:37:33] IMPROVEMENT. SO I NEVER SAY WE HAVE ALL
[03:37:36] EVERYTHING. BUT I DO SAY THAT IF THERE'S
[03:37:38] OTHER PLACES THAT WE'RE MISSING, I WOULD
[03:37:40] LOVE TO KNOW AND SEND THEM MY WAY.
[03:37:44] THANK YOU, MAN. MOVING ON TO
[03:37:46] COMMISSIONER HASEGAWA. THANK YOU,
[03:37:50] PRESIDENT CALKINS. AND I WANT TO JUST
[03:37:54] REALLY COMMEND THE
[03:37:58] EQUITY OFFICE TEAM FOR THIS TREMENDOUS

[03:38:01] BODY OF WORK. IT'S TRULY SUCH A HUGE
[03:38:04] FEAT THAT YOU HAVE BEEN ABLE TO REALLY
[03:38:07] THOUGHTFULLY CRAFT, EXECUTE, AND NOW
[03:38:10] PRESENT TO US SINCE YOUR ORIGINAL
[03:38:13] ESTABLISHMENT NOT SO LONG AGO. I WILL
[03:38:16] ALSO SHARE THAT IN MY CAPACITY AS
[03:38:20] EXECUTIVE DIRECTOR OF WASHINGTON STATE'S
[03:38:22] COMMISSION ON ASIAN PACIFIC AMERICAN
[03:38:24] AFFAIRS. I REPRESENTED THE COMMISSION
[03:38:26] UPON THE STATE'S EQUITY OFFICE TASK
[03:38:29] FORCE, AND YOUR OFFICE
[03:38:33] HAS BEEN SUCH A HUGE EXAMPLE OF
[03:38:38] WHAT TRULY MEANINGFULLY STANDING UP THIS
[03:38:41] SORT OF OFFICE AND DOING THIS SORT OF
[03:38:43] WORK COULD LOOK LIKE. SO I WANT TO THANK
[03:38:46] YOU. IN ADDITION, FOR THIS
[03:38:50] IMPORTANT FIRST STEP IN PROMOTING A MORE
[03:38:54] JUST AND EQUITABLE PORT
[03:38:58] OF SEATTLE. I ACTUALLY HAVE ONE
[03:39:02] VERY SPECIFIC QUESTION FOR JERMAINE,
[03:39:06] AND I AM WONDERING WHEN THERE
[03:39:09] HAVE BEEN ALLEGATIONS OF HARASSMENT,
[03:39:12] MISCONDUCT OR DISCRIMINATION WHO
[03:39:15] CONDUCTS THOSE INVESTIGATIONS.
[03:39:18] SO RIGHT NOW, IF AN EMPLOYEE WERE TO
[03:39:23] REPORT SOMETHING TO A SUPERVISOR THAT
[03:39:24] GOES TO WORKPLACE RESPONSIBILITY AND
[03:39:28] THEY CONDUCT THE INTERNAL INVESTIGATION
[03:39:30] AND GET BACK TO US WITH RECOMMENDATIONS
[03:39:34] FOR US TO TAKE THE IMMEDIATE ACTION ON.
[03:39:38] AND I WONDER IF KATIE WOULD LIKE TO
[03:39:40] PERHAPS ADD TO THAT. KATIE.
[03:39:43] YEAH. GERMAINE IS EXACTLY CORRECT.
[03:39:45] YEAH. THE WORKPLACE RESPONSIBILITY TEAM
[03:39:46] IS PART OF THE LEGAL DEPARTMENT, AND
[03:39:49] THERE'S A TEAM, A MIGHTY TEAM OF TWO.
[03:39:51] THEY DO ALSO PARTNER WITH THE EMPLOYEE
[03:39:53] RELATIONS PORTION OF HUMAN RESOURCES.
[03:39:56] SO DEPENDING ON IF IT'S A PERFORMANCE
[03:39:58] ISSUE OR A CODE OF CONTACT ISSUE, CODE
[03:40:01] OF CONDUCT SPECIFICALLY GOES TO OUR
[03:40:02] WORKPLACE RESPONSIBILITY KIND OF.
[03:40:04] EVERYTHING ABOVE AND BEYOND THAT GOES TO
[03:40:06] HR. SO WE WORK IN PARTNERSHIP TO
[03:40:08] INVESTIGATE ISSUES AND DETERMINE
[03:40:11] FINDINGS AND RECOMMEND STEPS TO TAKE AS
[03:40:13] A RESULT OF THOSE FINDINGS. STEVE, I SAW
[03:40:16] YOUR HAND, BUT YOU RETRACTED IT. DID IT
[03:40:19] GET SAID. I THINK BOTH JERMAINE AND
[03:40:23] KATIE DID A GOOD JOB OF DESCRIBING THAT.
[03:40:25] AND, COMMISSIONER, WE CAN WALK THROUGH
[03:40:26] THAT PROCESS WITH YOU AS WELL, BUT THEY
[03:40:29] DESCRIBED IT PERFECTLY OF WHAT IT IS THE
[03:40:30] RESPONSIBILITY TO INVESTIGATE ALL
[03:40:34] THAT INFORMATION. ALL THOSE REPORTS THAT
[03:40:36] COME TO US COMMISSIONER HASEGAWA, ANY
[03:40:39] FURTHER QUESTIONS OR COMMENTS YOU'RE
[03:40:42] MUTED. I'M ALSO
[03:40:46] WONDERING ABOUT
[03:40:50] THE EXTENT TO WHICH YOU DISAGGREGATE
[03:40:56] ETHNIC DATA, SO NOT JUST WITHIN RACIAL
[03:41:00] CATEGORIES, BUT ALSO, DO YOU JUST
[03:41:03] AGGREGATE TO BE ABLE TO UNDERSTAND

[03:41:06] DISPARITIES AND EXPERIENCES OF PEOPLE BY
[03:41:09] ETHNICITY AS WE KNOW THAT LUMPING
[03:41:13] FOLKS TOGETHER IN ONE BIG GROUP.
[03:41:18] IT CAN OFTEN PUT A VENEER OVER THE
[03:41:21] DIFFERENCES IN THEIR EXPERIENCES. AND MY
[03:41:24] OTHER RELATED QUESTION IS AND YOU MIGHT
[03:41:28] HAVE MENTIONED THIS, BUT DO YOU CAPTURE
[03:41:33] IT? MIGHT NOT EVEN BE LEGAL TO DO THIS,
[03:41:34] BUT DO YOU CAPTURE INFORMATION ABOUT
[03:41:39] WHETHER THEY ARE FIRST GENERATION
[03:41:41] IMMIGRANT, SECOND GENERATION REFUGEE OR
[03:41:47] BECAUSE OF THEIR IMMIGRATION STATUS HAVE
[03:41:49] EXPERIENCED BARRIERS TO OPPORTUNITIES?
[03:41:55] BIG QUESTION. AND THE THIRD COMPONENT IS
[03:41:58] ABOUT ENGLISH LANGUAGE PROFICIENCY
[03:42:01] ADAPTING A BARRIER IN ADVANCING THROUGH
[03:42:06] THE RANKS. YEAH. THANK YOU,
[03:42:08] COMMISSIONERS. CERTAINLY WE FOLLOW THE
[03:42:11] CENSUS CATEGORIES IN TERMS OF
[03:42:13] EMPLOYEES' ABILITY TO VOLUNTARILY REPORT
[03:42:16] THEIR RACE AND ETHNICITY. IT IS
[03:42:17] VOLUNTARY LIKE WE CANNOT COMPEL
[03:42:20] EMPLOYEES TO PROVIDE THAT INFORMATION TO
[03:42:22] US. AND IF YOU LOOK AT OUR WE HAVE A
[03:42:23] GREAT WORKFORCE DEMOGRAPHICS DASHBOARD
[03:42:26] THAT WE CAN SEND YOU THE LINK TO. THAT
[03:42:27] REALLY BREAKS IT DOWN IN TERMS OF WHERE
[03:42:29] WE'RE AT, AND WE CURRENTLY HAVE ABOUT
[03:42:31] 16% OF OUR EMPLOYEE BASE BUT DOES NOT
[03:42:34] IDENTIFY THEIR RACE OR ETHNICITY. WE'VE
[03:42:36] REALLY TRIED IT'S IMPROVED A LITTLE BIT.
[03:42:38] I THINK IT WAS AT 18% WHEN I GOT HERE,
[03:42:40] WE'VE DONE SOME EXTRA COMMUNICATION TO
[03:42:41] GET PEOPLE TO REALLY OWN THAT
[03:42:44] INFORMATION, TO HELP US TELL THE STORY
[03:42:46] OF WHAT'S HAPPENING HERE AT THE PORT.
[03:42:47] BUT AGAIN, IT'S A VOLUNTARY TASK FOR
[03:42:50] EMPLOYEES TO COMPLETE. ONCE THEY'RE
[03:42:52] HIRED, WE DON'T GO DOWN INTO IMMIGRATION
[03:42:55] STATUS OR WHAT GENERATION OF AN
[03:42:58] IMMIGRANT. WE DON'T COLLECT THAT
[03:42:59] INFORMATION. CURRENTLY, THERE ARE THINGS
[03:43:02] WE COULD EXPAND ON. I HAVE PUT IN PLACE
[03:43:04] AN HR DATA PERSON SPECIFICALLY TO HELP
[03:43:07] US REALLY DEFINE OUR DATA ONE BECAUSE WE
[03:43:10] WANT TO HAVE GOOD DATA AND MAKE SURE
[03:43:12] THAT IT'S CONSISTENTLY ADDED INTO OUR
[03:43:14] HUMAN CAPITAL MANAGEMENT SYSTEM AND THEN
[03:43:17] MAKE SURE THAT WE'RE REPORTING THAT OUT
[03:43:18] AND MAKING SURE PEOPLE HAVE GOOD ACCESS
[03:43:20] TO THAT INFORMATION. SO WE'VE MADE SOME
[03:43:22] GREAT STRIDES IN JUST GETTING SOME MORE
[03:43:24] DATA AVAILABLE TO STAFF, BUT CERTAINLY
[03:43:27] THOSE SECOND TWO ITEMS THAT YOU
[03:43:29] IDENTIFIED, WE DO NOT CURRENTLY COLLECT
[03:43:31] THAT INFORMATION. WHAT ABOUT ENGLISH
[03:43:35] LANGUAGE PROFICIENCY? YEAH, THAT AS
[03:43:37] WELL. THAT IS NOT ANYTHING THAT IS
[03:43:40] CAPTURED IN OUR HUMAN CAPITAL MANAGEMENT
[03:43:42] SYSTEM TODAY. SO THAT IS DEFINITELY
[03:43:44] SOMETHING WE CAN LOOK AT. WE HAVE DONE
[03:43:45] QUITE A FEW THINGS IN TERMS OF PUTTING
[03:43:48] OUT INFORMATION IN MULTIPLE LANGUAGES

