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Item No 11a_Attach_1
Meeting Date February 14, 2023

Office of Equity, Diversity, and Inclusion
2022 Report January - December 2022

I am pleased to share our 2022 Annual Report, which highlights the work and accomplishments of the Port of Seattle's Office of Equity, Diversity, and Inclusion's (OEDI) during the past year.

As you will read in the pages that follow, OEDI's 2022 accomplishments are listed next to our 2022 Strategic Plan (found in the columns labeled Objective, Key Result, and Timing). Some aspects of our 2022 Plan were not started or completed, while others were transformed or expanded. And there were additional activities and efforts not in the plan that were critical to our ongoing work to create a truly equitable, anti-racist port.

Nearly four years ago, the Port of Seattle became the first port authority in the country to establish an office of equity. In doing so, our organization committed time and resources to embed equity, diversity, and inclusion into the fabric of the organization. Also, by creating OEDI, the Port acknowledged that for too long it has benefited from white-dominant culture and comfortably operated in an unjust, racist society. By failing to acknowledge these inequities, the organization realized that it was playing a role in perpetuating them.

While the Port has committed to becoming an equitable, anti-racist organization, racial equity doesn't happen overnight. It takes time, commitment, and perseverance. In many ways, racial equity is both a process and an outcome. It is about transforming our relationships, culture, and institutions. At times, fighting for racial equity can feel like we're falling uncontrollably, battling the bias, discrimination, and injustice that is deeply imbedded in so many aspects of our lives. Against these forces, we can struggle to find our grip and footing.

It is critical that we take time to celebrate our achievements and victories. Let's take a moment to find our footing, so that we can continue to work toward a more equitable, just future — a future where we prioritize the outcomes and well-being of all people.

In this 2022 annual report, we share highlights of our efforts to partner with communities, to build a culture of belonging and inclusion within the Port, and to transform policies and practices to advance equity. In unity,

Bookda Gheisar
Senior Director, Office of Equity, Diversity, and Inclusion

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PORT OF SEATTLE OEDI 2022 Key Accomplishments

STRATEGY 1. Transform Port of Seattle by infusing racial equity principles and practices into all aspects of organizational structure, programs, policies, and processes.

2022 Strategic Plan

ACCOMPLISHMENTS

Objective Key Result Timing

Objective 1. Equity work 1. Expand learning opportunities (e.g., book clubs, • Book Clubs Normalizing Equity Port wide. OEDI organized a book clubs, trainings, and other activities to

is normalized caucusing, etc.) for all employees to normalize o 1 in each normalize equity across the Port.

throughout the racial equity and create a culture of learning quarter • Port Reads: An Anti-Racist Book Club: OEDI organized one book club sessions to support

enterprise from and belonging. OEDI and Strategic Initiatives • Podcast Clubs employees' abilities to talk about race and racism, deepen their understanding of the impact

leadership, including will work closely with Aviation, Maritime, and o 1 in Q2 and of racism, and draw connections to their work. More than 130 employees participated,

Port Commission and the Change Team to offer and facilitate Q3 reading and discussing Race After Technology by Ruha Benjamin.

Executive Leadership accessible, inclusive EDI training and learning • All Staff Racial • Racial Equity Trainings: OEDI conducted a series of trainings including Staff Racial Equity

Team (ELT), to staff at all opportunities for represented and shift Equity Training (2.5-hour sessions offered 32 times), and Supervisor Racial Equity Training (6-hour

levels in all Divisions and employees. Orientations sessions offered 5 times). More than 850 employees, including 237 supervisors, completed at Departments. o 2 per month least one of these workshops.

- 3-4 Book Clubs beginning in • OEDI Quarterly Townhalls: OEDI held four townhalls to update employees on the progress of
- 1-2 Podcast Clubs March the Port's EDI work, highlight examples of employees and teams meaningfully integrating
- 16-18 Racial Equity 101 for frontline • Supervisor Racial equity into their work, create a space for employees to ask questions and provide feedback,

workers/individual contributors (i.e., Equity and build a community of learning. Every townhall was attended by at least 250 employees.

- non-supervisors) Orientations in • Equity Moments: OEDI provided guidance and examples on how to offer equity moments in
- 16 sessions of Racial Equity Training for Q3 and Q 4 team meetings. Resources were created and shared through Compass with all employees.
- supervisors; 6-hour advanced course • Aviation and OEDI also supported Change Team members in instituting Equity Moments into regular team training Maritime meetings for all departments. This practice creates space for teams to share resources and
- Racial Equity 102 for staff who o RPOI learn more about issues related.

attended Equity 101 in 2021 beginning in • Race: The Power of an Illusion: With support from a committee of the Change Team, OEDI

- Develop learning opportunities Q2 brought the RPOI content and workshop to Port employees, piloting the first of three sessions specifically for shift and represented o Caucusing with the Port Construction Services team. RPOI will be offered on a quarterly basis in 2023.
- workers in Aviation and Maritime beginning in • EDI Lunch & Learns: During 2022, OEDI began hosting EDI Lunch & Learns, open to any and all o Anti-Racist Caucusing Q2 Port employees. These 60-to-90-minute workshops focused on building skills and awareness related to equity, diversity, and inclusion. We held the following EDI Lunch & Learns: Tribal

