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Item No. _11b_____
Meeting Date: _September 12, 2023_____
2023 Affirmative Action Program
Key Results
Commission Briefing

Affirmative Action (AA) Program Purpose

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

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2023 Affirmative Action Program Highlights

- No underutilization of minorities in any of our 17 EEO Job Groups.
- No underutilization of women in 15 of our 17 EEO Job Groups.
- Underutilization of women in 2 EEO Job Groups.
- The Port's 2023 EEO Compensation Analysis showed salary differences of more than 7.5% amongst some employees performing the same job. These differences impact employees regardless of race and gender.
- Data collection improvements
- Updated EEO Job Groups, disposition codes, and data consideration
- Audited current AA Program for opportunities

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2023 Affirmative Action Program Highlights

Cont.
OFCCP Goal 2022 2023 Change

Individuals with Disabilities 7% 7.94% 9% +1.06%

VEVRAA-Protected Veterans 5.5% 9.52% 8.86% -0.66%

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

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2023 Underutilization

2022

EEO JOB GROUP TOTAL NUMBER FEMALE EMPLOYEES AVAILABILITY / DIFFERENCE

Benchmark

Technicians 150 54 48.13% -18.19

Non-Commissioned Protective 27 1 20.68% -4.58

Services, Command

2021

EEO JOB GROUP TOTAL NUMBER FEMALE EMPLOYEES AVAILABILITY / DIFFERENCE

Benchmark

Technicians 134 49 65.83% -16.83

Non-Commissioned Protective 26 1 23.81% -5.19

Services, Command

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DEMOGRAPHICS AT A GLANCE
2022 Affirmative Action Program

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Non-represented Gender and Pay Grades Male
Female
100%

90%

80% 40%

44%

54%

70% 59%

65%

60%

50%

40%

Overall Female Representation: 33%

30% 60%

56%

46%

20% 41%

35%

10%

0%

Grades 15-19 Grades 20-24 Grades 25-29 Grades 30-34 Grades 35+
Regular, Non-Represented employees as of 8-15-2023 7

Non-represented Race and Pay Grades White
Minority
100%

90%

80%

50%

70%

65%

71%

76%

60% 78%

50%

Overall M inority Representation: 39%

40%

30%

50%

20%

35%

29%

24%

10% 22%

0%

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

Regular, Non-Represented employees as of 8-15-2023 8

Port Demographics v. County
Population Demographics (King, Pierce, Snohomish)
Port of Seattle King County Pierce County Snohomish County
Female 34% 49% 50% 50%
Male 66% 51% 50% 51%

Port of Seattle King County Pierce County Snohomish County
White 61% 54% 62% 64%
Minority 39% 46% 38% 36%

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Opportunities Moving Forward

- Partner with Talent Acquisition and Emerging Talent to identify recruitments for positions within the Technicians and Non-Commissioned Protective Service EEO Job Groups. Once identified, we will conduct targeted outreach and recruitment of women to ensure diverse applicant pools.
- Complete Workplace Responsibility and Employee Relations process improvement work.
- Continue to update HR and Code of Conduct policies to include a review of policies through an equity lens.
- Re-evaluate EEO Job groups after HR's development of new pay range structure as part of its Compensation Project.

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