[03:43:50] AND PARTNERING WITH DIFFERENT COMMUNITY
[03:43:51] BASED ORGANIZATIONS TO EXPAND THAT
[03:43:55] REACH. BUT CERTAINLY IT'S NOT A DATA
[03:43:58] POINT THAT WE CAPTURE ON OUR CURRENT
[03:43:59] EMPLOYEES.
[03:44:02] IF I CAN ADD THAT THE OFFICE
[03:44:05] OF EQUITY IS NOW TAKING OVER THE FILING
[03:44:10] OF THE ANNUAL TITLE SIX REPORT.
[03:44:15] WE'VE ONLY DONE IT ONE TIME FOR THIS
[03:44:17] LAST YEAR, AND IN THAT PROCESS, I
[03:44:20] LEARNED THAT ONE OF THE AREAS WHERE I
[03:44:22] THINK WE CAN MAKE A LOT OF IMPROVEMENTS
[03:44:25] IS LANGUAGE ACCESS PLANS ACROSS THE
[03:44:27] ENTIRE ORGANIZATION. AND THAT IS
[03:44:29] SOMETHING THAT I REALLY PLAN ON TACKLING
[03:44:32] IN THE COMING YEAR.
[03:44:35] SO THAT'S ONE THAT IS JUST THE
[03:44:37] RESPONSIBILITY OF HAS BEEN TRANSFERRED
[03:44:39] TO THIS OFFICE. THANK YOU BOOKDA. ANY
[03:44:43] FURTHER QUESTIONS TOSHA YOU'RE? STILL?
[03:44:44] OKAY, GREAT. ALL RIGHT. WE'RE GOING TO
[03:44:47] MOVE TO COMMISSIONERS MOHAMED FIRST.
[03:44:55] I JUST WANT TO SAY THANK YOU TO THE
[03:44:58] PRESENTERS. THE WHOLE OEDI TEAM
[03:45:02] DIRECTOR BOOKED UP FOR YOUR LEADERSHIP
[03:45:04] ON THIS. THIS IS REALLY TOUGH WORK.
[03:45:08] AND ALSO THANK YOU TO COMMISSIONER
[03:45:11] CHO AND EXECUTIVE STEVE
[03:45:14] METRUCK FOR ALSO TAKING THIS ON.
[03:45:18] THESE ARE ISSUES THAT ARE NOT GOING TO
[03:45:21] BE ABLE TO BE ADDRESSED IN ONE GIVING
[03:45:23] DAY OR ONE MEETING. IT'S HEAVY WORK. IT
[03:45:26] IS CHANGING CULTURES ORGANIZATIONS,
[03:45:30] BUT IT'S WORK THAT WE HAVE TO BE WILLING
[03:45:32] TO COMMIT TO AND INVEST IN AND PUTTING
[03:45:35] DOLLARS BEHIND IT. AND I'VE SAID THIS
[03:45:38] BEFORE. I REALLY DO THINK THE PORT CAN
[03:45:39] LEAD US IN THAT WAY IN MAKING THOSE
[03:45:42] CHANGES. BEING AN ECONOMIC ENGINE IN OUR
[03:45:45] REGION, WE CAN HELP MOVE THIS
[03:45:48] ORGANIZATION IN A WAY THAT WE ARE
[03:45:50] LEADING IN THIS SPECIFIC AREA,
[03:45:54] AND WE HAVE TO DO IT ALSO FROM THE TOP
[03:45:56] RIGHT, ENSURING THAT EVEN OUR OWN
[03:45:59] COMMISSION OFFICE, WE LOOK AT THESE
[03:46:00] NUMBERS AND WHAT IT LOOKS LIKE. HOW MANY
[03:46:03] BLACK PEOPLE DO WE HAVE WORKING IN OUR
[03:46:06] OWN COMMISSIONERS OFFICE? AND REFLECTING
[03:46:09] ON THAT AND REPRESENTATION ISN'T JUST
[03:46:13] ABOUT HAVING INDIVIDUALS WHO ARE
[03:46:16] BLACK OR LOOK LIKE ME IN A ROOM, MAKING
[03:46:19] SURE THAT WE'RE NOT TOKENIZING PEOPLE.
[03:46:21] BUT WE ARE BRINGING PEOPLE ALONG BECAUSE
[03:46:24] WE BELIEVE THAT DIVERSE PERSPECTIVES
[03:46:27] MATTER AND THAT HELPS US IN THE
[03:46:30] MARKETPLACE. THIS WORK IS
[03:46:34] BEYOND JUST LOOKING AT ONE PARTICULAR
[03:46:37] AREA IN THIS ORGANIZATION. IT HAS TO BE
[03:46:42] EVERY SINGLE PART OF IT, AND IT'S GOING
[03:46:44] TO TAKE TIME AND IT'S GOING TO TAKE
[03:46:47] INVESTMENTS TO DO THAT. I ALSO THINK
[03:46:49] ABOUT TITLE SIX, RIGHT.
[03:46:53] WE HAVE TO BE ABLE TO LOOK AT THIS FROM

[03:46:55] ALSO AN ACCESSIBILITY LENS. AS I
[03:46:58] WAS LISTENING TO THE PRESENTATION, I DID
[03:47:01] STEP AWAY FOR A SECOND TO USE THE
[03:47:02] RESTROOM, BUT I DIDN'T HEAR ANY
[03:47:06] PARTS ABOUT FOLKS WHO ARE EXPERIENCING
[03:47:08] DISABILITY AND WORKING AT THE PORT AND
[03:47:11] WHAT THEIR LENS AND THEIR EXPERIENCES
[03:47:13] ARE. AND THAT IS A QUESTION THAT I
[03:47:17] HAVE. IF THAT IS AN AREA THAT YOU GUYS
[03:47:19] WILL LOOK INTO OR HAVE LOOKED INTO.
[03:47:23] SO THAT'S MY FIRST QUESTION.
[03:47:26] AND THEN LASTLY,
[03:47:29] THERE WAS A NUMBER OF RECOMMENDATIONS
[03:47:31] THAT YOU GUYS PROVIDED. I'M CURIOUS TO
[03:47:33] HEAR WHAT YOU WANT TO SEE AS NEXT STEPS
[03:47:37] FROM THE PORT COMMISSIONERS IN WAYS THAT
[03:47:39] YOU THINK WE CAN ENGAGE AROUND THIS.
[03:47:42] AND THAT MIGHT BE TOO BIG OF A QUESTION
[03:47:44] TO ANSWER IN JUST THIS ONE MEETING. BUT
[03:47:46] I GUESS THAT'S JUST TO SAY THAT I'M VERY
[03:47:48] MUCH COMMITTED TO THIS AREA.
[03:47:54] THANK YOU, COMMISSIONER. AND I
[03:47:58] KNOW THAT COMMISSIONERS HASEGAWA ALSO
[03:48:00] ASKED QUESTIONS ABOUT ACCESSIBILITY AND
[03:48:03] ADA, AND THE PORT COURT DOES
[03:48:06] HAVE SOMEONE AT THE PORT WHO IS
[03:48:10] IN CHARGE OF ACCESSIBILITY ISSUES
[03:48:14] AND THE IMPLEMENTATION OF ADA FOR THE
[03:48:17] BUILDING. BUT AS I
[03:48:21] MENTIONED, BECAUSE WE'VE JUST TAKEN ON
[03:48:23] THE RESPONSIBILITY FOR TITLE SIX
[03:48:25] REPORTING, IT IS ON MY LIST OF THINGS
[03:48:28] FOR US TO CONNECT THE TWO AND TO FIGURE
[03:48:31] OUT IN WHAT WAYS WE MIGHT BE ABLE TO
[03:48:34] IMPLEMENT AND FURTHER BOTH AREAS
[03:48:37] OF WORK TOGETHER, SO THAT'S ONE THE
[03:48:40] SECOND IS. FIRST OF ALL, I'M SO
[03:48:42] THRILLING TO HEAR THIS QUESTION OF WHAT
[03:48:44] CAN THE COMMISSIONERS DO TO ADVANCE THIS
[03:48:47] WORK. SO THANK YOU FOR ASKING THAT.
[03:48:49] I THINK, BECAUSE YOUR ROLES THAT THE
[03:48:52] LEADERS OF THIS ORGANIZATION ARE TO BE
[03:48:55] EVERYWHERE AND ON SO MANY THINGS. MY
[03:48:58] RESPONSE WOULD BE THAT WE WOULD REALLY
[03:49:01] WELCOME YOUR PARTNERSHIP TO INFUSE
[03:49:04] EQUITY EVERYWHERE, THAT YOU SEE A CHANCE
[03:49:06] AND OPPORTUNITY AND TO REALLY RAISE THE
[03:49:10] VISIBILITY AND AWARENESS OF THIS FORK
[03:49:12] EVERYWHERE THAT YOU GO. BUT I WOULD LIKE
[03:49:14] TO ASK IF JAY, GERMAINE, KATIE AND
[03:49:18] CARRIE HAVE ANY OTHER RESPONSES TO THAT.
[03:49:29] SURE, I'LL GO AHEAD AND ADD CERTAINLY,
[03:49:32] AS IT RELATES TO ACCESSIBILITY FOR OUR
[03:49:33] OWN WORKFORCE, WE DO HAVE A STRONG ADA
[03:49:36] COMPONENT AS PART OF OUR EMPLOYEE
[03:49:38] RELATIONS TEAM IN HUMAN RESOURCES. AND
[03:49:40] SO ANYTIME AN EMPLOYEE NEEDS AN
[03:49:41] ACCOMMODATION, THAT IS, AGAIN, ANOTHER
[03:49:43] VOLUNTARY OPPORTUNITY FOR EMPLOYEES TO
[03:49:46] PROVIDE INFORMATION ON THEIR DISABILITY
[03:49:47] STATUS. SO WE DO HAVE A STRONG ADA
[03:49:50] PROGRAM WITHIN THE HUMAN RESOURCES
[03:49:52] DEPARTMENT TO CARE FOR OUR OWN

[03:49:54] EMPLOYEES. IN REGARDS TO JUST YOUR
[03:49:57] QUESTION OF WHAT CAN YOU DO? I THINK THE
[03:49:59] SUPPORT IS WHAT'S CRITICAL IN MAKING
[03:50:01] SURE THAT YOU IDENTIFY THINGS AND REALLY
[03:50:04] JUST HELP SUPPORT THE CULTURE CHANGE.
[03:50:06] CULTURE CHANGE TAKES A LONG TIME. WE
[03:50:08] HAVE A WORKFORCE THAT IS CONTINUALLY NEW
[03:50:10] PEOPLE ARE BEING ADDED ALL THE TIME.
[03:50:12] RIGHT. WE EXPECT A LOT OF HIRES IN 2022.
[03:50:14] AND SO THAT'S GOING TO BE NEW PEOPLE
[03:50:16] THAT ARE GOING TO NEED TO GET UP TO
[03:50:17] SPEED ON OUR PRACTICES AND POLICIES.
[03:50:19] AND SO JUST MAKING SURE THAT THERE'S
[03:50:21] GOOD SUPPORT AND CREATING THAT LEARNING
[03:50:23] ENVIRONMENT, BECAUSE AS YOU ALL SAID,
[03:50:24] AS YOU HAVE MENTIONED, THIS IS TOUGH
[03:50:26] WORK AND WE NEED TO SUPPORT THE PEOPLE
[03:50:28] GOING THROUGH THIS TOUGH WORK. AND SO
[03:50:30] YOUR SUPPORT AND ALL THOSE AREAS IS VERY
[03:50:32] MUCH WELCOME,
[03:50:37] MR. PRESIDENT, IF I CAN JUMP INTO THERE,
[03:50:38] TOO. FERRY, I'M SORRY, DID I STEP ON
[03:50:40] YOU? ARE YOU GOING TO ADD SOMETHING?
[03:50:41] PLEASE GO AHEAD. OH, I WAS JUST GOING TO
[03:50:44] ADD IN TERMS OF THE QUESTION AROUND HOW
[03:50:46] COMMISSIONERS CAN HELP AS WE LOOK TO GET
[03:50:49] YOU OUT AND ABOUT IN THE COMMUNITY AND
[03:50:52] TALKING IN DIFFERENT LOCATIONS. OUR WORK
[03:50:55] AROUND EQUITY IS OFTEN VERY MUCH
[03:50:57] HIGHLIGHTED IN THOSE CONVERSATIONS. SO
[03:50:59] MAKING SURE YOU'RE WELL VERSED IN THAT,
[03:51:01] BUT ALSO THAT WE ARE OFFERING TO OTHER
[03:51:04] CITIES AND PLACES THE EXAMPLES OF THE
[03:51:07] WORK WE DO, WE DO HAVE SOME BEST
[03:51:08] PRACTICES HERE. WE HAVE LEARNED A LOT
[03:51:10] AND WE NEED TO GO OUT AND SHARE THAT AND
[03:51:12] TELL THAT STORY. SO LAST YEAR, WE ABLE
[03:51:16] TO HAVE COMMISSIONER CHOW ON A FEW
[03:51:17] DIFFERENT OEDI PANELS, BOOTY SPOKE IN
[03:51:20] DIFFERENT PLACES. SO LOOKING FOR MORE OF
[03:51:22] THAT AND MORE ENGAGEMENT TO BE ABLE TO
[03:51:24] TELL THE STORY OF THE WORK WE'VE DONE
[03:51:26] BECAUSE YOU HEARD A LOT OF IT TODAY.
[03:51:28] THERE'S A LOT GOING ON. THIS IS HARD
[03:51:30] WORK. WE'RE NOT IN IT ALONE, AND WE CAN
[03:51:32] HELP OTHERS GO
[03:51:36] AHEAD, KERRY, THAT WAS GREAT. AND I JUST
[03:51:39] WANT TO ADD TO THAT BECAUSE THERE
[03:51:42] ARE OPPORTUNITIES THAT COME UP THAT BOTH
[03:51:44] WE SPONSOR EVENTS FOR YOU TO SPEAK AT
[03:51:47] THOSE EVENTS AND THEN OTHER EVENTS THAT
[03:51:49] WE PARTICIPATE IN WELL, REPRESENTING US.
[03:51:52] BUT I THINK ALSO I WANT TO ADD IS THAT
[03:51:54] WE'LL BE COMING. THERE ARE CERTAIN
[03:51:55] THINGS THAT WE'RE DOING. AND LOOKING AT
[03:51:57] ONE OF THE BIG THINGS THAT I WAS GOING
[03:52:00] TO MENTION HERE IS OUR ONGOING WORK AS
[03:52:02] WELL, WHICH IS UNDER HR UNDER KATIE
[03:52:05] GEORGE LEADERSHIP. WE'RE LOOKING AT
[03:52:07] COMPENSATION. SO AS WE DO WITH THESE
[03:52:09] ANALYSIS, A LOT OF THEM WILL BE PROGRAMS
[03:52:12] OR AUTHORIZATIONS THAT WILL BRING TO YOU
[03:52:14] WITH THE UNDERSTANDING WITH THAT EQUITY

[03:52:16] LENS. AS WE LOOK AT THIS, WHY ARE WE
[03:52:18] BRINGING THIS FORWARD. AND I THINK YOUR
[03:52:21] SUPPORT FOR SOME OF THOSE THINGS. AND
[03:52:22] IT'S ALSO BUILDING THE CAPACITY AND THE
[03:52:25] CONTINUED SUPPORT FOR THAT. WE'VE GOTTEN
[03:52:26] THAT SUPPORT THROUGH OUR BUDGETS TO
[03:52:28] BUILD OUR CAPACITY WITHIN OUR OFFICE OF
[03:52:30] EQUITY, DIVERSITY AND INCLUSION. AND SO
[03:52:32] THOSE ARE THE KIND OF WAYS THROUGH YOUR
[03:52:34] BIG LEVERS, YOUR BIG LEVERS OF THINGS
[03:52:37] THAT YOU CAN APPROVE AND INITIATIVES
[03:52:39] THAT YOU CAN DO. IT'S BOTH THE OFFICIAL
[03:52:42] LEVEL LEVERS AND THEN ALSO THE
[03:52:45] PARTICIPATION IN THOSE PROCESSES AS
[03:52:47] WELL. THAT'S WHAT I WOULD SAY.
[03:52:53] ALL RIGHT. COMMISSIONER MOHAMED, ANY
[03:52:55] FURTHER QUESTIONS? NO,
[03:52:58] THAT WAS REALLY HELPFUL. AND SO I'M
[03:53:00] LOOKING FORWARD TO SUPPORTING THIS WORK
[03:53:03] MORE AND DEFINITELY I'M COMMITTED TO IT.
[03:53:08] OKAY. I HAVE A COUPLE OF
[03:53:11] QUESTIONS, BUT I WANT TO START WITH JUST
[03:53:13] A QUICK COMMENT. I THINK
[03:53:20] UNDERSTANDING WHAT THE ROLE OF AN ALLY
[03:53:24] IS IS REALLY IMPORTANT FOR FOLKS IN MY
[03:53:26] POSITION. AND I DON'T MEAN AS
[03:53:29] COMMISSIONERS, I MEAN, AS A CISGENDERED
[03:53:31] WHITE MALE, WHETHER IN A SUPERVISORY
[03:53:35] ROLE OR ROLE LIKE THIS OR SIMPLY AS
[03:53:38] BEING A GOOD COWORKER. AND I'LL
[03:53:43] ADMIT TO READING A REPORT LIKE THIS,
[03:53:46] AND ONE OF THE FIRST FEELINGS THAT I
[03:53:49] FEEL IS DEFENSIVENESS.
[03:53:51] AND I THINK THAT'S
[03:53:54] A LEGITIMATE FEELING. BUT I
[03:53:58] WANT TO HELP OTHER ALLIES TO
[03:54:03] UNDERSTAND. I THINK SOME OF THE
[03:54:05] PROCESSES THAT WE NEED TO GO THROUGH TO
[03:54:07] ENSURE THAT WE ADVANCE THIS WORK. AND I
[03:54:09] THINK THE FIRST ONE IS TO UNDERSTAND HOW
[03:54:15] THE PARADIGM OR GOING BACK TO
[03:54:17] COMMISSIONER CHOSE METAPHOR OF THE LENS
[03:54:20] THROUGH WHICH WE SEE THE WORLD REALLY
[03:54:22] IMPACTS OUR ABILITY TO EVEN PERCEIVE
[03:54:27] WHAT OTHERS EXPERIENCE. IT'S SORT
[03:54:30] OF LIKE THAT NOTION OF WHEN AFTER A CAR
[03:54:33] CRASH, THE DETECTIVE IS ASKING ALL TEN
[03:54:37] WITNESSES WHAT THEY SAW AND GETS TEN
[03:54:39] TOTALLY DIFFERENT STORIES. THE
[03:54:42] DIFFERENCES IN THE STORIES, NOT BECAUSE
[03:54:44] SOMETHING DIFFERENT HAPPENED, THAT
[03:54:45] REALITY WASN'T DIFFERENT. IT'S THAT EACH
[03:54:47] PERSON SAW IT FROM THEIR OWN PERSPECTIVE
[03:54:49] AND THROUGH THEIR OWN HISTORY OF
[03:54:51] EXPERIENCES THAT SHAPED THE WAY THEY
[03:54:53] PERCEIVED IT. AND SO AS
[03:54:57] SOMEONE WHO HAS EXPERIENCED VIRTUALLY
[03:54:59] EVERY FORM OF PRIVILEGE FOR MY ENTIRE
[03:55:01] LIFE, SIMPLY DON'T HAVE A
[03:55:05] VERY PARTICULAR FILTER THAT MAKES IT
[03:55:07] HARD FOR ME TO UNDERSTAND THOSE
[03:55:08] EXPERIENCES. AND I THINK A METRIC
[03:55:13] THAT I'VE OFTEN REFLECTED ON AS AN

[03:55:14] ELECTED OFFICIAL, THAT IS STARK IS
[03:55:19] MY EXPERIENCE AS AN ELECTED
[03:55:22] OFFICIAL VERSUS MY COLLEAGUES WHO ARE
[03:55:25] WOMEN OF COLOR, NOT JUST HERE AT THE
[03:55:28] PORT OF SEATTLE, BUT ON CITY COUNCILS
[03:55:32] AND COUNTY COUNCILS AS STATE REPS. I
[03:55:35] HAVE NEVER IN FOUR YEARS RECEIVED
[03:55:39] HATE MAIL OR A THREAT OR
[03:55:42] AN EMAIL QUESTIONING THE LEGITIMACY OF
[03:55:45] MY LEADERSHIP AS AN ELECTED OFFICIAL
[03:55:47] EVER ONCE. AND YET I KNOW IN
[03:55:50] CONVERSATIONS WITH FRIENDS WHO SERVE AN
[03:55:52] ELECTED OFFICE THAT THEY GET THEM ALL
[03:55:54] THE TIME. AND SO THAT IS JUST
[03:55:57] SIMPLY ONE STARK METRUCK OF THE
[03:56:00] DIFFERENCE IN EXPERIENCE AND HOW THAT
[03:56:02] MAKES IT HARD FOR ME TO UNDERSTAND WHAT
[03:56:03] THEIR EXPERIENCE WOULD LOOK LIKE. AND SO
[03:56:06] I WANT I AND FELLOW ALLIES TO RECOGNIZE
[03:56:10] THAT WE HAVE A CERTAIN BLINDNESS THAT WE
[03:56:13] NEED TO GET BEYOND IN HELPING US TO
[03:56:15] UNDERSTAND THE EXPERIENCE OF OUR
[03:56:17] COLLEAGUES. AND THEN I THINK THE SECOND
[03:56:19] REALLY IMPORTANT THING FOR ME IS TO
[03:56:20] UNDERSTAND THAT THIS IS NOT ZERO SUM,
[03:56:23] THAT WHEN WE SUCCESSFULLY IMPLEMENT
[03:56:26] THESE PROGRAMS, THEY DON'T DETRACT FROM
[03:56:30] YOU OR OTHERS. IN FACT,
[03:56:33] THEY'RE PIER EXPANDING PROGRAMS.
[03:56:38] IT MEANS THAT WE ALL BENEFIT FROM THE
[03:56:40] NEW PRODUCTIVITY OF TAPPING INTO TALENT
[03:56:42] AND SKILLS AND EXPERIENCES AND
[03:56:45] PERSPECTIVES THAT WE WOULDN'T OTHERWISE
[03:56:47] HAVE TAPPED INTO. AND SO FEAR NOT
[03:56:51] KNOW THAT THIS WILL BENEFIT THE ENTIRE
[03:56:53] ORGANIZATION WHEN WE ARE ABLE TO REALLY
[03:56:56] UNLOCK UNFETTER THOSE WHO HAVE
[03:56:59] HISTORICALLY FACED OBSTACLES TO
[03:57:03] THEIR ADVANCEMENT WITHIN THE
[03:57:05] ORGANIZATION, THE OPPORTUNITY TO
[03:57:06] CONTRIBUTE IN WAYS THAT THEY HAVE TO BE
[03:57:07] ABLE TO CONTRIBUTE. SO WITH THAT SAID,
[03:57:10] I WANT TO TURN TO JUST A COUPLE OF QUICK
[03:57:11] QUESTIONS. THE FIRST IS I KNOW THAT FROM
[03:57:14] THE ORIGINAL MOTION, ONE OF THE CONCRETE
[03:57:19] STEPS, AND IT WAS MENTIONED IN THE
[03:57:20] PRESENTATION IS THE COMMUNITY EQUITY
[03:57:22] BOARD, AND I WOULD JUST LOVE TO KNOW
[03:57:24] FROM BOOKDA, WHEN ARE WE HOPING FOR THE
[03:57:27] FIRST CONVENING OF THAT GROUP, OR WHEN
[03:57:29] WE REALLY UNDERTAKE THE WORK OF
[03:57:31] POPULATING IT AND THEN MEETING.
[03:57:35] THANK YOU FOR THAT QUESTION, BECAUSE THE
[03:57:38] COMMUNITY EQUITY BOARD IS A CRITICAL WAY
[03:57:42] THAT I SEE THAT WE CAN ENGAGE COMMUNITY
[03:57:45] STAKEHOLDERS AND LEADERS IN GETTING
[03:57:47] FEEDBACK IN THE SAME WAY THAT WE HAVE
[03:57:50] WITH THE ASSESSMENT. BUT EXTERNALLY FROM
[03:57:52] COMMUNITIES. WE'VE SPENT MUCH OF
[03:57:56] THE LAST YEAR REALLY GETTING ON THE
[03:57:59] SAME PAGE INTERNALLY WITH THE ELT
[03:58:02] COMMISSION, THE EQUITY COMMITTEE,
[03:58:05] AND WE'VE DONE A NUMBER OF MEETINGS AND

[03:58:09] CONVERSATIONS TO GET EVERYONE'S INPUT.
[03:58:11] AND I WONDER IF STEVE WANTS TO SPEAK TO
[03:58:14] THIS, BUT I THINK OUR COMMITMENT IS IN
[03:58:17] MAKING THE ANNOUNCEMENT IN THE SECOND
[03:58:20] QUARTER OF THIS YEAR AND HAVING AN
[03:58:24] EQUITY BOARD, HOPEFULLY IN PLACE WITHIN
[03:58:26] JUST A COUPLE OF MONTHS. SO HOPEFULLY BY
[03:58:28] THE SUMMER OF 22.
[03:58:31] STEVE, DO YOU WANT TO ADD? YEAH,
[03:58:34] THANKS, BOOKDA. AND THANKS FOR ALL YOUR
[03:58:37] HARD WORK IN THIS REGARD. SPECIFICALLY,
[03:58:41] THANKS TO PRESIDENT CALKINS,
[03:58:44] WE'VE BEEN COLLECTING A LOT OF DATA.
[03:58:47] LET ME JUST SAY THERE'S A LOT OF
[03:58:49] THOUGHTS ABOUT WHAT THIS SHOULD BE WITH
[03:58:51] THE FORM AND HOW IT SHOULD BE. SO WE'VE
[03:58:53] BEEN WORKING THROUGH THOSE THROUGH AN
[03:58:55] INTERVIEW PROCESS, AND WE EXPECT
[03:58:57] PROBABLY HAVE COMMUNICATIONS WITH
[03:58:58] COMMISSIONERS BEFOREHAND AS WE'RE
[03:59:00] SOLIDIFYING THIS AND THE NEXT FOLLOWING.
[03:59:03] THAT WOULD BE PROBABLY IN
[03:59:07] THE FIRST QUARTER HERE TO GET THE
[03:59:09] FEEDBACK IN THIS ITERATIVE PROCESS. AND
[03:59:11] I KNOW WITH THE COMMISSIONERS,
[03:59:12] ESPECIALLY WITH THE NEW COMMISSIONERS,
[03:59:15] THAT WE'D LIKE TO GET THEIR INPUT ON
[03:59:17] THIS, TOO, BECAUSE THERE IS OBVIOUSLY A
[03:59:21] LOT OF INTEREST, BUT THERE'S A LOT OF
[03:59:23] DIFFERENT VIEWS OF THE FORM IT SHOULD
[03:59:24] TAKE, AND WE'RE JUST WORKING THROUGH
[03:59:26] THOSE LOOKING AT BEST PRACTICES AND THEN
[03:59:28] TRYING TO REALLY FINALIZE A PROPOSAL FOR
[03:59:32] THIS, INCLUDING WHERE THE MEMBERSHIP
[03:59:35] SHOULD BE DRAWN FROM AND HOW IT IS
[03:59:37] REPRESENTED. SO WE LOOK FORWARD TO THOSE
[03:59:40] DISCUSSIONS. GREAT.
[03:59:43] THANK YOU ALL FOR THE PRESENTATION. AT
[03:59:45] THIS POINT. I THINK JUST A GOOD REMINDER
[03:59:48] IS THAT WE DO HAVE A COMMITTEE THAT IS
[03:59:50] DEDICATED TO WORKING WITH BOOT AND HER
[03:59:52] TEAM, THE EQUITY AND WORKFORCE
[03:59:53] DEVELOPMENT COMMITTEE, THAT WILL
[03:59:55] CONTINUE TO CARRY FORWARD THE MORE DAY
[03:59:57] TO DAY WORK ON THESE EFFORTS. AND OF
[04:00:00] COURSE, IT WILL REGULARLY COME UP AS A
[04:00:02] PART OF OUR COMMISSION MEETINGS FOR
[04:00:03] ACTION ITEMS IN THE FUTURE. IN THE
[04:00:07] INTEREST OF TIME, WE'RE RUNNING A LITTLE
[04:00:08] BIT LATE, WHICH IS FINE. I HOPE WE CAN
[04:00:12] COMPLETE OUR MEETING BEFORE SUNSET,
[04:00:13] WHICH IS AT 432 TODAY. SO WE GOT ABOUT A
[04:00:16] HALF AN HOUR, WHICH I BELIEVE SHOULD BE
[04:00:19] ENOUGH FOR US TO COMPLETE THE LAST
[04:00:21] BRIEFING AND ALSO LEAVE TIME FOR
[04:00:23] COMMISSIONER COMMENTS AT THE END. BUT
[04:00:25] WITH THAT, I'D LIKE TO ASK CLERK HART TO
[04:00:28] READ THE NEXT ITEM INTO THE RECORD.
[04:00:31] THANK YOU. THAT IS AGENDA ITEM ELEVEN D
[04:00:34] THE 2021 PORT OF SEATTLE AFFIRMATIVE
[04:00:36] ACTION PROGRAM MISSIONARIES
[04:00:40] THE PURPOSE OF THIS BRIEFING IS TO
[04:00:43] PRESENT THE KEY RESULTS ON THE PORT'S

[04:00:44] 2021 AFFIRMATIVE ACTION PROGRAM TO
[04:00:49] MEET THE OFFICE OF FEDERAL CONTRACT
[04:00:51] COMPLIANCE PROGRAMS. AFFIRMATIVE ACTION
[04:00:53] REPORTING REQUIREMENTS SUPPORT CREATES
[04:00:55] THIS ANNUAL ACTION PLAN FOR WOMEN
[04:00:59] AND MINORITIES, INDIVIDUALS WITH
[04:01:01] DISABILITIES AND PROTECTED VETERANS.
[04:01:03] THE KEY RESULTS SHOW THAT IN SOME AREAS
[04:01:06] WE ARE DOING WELL AND IN OTHER AREAS,
[04:01:09] WE'RE DOING WELL. WE MEET OR EXCEED THE
[04:01:10] GOALS. HOWEVER, IN OTHER AREAS, WE DO
[04:01:12] NOT MEET THOSE GOALS AND HAVE MORE WORK
[04:01:14] TO DO. THE RESULTS WILL HELP INFORM OUR
[04:01:17] EQUITY EFFORTS AND ACTUALLY WILL ADD TO
[04:01:20] OUR EFFORTS THAT WE JUST HEARD ABOUT AS
[04:01:22] WE MOVE FORWARD. AND THE PRESENTERS THIS
[04:01:24] AFTERNOON ARE CINDY ALVAREZ, SENIOR
[04:01:26] MANAGER, EMPLOYEE RELATIONS FROM HR AND
[04:01:29] SANDERS MAIL, SENIOR EMPLOYEE RELATIONS
[04:01:32] CONSULTANT, HUMAN RESOURCES. SO WITH
[04:01:34] THAT, CYNTHIA, I BELIEVE I'M GOING TO
[04:01:35] TURN IT OVER TO YOU. THANK YOU.
[04:01:38] GOOD AFTERNOON. I'M CYNTHIA ALVAREZ,
[04:01:41] SENIOR MANAGER OF EMPLOYEE RELATIONS.
[04:01:43] I'M HERE WITH SANDERS MAYO, SENIOR
[04:01:47] EMPLOYEE RELATIONS CONSULTANT, AND WE'RE
[04:01:49] HERE TO BRIEF YOU AND TO CLOSE OUT THE
[04:01:53] PORT'S 2021 AFFIRMATIVE ACTION PROGRAM.
[04:01:56] NEXT SLIDE, PLEASE.
[04:02:02] AS A FEDERAL CONTRACTOR, THE PORT IS
[04:02:04] REQUIRED TO CREATE THREE AFFIRMATIVE
[04:02:06] ACTION PLANS, ONE FOR WOMEN AND
[04:02:08] MINORITIES, ONE FOR INDIVIDUALS WITH
[04:02:10] DISABILITIES, AND ONE FOR VETERAN
[04:02:12] PROTECTED VETERANS. DURING THIS
[04:02:15] AFFIRMATIVE ACTION BRIEFING, SANDERS AND
[04:02:17] I WILL REFERENCE THE PORT'S BIPOC
[04:02:19] EMPLOYEES AS MINORITIES. I WANT TO
[04:02:22] ACKNOWLEDGE UPFRONT THAT THIS IS
[04:02:24] OUTDATED LANGUAGE AND TO EXPLAIN THAT WE
[04:02:26] DO SO TO REMAIN CONSISTENT WITH FEDERAL
[04:02:29] AFFIRMATIVE ACTION REPORTING
[04:02:30] REQUIREMENTS. THE PURPOSE OF THE THREE
[04:02:33] PLANS IS TO SHOW THE PORT'S GOOD FAITH
[04:02:36] EFFORTS TO RECRUIT, HIRE, AND RETAIN
[04:02:40] QUALIFIED WOMEN, MINORITIES,
[04:02:42] INDIVIDUALS WITH DISABILITIES AND
[04:02:43] VEHICLE PROTECTED VETERANS, AS WELL AS
[04:02:46] TO ENSURE THAT THE REPRESENTATION WITHIN
[04:02:49] THESE GROUPS MEET OSCCP'S REQUIREMENTS.
[04:02:53] NEXT SLIDE, PLEASE.
[04:02:57] WE START WITH OUR AFFIRMATIVE ACTION
[04:02:59] PLAN FOR INDIVIDUALS WITH DISABILITIES,
[04:03:02] WHICH INCLUDES OFCCP'S ASPIRATIONAL GOAL
[04:03:05] OF 7% REPRESENTATION WITHIN EACH OF THE
[04:03:09] PORT'S 17 EEO JOB GROUPS,
[04:03:12] A LITTLE OVER SIX AND A HALF OF THE PORT
[04:03:14] WORKFORCE SELF IDENTIFY AS INDIVIDUALS
[04:03:16] WITH DISABILITIES, WHICH IS JUST OVER
[04:03:19] ONE AND A HALF PERCENT INCREASE FROM THE
[04:03:21] PRIOR YEAR. WE'VE ALSO INCREASED THE
[04:03:24] NUMBER OF EEO JOB GROUPS, WHICH ALIGN
[04:03:27] WITH THE 7% ASPIRATIONAL GOAL FROM SEVEN

[04:03:31] IN 2020 TO ELEVEN IN 2021.
[04:03:37] FOR OUR AFFIRMATIVE ACTION PLAN FOR VEVA
[04:03:39] PROTECTED VETERANS, OSCP SETS A 5.7%
[04:03:44] BENCHMARK FOR REPRESENTATION WITHIN EACH
[04:03:46] OF OUR EEO JOB GROUPS. NINE AND A HALF
[04:03:49] PERCENT OF THE PORTS WORKFORCE SELF
[04:03:52] IDENTIFY AS VEHICLE PROTECTED VETERANS,
[04:03:55] A QUARTER PERCENT INCREASE FROM LAST
[04:03:57] YEAR. WE ALSO INCREASED THE NUMBER OF
[04:03:59] OUR EEO JOB GROUPS, WHICH MEET THE 5.7%
[04:04:02] THRESHOLD FROM 13 EEO JOB GROUPS
[04:04:05] IN 2020 TO 15 IN 2021.
[04:04:10] OUR 2021 EEO COMPENSATION ANALYSIS FOUND
[04:04:14] SALARY DIFFERENCES BETWEEN EMPLOYEES
[04:04:17] WITH THE SAME JOB TITLE OF MORE THAN
[04:04:19] 7.5%. THESE DIFFERENCES IMPACT
[04:04:22] EMPLOYEES REGARDLESS OF RACE OR GENDER.
[04:04:26] FURTHER ANALYSIS WILL BE COMPLETED AS
[04:04:28] PART OF HR'S COMPENSATION STUDY TO
[04:04:31] BETTER UNDERSTAND AND ADDRESS THE
[04:04:33] FACTORS CONTRIBUTING TO THESE FINDINGS.
[04:04:36] NEXT SLIDE, PLEASE.
[04:04:40] HERE ARE OUR KEY RESULTS FROM OUR 2021
[04:04:44] AFFIRMATIVE AVIATION PLAN FOR WOMEN AND
[04:04:46] MINORITIES. WE HAVE NO
[04:04:49] UNDERREPRESENTATION OF MINORITIES IN ANY
[04:04:51] OF OUR 17 EEO JOB GROUPS. HOWEVER,
[04:04:54] FOR THE FIRST TIME SINCE 2013, THE PORT
[04:04:57] HAD AN UNDERREPRESENTATION OF WOMEN IN
[04:05:00] ONE OF OUR 17 EEO JOB GROUPS, THE
[04:05:03] PROFESSIONALS TWO EEO JOB GROUP. THIS
[04:05:06] JOB GROUP INCLUDES POSITIONS WITHIN
[04:05:08] SALARY GRADES 25 TO 28 THAT REQUIRE
[04:05:11] SPECIALIZED OR THEORETICAL KNOWLEDGE
[04:05:14] USUALLY ACQUIRED THROUGH COLLEGE
[04:05:15] TRAINING OR THROUGH WORK EXPERIENCE,
[04:05:18] WHICH PROVIDES COMPARABLE KNOWLEDGE.
[04:05:20] NEXT SLIDE, PLEASE.
[04:05:25] SO WE HAVE AN UNDERREPRESENTATION OF
[04:05:28] WOMEN IN THE PROFESSIONALS TO EEO JOB
[04:05:30] GROUP BECAUSE THE NUMBER OF WOMEN WITHIN
[04:05:32] IT ARE LESS THAN WOULD BE REASONABLY
[04:05:35] EXPECTED GIVEN THEIR AVAILABILITY. BOTH
[04:05:38] INTERNAL AND EXTERNAL. TWO FACTORS THAT
[04:05:41] CONTRIBUTE TO THIS UNDERUTILIZATION ARE
[04:05:44] THE EXTERNAL AVAILABILITY OF QUALIFIED
[04:05:46] WOMEN FOR THE PORT TO HIRE AND THE
[04:05:49] INTERNAL AVAILABILITY OF QUALIFIED WOMEN
[04:05:51] WITHIN THE PORT TO PROMOTE OR TRANSFER
[04:05:54] INTO THE CEO JOB GROUP, WHICH ARE BOTH
[04:05:57] SUBSTANTIAL. WE MUST ALSO FACTOR IN THAT
[04:06:00] IN 2020 PROMOTIONS RATHER THAN HIRES
[04:06:04] MADE UP 56% OF THE MOVEMENT INTO
[04:06:07] THE PROFESSIONALS TO EEO JOB GROUP,
[04:06:10] WHICH WAS AN INCREASE FROM 45% THE
[04:06:12] PREVIOUS YEAR. THIS IS A POSITIVE
[04:06:15] AFFIRMATION OF THE PORT'S COMMITMENT TO
[04:06:17] EMPLOYEE DEVELOPMENT AND PROMOTION.
[04:06:20] ANOTHER FACTOR CONTRIBUTING TO THE
[04:06:21] UNDERUTILIZATION IS THE AVAILABILITY OF
[04:06:24] QUALIFIED WOMEN WITHIN THE EEO JOB
[04:06:27] GROUPS THAT FEED INTO THE PROFESSIONALS
[04:06:29] TO EEO JOB GROUP AND THOSE INCLUDE

[04:06:32] PROFESSIONALS, THREE ADMINISTRATIVE
[04:06:34] SUPPORT, ONE AND NON COMMISSIONERS
[04:06:36] PROTECTIVE SERVICES. THE AVAILABILITY OF
[04:06:40] QUALIFIED WOMEN WITHIN THE PORT READY TO
[04:06:42] PROMOTE OR TRANSFER INTO THE
[04:06:44] PROFESSIONALS TO EEO JOB GROUP ALSO
[04:06:47] AFFIRMS THE PORT'S COMMITMENT TO HIRE,
[04:06:51] DEVELOP AND PROMOTE WOMEN AT THE PORT
[04:06:53] AND AT THE SAME TIME IT RAISES THE BAR
[04:06:56] FOR US TO MEET. NEXT SLIDE, PLEASE.
[04:07:07] THE CONSEQUENCE OF THE UNDERUTILIZATION
[04:07:10] OF WOMEN IN THE PROFESSIONALS TWO EEO
[04:07:12] JOB GROUP IS THAT THE PORT HAS A
[04:07:15] PLACEMENT GOAL TO INCREASE THE
[04:07:16] REPRESENTATION OF WOMEN. OUR PLACEMENT
[04:07:19] GOAL SERVES AS A TARGET. IT IS NOT A
[04:07:22] QUOTA OR A SET ASIDE TO SUPPORT US
[04:07:25] MEETING THIS TARGET, HR'S TALENT
[04:07:27] ACQUISITION AND EMERGING TALENT TEAMS
[04:07:30] HAVE ENSURED THAT THERE IS TARGETED
[04:07:31] OUTREACH AND RECRUITMENT OF WOMEN FOR
[04:07:34] JOBS WITHIN THE CEO JOB GROUP.
[04:07:37] ONE WAY THEY'VE DONE THAT IS TO
[04:07:38] SUBSCRIBE TO DIRECT EMPLOYERS WHO SHARES
[04:07:42] PORT JOB POSTINGS WITH THIRD PARTY WOMEN
[04:07:44] IN BUSINESS AND INDUSTRY WEBSITES.
[04:07:47] TALENT ACQUISITION ALSO SHARES JOB
[04:07:49] POSTINGS AND JOB OPPORTUNITIES WITH ALL
[04:07:52] PORT EMPLOYEE RESOURCE GROUPS,
[04:07:54] INCLUDING WIN, OUR WOMEN'S INITIATIVE
[04:07:57] NETWORK, ERG AND ASAP, WHICH IS THE
[04:08:00] ADMINISTRATIVE SERVICES AT THE PORT ERG.
[04:08:04] NEXT SLIDE, PLEASE.
[04:08:08] HERE WE HAVE A TABLE SHOWING
[04:08:11] AVAILABILITY AND REPRESENTATION FOR
[04:08:13] WOMEN AND MINORITIES WITHIN EACH OF OUR
[04:08:15] 17 EO JOB GROUPS. WE'VE HIGHLIGHTED EEO
[04:08:19] JOB GROUPS WHERE THE DIFFERENCES BETWEEN
[04:08:20] REPRESENTATION OF WOMEN AND MINORITIES
[04:08:23] IS LESS THAN THE AVAILABILITY BY FIVE OR
[04:08:25] MORE FOR MINORITIES. THERE ARE NO EEO
[04:08:28] JOB GROUPS WHERE THE DIFFERENCES WERE
[04:08:30] MORE THAN FIVE FOR WOMEN. AS YOU CAN
[04:08:33] SEE, WE'VE HIGHLIGHTED FOUR EEO JOB
[04:08:35] GROUPS, INCLUDING PROFESSIONALS TO
[04:08:37] COMMISSIONERS, POLICE SERVICE
[04:08:39] MAINTENANCE AND TECHNICIANS, WHERE THE
[04:08:41] DIFFERENCE BETWEEN REPRESENTATION AND
[04:08:43] AVAILABILITY IS MORE THAN FIVE. IN 2021,
[04:08:48] WE SAW INCREASED REPRESENTATION FOR
[04:08:50] WOMEN IN THE ADMIN SUPPORT, ONE EEO JOB
[04:08:54] ROUTE, SERVICE MAINTENANCE COMMISSION,
[04:08:56] POLICE COMMAND AND NONCOMMISSION
[04:08:59] PROTECTIVE SERVICES COMMAND FOR
[04:09:01] MINORITIES. IN 2021, THE PORT SAW
[04:09:04] INCREASED REPRESENTATION IN ADMIN
[04:09:06] SUPPORT TWO SKILLED PRESS, TWO SERVICE
[04:09:09] MAINTENANCE COMMISSION, POLICE AND NON
[04:09:11] COMMISSIONERS PROTECTIVE SERVICES. AND
[04:09:14] NOW I'LL TURN IT OVER TO SANDERS TO
[04:09:17] REVIEW PORT EMPLOYEE DEMOGRAPHICS.
[04:09:20] HELLO, NEXT SLIDE, PLEASE. THANK YOU.
[04:09:25] SO I'M GOING TO TAKE THE OPPORTUNITY TO

[04:09:26] TALK ABOUT SOME OF THE DEMOGRAPHICS.
[04:09:27] THIS IS A SECTION THAT WAS ADDED AT THE
[04:09:30] REQUEST OF PREVIOUS COMMISSIONS, AND SO
[04:09:33] WE'VE ADDED THIS UNDERSTANDABLY AGAIN,
[04:09:35] THIS IS NOT ALIGNED WITH THE FEDERAL
[04:09:36] STANDARD THAT WE ADHERE TO FOR
[04:09:39] AFFIRMATIVE ACTION COMPLIANCE. THIS IS
[04:09:42] JUST MERELY TO SHOW HOW THE PORT IS
[04:09:44] DOING COMPARISON DEMOGRAPHICALLY TO THE
[04:09:46] COUNTIES IN THE AREAS THAT WE SERVE. IF
[04:09:49] YOU WANT TO GO TO NEXT SLIDE, PLEASE.
[04:09:52] THIS GRAPH HERE GIVES A DEMONSTRATION OF
[04:09:55] HOW MINORITY PERCENTAGE WISE FALL IN
[04:09:59] THE DIFFERENT PAY GRADES HERE AT THE
[04:10:00] PORT. AND SO AS YOU CAN SEE HERE RIGHT
[04:10:03] NOW, MINORITIES MAKE UP ABOUT 34% OF THE
[04:10:06] PORT'S GENERAL WORKFORCE. AND IN THIS
[04:10:09] SITUATION, AS WE LOOK AT THE VARIOUS
[04:10:11] CATEGORIES AND WE LOOK AT THE GRADES,
[04:10:13] WE SEE THAT IN THE LOWER GRADES, WE TEND
[04:10:15] TO HAVE AN OVERREPRESENTATION OF
[04:10:16] MINORITIES IN GRADES FIVE THROUGH 910
[04:10:19] THROUGH 1415 THROUGH 19. AND THEN WE
[04:10:22] KIND OF BALANCE OUT A LITTLE BIT. WE GET
[04:10:24] CLOSER TO BALANCE THROUGH 20 TO 24. BUT
[04:10:27] THEN, AS WE LOOK AT THE LAST TWO GRADES,
[04:10:29] GRADES 35 TO 39 IN GRADE 40 TO 44,
[04:10:33] WE SEE THERE THAT WE HAVE AN
[04:10:34] UNDERREPRESENTATION THERE IN THOSE
[04:10:36] GRADES. AGAIN, THIS IS AN AREA THAT IS
[04:10:38] BEING REVIEWED UNDER THE PORT A PORTS
[04:10:42] COMPENSATION STUDY. AND SO WE HOPE
[04:10:46] TO SEE THIS AGAIN, AN OPPORTUNITY WHERE
[04:10:49] IT WILL BE ADDRESSED SO WE CAN GO TO THE
[04:10:51] NEXT SLIDE. HERE,
[04:10:54] THIS SLIDE REFERS TO GENDER AND
[04:10:57] DIFFERENT PAY GRADES AS WELL. AND WOMEN
[04:10:59] MAKE UP OR FEMALES MAKE UP 33% OF THE
[04:11:01] PORT PORTS POPULAR GENERAL WORKFORCE.
[04:11:04] AND HERE, AS WE CAN SEE AGAIN, WE HAVE
[04:11:08] A LITTLE BIT BETTER REPRESENTATION IN
[04:11:10] SOME OF THE LOWER AREAS, EXCEPT FOR IN
[04:11:13] GRADES 15 TO 19 TO 20 TO 24, WHERE WE
[04:11:16] SEE A LITTLE BIT MORE OVER
[04:11:18] REPRESENTATION WHEN WE GET TO GRADES 35
[04:11:20] TO 39. AGAIN, WE'RE CLOSER TO
[04:11:24] MORE OF THAT PARITY OF THE PERCENTAGE.
[04:11:27] AND THEN WHEN WE GET THE GRADES 40 TO
[04:11:28] 44, WE SEE A SLIGHT
[04:11:32] UNDER REPRESENTATION THERE. NEXT SLIDE,
[04:11:35] PLEASE. AND HERE ARE THE PORT
[04:11:38] DEMOGRAPHICS VERSUS THE COUNTIES. IT'S
[04:11:41] VERY IMPORTANT THAT WE UNDERSTAND THIS
[04:11:42] IS COUNTY REPRESENTATION AND NOT THE
[04:11:44] INDIVIDUAL AGENCIES THAT SERVE THE
[04:11:47] COUNTIES. SO WHEN WE TALK ABOUT COUNTY
[04:11:50] REPRESENTATION, WE'RE TALKING ABOUT
[04:11:51] EVERYONE THAT LIVES IN THAT RANGING FROM
[04:11:54] IF IT'S BORN TO THE ELDERLY AS WELL. SO
[04:11:57] ALL GENERAL POPULATION WITHIN THAT. AND
[04:12:00] WHEN WE SEE THAT AGAIN, THE PORT'S
[04:12:01] FEMALE POPULATION IS 33% AND IT'S MALE
[04:12:04] POPULATION 67% IN COMPARISON TO THE KING

[04:12:07] COUNTY POPULATION, WHICH IS 49.7 TO
[04:12:10] 50.3, PEERS, 50.1 AND 49.9 AND 49.8
[04:12:16] IN COMPARISON TO 50.2. SO AGAIN,
[04:12:19] UNDER AFFIRMATIVE ACTION STANDARDS,
[04:12:21] WE'RE NOT EXPECTED TO MIRROR THE
[04:12:23] COUNTIES THAT WE SERVE. AND THESE ARE
[04:12:24] JUST THE TWO LARGEST COUNTIES THAT WE
[04:12:26] SERVE BASED ON OUR RECRUITING AREA. WE
[04:12:29] ACTUALLY ALSO INCLUDE KIDS SOUTH AS WELL
[04:12:32] AS THURSDAY COUNTY. WHEN WE LOOK AT
[04:12:37] ETHNICITY OR MINORITY VERSUS WHITE
[04:12:41] POPULATION, WE SEE THAT AGAIN,
[04:12:43] MINORITIES MAKE UP 34% OF THE PORT
[04:12:45] POPULATION IN COMPARISON TO 66%. AND
[04:12:48] THEN WE SEE AGAIN, THAT KIND OF BALANCE
[04:12:51] THERE IN KING COUNTY, 33.8% TO 66.2%
[04:12:55] IN PIER 25%, 74.3.
[04:12:57] AND THEN THE HOME IS 23% TO 77%.
[04:13:04] AGAIN, THIS IS ANOTHER AREA THAT WELL,
[04:13:07] THIS IS REVIEW. THIS IS MORE ABOUT
[04:13:10] CONTACT TO SHOW COMPARISON. THIS IS NOT
[04:13:14] AN AREA THAT WE ACTUALLY TAKE IN THE
[04:13:17] HEART IN ADDRESSING UNDER AFFIRMATIVE
[04:13:20] ACTION. SO NEXT SLIDE, PLEASE.
[04:13:24] OKAY. TURN IT BACK OVER TO CYNTHIA.
[04:13:27] THANK YOU, SANDERS. SO MOVING FORWARD IN
[04:13:30] 2022, WE WILL CONTINUE THE TARGETED
[04:13:33] OUTREACH AND RECRUITMENT OF WOMEN IN
[04:13:36] JOBS WITHIN THE PROFESSIONALS TO EEO JOB
[04:13:38] GROUP, AS WELL AS TO CONTINUE THE
[04:13:41] TARGETED RECRUITMENT, OF COURSE, OF
[04:13:42] WOMEN, MINORITIES, INDIVIDUALS WITH
[04:13:44] DISABILITIES AND VETERAN PROTECTED
[04:13:46] VETERANS. WE WILL DEVELOP AND ROLL OUT
[04:13:48] NEW EEO AND AFFIRMATIVE ACTION
[04:13:51] COMPLIANCE TRAINING, AND WE WILL UTILIZE
[04:13:54] THE 2021 EEO COMPENSATION ANALYSIS
[04:13:56] FINDINGS TO INFORM HR'S COMPENSATION
[04:14:00] STUDY THAT'S CURRENTLY UNDERWAY. IT'S
[04:14:02] IMPORTANT TO NOTE THAT MOVING FORWARD
[04:14:04] THE SUCCESS OF THE PORT AFFIRMATIVE
[04:14:06] ACTION PROGRAM IS CONNECTED TO THE
[04:14:08] SUCCESS OF THE IMPORTANT WORK UNDERWAY
[04:14:11] IN HR AND THE OFFICE OF EQUITY,
[04:14:13] DIVERSITY AND INCLUSION. HR WILL
[04:14:16] CONTINUE TO PARTNER WITH OEDI TO CREATE
[04:14:18] ACTION PLANS FROM THE OEDI SURVEY
[04:14:21] RESULTS AND THOSE COMING OUT OF THE
[04:14:24] BOWMAN OF COLOR ASSESSMENT THAT'S
[04:14:25] CURRENTLY UNDERWAY ADDRESSING
[04:14:28] INSTITUTIONAL OPPRESSION WITHIN THE PORT
[04:14:30] AND INFUSING EQUITY IN ALL OF OUR
[04:14:32] PROGRAMS, OUR POLICIES AND BUSINESS
[04:14:34] PRACTICES, SUPPORTS THE FUNDAMENTAL
[04:14:37] PURPOSE OF AFFIRMATIVE ACTION, WHICH IS
[04:14:39] TO ATTRACT, HIRE, DEVELOP AND RETAIN A
[04:14:41] WORKFORCE THAT REFLECTS THE DIVERSITY OF
[04:14:44] OUR COMMUNITY AT ALL LEVELS OF THE PORT.
[04:14:46] THANK YOU.
[04:14:52] THANK YOU, CYNTHIA. THANK YOU, SANDERS.
[04:14:54] YOU BET AT THIS TIME WE'RE GOING TO TURN
[04:14:59] BACK TO COMMISSIONERS FOR QUESTIONS AND
[04:15:01] COMMENTS BEGINNING WITH COMMISSIONER

[04:15:02] CHO. I DON'T HAVE EXTENSIVE
[04:15:06] QUESTIONS. CYNTHIA SANDERS, I REALLY
[04:15:08] APPRECIATE THE PRESENTATION, ESPECIALLY
[04:15:12] HOW THIS INTEGRATES AND VERY
[04:15:16] NICELY WITH OUR EQUITY MOTION AND A LOT
[04:15:17] OF WHAT IS BEING DONE BY THE EI TEAM.
[04:15:20] SO I REALLY APPRECIATE THE WORK HERE
[04:15:23] DOING SOME OF THE FEDERAL BANDITS ON
[04:15:26] AFFIRMATIVE ACTION. AND I KNOW IT'S A
[04:15:29] STICKY WICKET SOMETIMES GIVEN OUR OWN
[04:15:32] STATES RULES AND LAWS AROUND AFFIRMATIVE
[04:15:34] ACTION. SO I ESPECIALLY APPRECIATE HOW
[04:15:36] YOU GUYS NAVIGATE THAT. AND SIMILAR TO
[04:15:41] WHAT MY COLLEAGUES HAVE EXPRESSED. IF
[04:15:43] THERE'S ANYTHING HIGH AS COMMISSION OR
[04:15:45] WE AS COMMISSION CAN DO TO HELP YOUR
[04:15:46] EFFORTS, PLEASE FEEL FREE TO REACH OUT
[04:15:49] AND ENLIST US IN YOUR EFFORTS. THANK
[04:15:51] YOU. THANK YOU, COMMISSIONER FILM.
[04:15:56] WELL, THANK YOU, CINDY AND SANDERS, I'M
[04:15:59] JUST GLAD YOU'RE KEEPING TRACK OF THE
[04:16:00] DATA SO WE CAN ACTUALLY HAVE SOMETHING
[04:16:02] EMPIRICAL TO FOLLOW AND SCORE
[04:16:06] SO WE KNOW HOW WE'RE DOING. I JUST WANT
[04:16:08] TO THANK YOU VERY MUCH FOR THAT
[04:16:11] DILIGENCE AND LOOKING FORWARD TO SAYING
[04:16:14] NO MORE FOR YOU AT THIS POINT, BUT LOOK
[04:16:16] FORWARD TO STAYING ON TOUCH. THANK YOU,
[04:16:20] COMMISSIONER HASEGAWA YOU LOOK COLD?
[04:16:23] NO QUESTIONS. ALRIGHT. I'LL ASK HIM TO
[04:16:27] TURN THE HEAT UP. COMMISSIONERS MOHAMED.
[04:16:33] YEAH, THAT WAS A GREAT PRESENTATION.
[04:16:35] SYDNEY AND SANDERS, THANK YOU SO MUCH
[04:16:37] FOR PROVIDING THAT INFORMATION. AND IT
[04:16:38] WENT SO WELL WITH THE PREVIOUS
[04:16:40] PRESENTATION. AND YOU HAVE MY FULL
[04:16:42] COMMITMENT AROUND THIS AREA. SO NO
[04:16:44] QUESTIONS, BOOKDA. THANK YOU.
[04:16:50] AND I WILL JUST CONCLUDE BY SAYING,
[04:16:54] I THINK DOVETAIL IS WHAT COMMISSIONERS
[04:16:56] CHO WAS SAYING WHEN THERE IS A
[04:16:59] REGULATORY OR LEGAL HURDLE.
[04:17:02] LET'S REMEMBER THAT LAWS AND REGULATIONS
[04:17:05] ARE NOT SIMPLY THEY
[04:17:08] DON'T TELL US WHAT'S RIGHT, THEY TELL US
[04:17:11] WHAT THE LAW SAYS, THAT'S IT. SO IF
[04:17:13] THERE'S SOMETHING THAT NEEDS TO BE
[04:17:14] FIXED, IF SOMETHING'S NOT RIGHT ABOUT
[04:17:17] THE LAW OR THE REGULATIONS AROUND THIS
[04:17:20] ISSUE, LET US KNOW SO THAT WE CAN WORK
[04:17:23] TO ADVOCATE FOR A CHANGE IN THE LAW TO
[04:17:25] MAKE IT ALIGN WITH WHAT'S RIGHT. AND
[04:17:27] THAT CERTAINLY FEELS LIKE THE CASE IN
[04:17:29] WASHINGTON STATE RIGHT NOW, WE NEED TO
[04:17:31] CHANGE OUR LAWS TO REFLECT WHAT OUR
[04:17:32] VALUES ARE IN THIS PARTICULAR
[04:17:34] CIRCUMSTANCE, TO WHAT SAM IS
[04:17:38] REFERRING, THAT WE NEED TO REALLY BE
[04:17:41] ABLE TO ADDRESS IN A POSITIVE WAY THE
[04:17:43] IMPACTS OF SYSTEMIC BIAS AND RACISM IN
[04:17:47] OUR SYSTEMS. AND RIGHT NOW WE'RE
[04:17:49] SOMEWHAT ENCUMBERED. SO WE'LL CONTINUE
[04:17:51] TO ADVOCATE FOR THAT. AND IF THAT'S TRUE

[04:17:54] ON THE FEDERAL LEVEL AS WELL, WE
[04:17:56] APPRECIATE YOUR EXPERTISE IN HELPING TO
[04:17:58] UNDERSTAND AND NAVIGATE THAT. SO WITH
[04:18:00] THAT SAID, I WANT TO SAY THANK YOU
[04:18:01] AGAIN, I THINK THAT CONCLUDES OUR
[04:18:05] BRIEFING AGENDA FOR TODAY AS WELL.
[04:18:08] EXECUTIVE DIRECTOR METRUCK ANY FURTHER
[04:18:09] COMMENTS ON THAT OR ANY OF THE ISSUES
[04:18:11] WE'VE DISCUSSED? YEAH. IN FACT, THANKS.
[04:18:14] PRESIDENT CAUCUS, JUST TO SAY A COUPLE
[04:18:16] OF THINGS IN CLOSING OF THIS,
[04:18:18] ESPECIALLY THE LAST TWO ITEMS TALKING
[04:18:20] ABOUT EQUITY, ALL OF OUR WORK. IT'S
[04:18:23] IMPORTANT. AND I DON'T THINK I'VE HAD A
[04:18:25] CHANCE TO SHARE WITH EVERYONE THE MATRIX
[04:18:27] THAT SHOWS THIS IS INTERWOVEN IN ALL
[04:18:29] THAT WE DO. THAT JUST MY COMMITMENT, AS
[04:18:32] THE EXECUTIVE DIRECTOR IS TO PUT IT GOES
[04:18:36] THROUGH ALL OF OUR OPERATIONS INTERNALLY
[04:18:38] AND EXTERNALLY, AND THAT'S ALL THAT WE
[04:18:40] DO. IT'S EQUITY IS INTERWOVEN INTO ALL
[04:18:42] THAT WE DO MOVING FORWARD AND THE
[04:18:44] GROUNDWORK THAT YOU JUST PRESENTED
[04:18:46] TODAY, EITHER THE ASSESSMENT AND ALSO
[04:18:48] THE INITIATIVES WERE ON CARRYING BEFORE
[04:18:50] THAT ASSESSMENT. AND NOW ADDITIONAL
[04:18:53] INFORMATION THAT COMES IN TO US IS ALL
[04:18:55] WORK BEFORE US. BUT I'M OPTIMISTIC,
[04:18:58] WITH THE SUPPORT OF ALL OF YOU THAT WE
[04:19:00] CAN GET THIS WORK AND MOVING FORWARD AND
[04:19:03] CONTINUE TO BE A LEADER IN THIS AREA.
[04:19:05] AND I THINK FOR US, TOO, IT'S NEVER A
[04:19:08] FINISH LINE ON THIS, RIGHT. WHEN WE TALK
[04:19:10] ABOUT THE WORKFORCE AND TRAINING, WE'RE
[04:19:12] ALWAYS TURNING OVER OUR WORKFORCE IS NOT
[04:19:15] STATIC. AND THIS IS A CONTINUING EFFORT.
[04:19:17] WE BUILD THESE PROGRAMS, AND THEN WE
[04:19:19] HAVE NEW SUPERVISORS COMING IN. PEOPLE
[04:19:22] ARE CHANGING, AND THERE'S ALWAYS A
[04:19:24] TURNOVER. SO I JUST WANT TO SAY THAT
[04:19:26] IT'S NEVER LIKE IN 2021 WE DID THAT
[04:19:28] TRAINING. WE CLERK HART BOX, THIS IS A
[04:19:30] CONTINUING WORK THAT WE HAVE TO CONTINUE
[04:19:32] TO KEEP FOCUSED IN FRONT OF US MOVING
[04:19:34] FORWARD. AND I'LL JUST HAVE TO SAY, TO
[04:19:36] END WITH AN IMPORTANT, NOT JUST BECAUSE
[04:19:38] EQUITY IS THE IMPORTANT THING TO DO.
[04:19:40] DIVERSITY MAKES US BETTER BUSINESS,
[04:19:43] JUST BETTER DECISIONS AND EVERYTHING.
[04:19:45] SO IT'S FROM BOTH EVERY SIDE THAT YOU
[04:19:47] CAN LOOK AT IT. IT'S WHERE WE NEED TO BE
[04:19:49] TO SUCCEED AS AN ORGANIZATION, BOTH
[04:19:52] ACROSS ALL OF OUR ROLES AND MISSIONS.
[04:19:53] SO THANK YOU FOR THAT. AND THANK YOU FOR
[04:19:55] YOUR TIME TODAY. AND I'M HOPING THAT
[04:19:57] MAYBE IN FUTURE WE THOUGHT WE HAD A
[04:19:59] SHORT AGENDA, BUT WE KNOW IT WAS AN
[04:20:00] IMPORTANT AGENDA. THANK YOU, MR.
[04:20:03] PRESIDENT. NO, THANK YOU. EXECUTIVE
[04:20:05] DIRECTOR METRUCK. ALL RIGHT. SO WE ARE
[04:20:07] COMING TO THE POINT IN THE MEETING AT
[04:20:09] THE VERY END WHEN WE'RE ALL ANXIOUS TO
[04:20:11] GET OUT THE DOOR, BUT PARTICULARLY FOR

[04:20:14] COMMISSIONERS MOHAMED AND FOR
[04:20:16] COMMISSIONER HASEGAWA, I WANT TO JUST
[04:20:18] KIND OF SET THE STAGE FOR THIS PERIOD IN
[04:20:20] THE MEETING. AND I THINK IT'S A VERY
[04:20:21] IMPORTANT ONE THAT OFTEN SORT OF GETS
[04:20:24] SHORT SHRIFT. THIS IS THE TIME DURING
[04:20:26] THE MEETING WHEN WE HAVE AN OPPORTUNITY
[04:20:28] TO SHARE COMMENTS THAT WE'RE NOT ANY
[04:20:30] PARTICULAR ITEM ON THE AGENDA TODAY,
[04:20:32] AND ALSO FOR US TO FIRST PUBLICIZE MAKE
[04:20:36] PUBLIC AN IDEA OR AN INITIATIVE OR AN
[04:20:40] AREA IN WHICH WE DEEM IT IMPORTANT AS AN
[04:20:42] INDIVIDUAL FOR THE COMMISSION AND
[04:20:44] POTENTIALLY FOR THE PORT AS AN
[04:20:46] INSTITUTION TO EXPLORE. AND SO THIS
[04:20:48] WOULD BE THE MOMENT FOR US TO SHARE
[04:20:50] IDEAS THAT WE THINK WOULD BE VALUABLE TO
[04:20:53] REFER TO COMMITTEE, SINCE WE HAVE A
[04:20:56] COMMITTEE STRUCTURE IN PLACE THAT ALLOWS
[04:20:58] US WITH THE HELP OF OUR COMMISSION STAFF
[04:21:01] TO EXPLORE IDEAS BEFORE THEY ARE FULLY
[04:21:05] FLEDGED AND TURNED OVER TO PROFESSIONAL
[04:21:07] STAFF TO PURSUE AND THAT HAVE NOT
[04:21:10] YET RECEIVED THE AUTHORIZATION OF THE
[04:21:12] FULL COMMITTEE FOR THINGS LIKE FUNDING
[04:21:14] AND STAFFING. SO THAT'S PART OF IT.
[04:21:17] THERE WILL BE TIMES DURING THE YEAR WHEN
[04:21:19] WE'RE ON A TOPIC THAT IS VERY IMPORTANT,
[04:21:22] AN AGENDA ITEM THAT WE'RE DEALING WITH.
[04:21:24] IT'S VERY IMPORTANT. AND THERE MAY BE AN
[04:21:26] IDEA THAT'S ORTHOGONAL TO THAT. THAT'S
[04:21:28] ALSO REALLY IMPORTANT, BUT BECAUSE IT'S
[04:21:30] NOT NECESSARILY GERMANE TO THAT TOPIC,
[04:21:32] I MAY ASK YOU TO HOLD THAT
[04:21:35] COMMENT OR THAT THOUGHT AND SHARE DURING
[04:21:38] THIS PERIOD. THAT WOULD BE THE MOMENT
[04:21:39] THEN TO SAY, HEY, WE WERE TALKING ABOUT
[04:21:42] SPACE EXPLORATION EARLIER, AND I JUST
[04:21:44] THOUGHT IT WOULD BE NEAT IF THE PORT
[04:21:46] SUPPORTED A MISSION TO MARS, SOMETHING
[04:21:48] LIKE THAT AS A HYPOTHETICAL. SO THIS
[04:21:51] WOULD BE THE MOMENT DURING OUR MEETINGS
[04:21:52] TO DO THAT. AND SO WITH THAT SAID, I
[04:21:54] WANT TO GO AROUND ONE MORE TIME TO CALL
[04:21:56] ROLL FOR ANY OTHER BUSINESS THAT YOU
[04:21:58] WANT TO SHARE OR MOTION. AND WE DO USE A
[04:22:02] MOTION FORMAT. SO IF THERE IS SOMETHING
[04:22:04] TO BE REFERRED TO COMMITTEE, YOU CAN
[04:22:07] MOVE FOR SOMETHING TO BE REFERRED
[04:22:10] TO COMMITTEE. THERE WOULD THEN REQUIRE A
[04:22:12] SECOND AND A VOTE TO DO THAT SO THAT IT
[04:22:14] WOULD GET THE AUTHORIZATION COMMITTEE TO
[04:22:16] DO THAT. SO WITH THAT, I'LL GO TO
[04:22:18] COMMISSIONER CHO FOR ANY OTHER BUSINESS
[04:22:20] OR REFERRALS TO COMMITTEE. NOTHING FOR
[04:22:22] ME. I JUST WANTED TO SAY HAPPY NEW YEAR
[04:22:24] AND WELCOME TO MY NEW COLLEAGUES AGAIN.
[04:22:27] THANK YOU, COMMISSIONER CHO.
[04:22:29] COMMISSIONER FELLEMAN, NO REFERRALS AT
[04:22:32] THIS TIME. THANK YOU. ALL RIGHT.
[04:22:35] COMMISSIONER HASEGAWA,
[04:22:40] PRESIDENT CALKINS, IT'S NOT TO SAY THAT
[04:22:42] I DON'T HAVE IDEAS, BUT I THINK AT THIS

[04:22:45] TIME AND KNOWING THAT WE'RE GOING TO
[04:22:48] HAVE AN UPCOMING CONVERSATION ABOUT
[04:22:50] COMMITTEES, I HAVE NO REFERRALS TO
[04:22:53] FORMALLY SUGGEST AT THIS TIME. THANK
[04:22:56] YOU. THANK YOU.
[04:22:58] COMMISSIONERS. HAS IT ALL,
[04:22:59] COMMISSIONERS MOHAMED?
[04:23:04] NO, THANK YOU. AGAIN. THIS WAS VERY
[04:23:07] HELPFUL. AND PRESIDENT CALKINS, I'M
[04:23:10] LOOKING FORWARD TO YOUR LEADERSHIP AND
[04:23:15] BACK TO YOUR EXECUTIVE DIRECTOR FOR ANY
[04:23:17] FURTHER COMMENTS FOR THE GO TO THE
[04:23:18] ORDER. NO, THANK YOU.
[04:23:21] THANK YOU FOR YOUR TIME TODAY. AND
[04:23:23] THANKS FOR A GREAT FIRST MEETING OF THE
[04:23:25] YEAR. AND I WILL JUST
[04:23:29] ADD TO WHAT COMMISSIONER FELLEMAN AND WHAT
[04:23:32] EXECUTIVE DIRECTOR METRUCK SAID AT THE
[04:23:34] OUTSET OF THE MEETING, WHICH IS A
[04:23:36] SINCERE THANK YOU TO ALL OF THE AIRPORT
[04:23:38] STAFF, ALL OF THE WORKERS AT THE PORT,
[04:23:40] FOR OUR AIRLINE PARTNERS AND EVERYONE
[04:23:42] INVOLVED WHO MANAGED THROUGH AN
[04:23:44] EXTRAORDINARY SNOW EVENT,
[04:23:47] GRACIOUSLY AND DEALING WITH FOLKS WHO
[04:23:49] WERE EXPERIENCING REALLY TOUGH MOMENTS,
[04:23:52] HOPING TO GET HOME OR GET OUT ON THEIR
[04:23:54] VACATION OR SEE A LOVED ONE. THANK YOU
[04:23:57] SO MUCH FOR ALL OF THE HARD WORK YOU DID
[04:23:59] IN THAT WE GET TO WORK IN AN
[04:24:01] EXTRAORDINARY INDUSTRY IN AVIATION AND
[04:24:03] MOMENTS LIKE THAT SHOW JUST HOW TRULY
[04:24:06] EXTRAORDINARY IT IS THAT THEY CAN CARRY
[04:24:07] ON IN SPITE OF THAT. SO THANK YOU ALL SO
[04:24:09] MUCH WITH THAT. I'M GOING TO ADJOURN THE
[04:24:12] MEETING TODAY AT 4:27, A FULL
[04:24:15] FIVE MINUTES BEFORE SUNSET. THANK YOU
[04:24:17] ALL SO MUCH. THANK YOU,
[04:24:21] EVERYONE. GOOD MEETING YOU.

END OF TRANSCRIPT