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[Link]

<https://youtu.be/hKJW4a6Q5eY>

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o Race: The Power of Illusion • Language and Issues 101; A History of Hip Hop in Seattle; Tangled: Why Your Hair Matters to Society; and (RPOI) workshops Meaning Racial Restrictive Covenants. Each event was attended by at least 200 employees, and

- Language and Meaning Initiative to Initiative recordings were made available for employee who were not able to attend in real time. provide training on understanding the beginning in Q3

racial and historical context for certain

terminology and how to use language

that is equitable and inclusive.

2. Convene employees and offer workshops to • Communications MLK Day: In collaboration with Blacks in Government and the Port Commission, OEDI produced a

deepen understanding of anti-Black racism. and/or events for short video featuring a mash-up of people reciting parts of MLK's I Have a Dream speech.

Support and uplift the Black Lives Matter call to MLK Day, Black

action and engage employees in this work. History Month, Black History Month: In partnership with the Port's Chapter of Blacks In Government, there was a

Collaborate with Blacks In Government on Juneteenth panel-style event featuring local electeds, Commissioners, and former Port-staff. OEDI and BIG

these efforts. • Caucusing spotlight several historical Black leaders on Compass throughout the month.

- Offer caucusing opportunities for opportunities

employees to deepen their racial equity beginning in Juneteenth: To celebrate Juneteenth and bring awareness to the significance of the holiday, Blacks

analysis and strengthen efforts to Q2/Q3 in Government – supported by OEDI – held an in-person Juneteenth celebration at Pier 69. The

implement equity into the work of the celebration was one of the first in-person events since the beginning of the pandemic, and it

Port. included a catered lunch, poets and artists, and external speakers.

Objective 2. Ensure 1. Implement and operationalize the Equity SWOT analysis Equity Capacity Building: During 2022, the Change Team split into eight committees to developed

equitable internal recommendations from the Port-wide equity • Training in Jan best practices and guidance on many of the recommendations from the 2021 Equity and Women

policies, programs, assessment. To achieve this Key Result, in 2022, and Feb of Color Assessments. In early 2023, OEDI and the Change Team will release an equity handbook,

operations, and OEDI will complete the following tasks: • Conduct SWOT providing tools, guidance, and support for advancing EDI in several areas including budgeting,

structures. with hiring, data, and community engagement. Additionally, OEDI and the Change Team worked with

- Provide training, development, and departments in departments to identify strengths, weaknesses, opportunities, and threats (SWOT) to their team's

coaching to Change Team to equip them Feb and Mar ability to advance EDI in their work. The information gathered from that process was used to
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STRATEGY 1. Transform Port of Seattle by infusing racial equity principles and practices into all aspects of organizational structure, programs, policies, and processes.

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with the tools necessary to implement the • Implement create department-specific EDI goals, which beginning in 2023 are an annual requirement for all

recommendations of the assessment, to findings of SWOT departments. The status and progress of these goals will be publicly shared annually to improve

support their teams to budget with an in departmental transparency and accountability inside and outside of our organization.

equity lens, to conduct an equity SWOT business

analysis, and to set department-specific planning

equity goals. beginning in Q2

• Create the following 8 committees of the • Resource equity

Change Team to lead and implement goals from SWOT

several of the recommendations from the and business

EDI Assessment: Community Engagement; plans through

Hiring; Data & Equity; Budget & Equity; budgeting in Q3

Training & Facilitation; Represented Change Team

Committees: form and

Workers; Tracking & Reporting Systems; CT

begin work in Q1; work

Infrastructure, Engagement, &

throughout year on their

Communications

respective Assessment Operationalizing Equity and Systems Change:

Recommendations

2. Implement universal goal for evaluating Equity Performance Goals: For the first time in the Port's history, all non-represented employees, performance based on the EDI Assessment Ongoing including leadership and supervisors, were required to have an annual performance goal

Recommendations. measuring their work to advance equity, diversity, and inclusion. This requirement is part of

• Required: Equity PerformanceLink goals for Goals published internal recommendations from the 2021 Equity and Women of Color Assessments, and the goals were

all staff (including supervisors) who use and externally with tailored for employees based on their role — supervisor, frontline or individual contributor, and

PerformanceLink for their annual ongoing reports on Change Team member.

evaluations implementation

• Required: all hiring managers to implement Compensation Equity project: in 2022 POS launched a multiyear process to implement pay equity new practices in the hiring process related to and to analyze compensation processes and policies in the organizational systems as well as every single position being evaluated. in 2022 Sr Director of OEDI, Bookda Gheisar, and OEDI Systems

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assessing job evaluations, including EDI Manager, Tania Park, participated in committees that met all year to develop alternatives, policies questions, and ensuring diverse hiring panels and strategies.

• Required: all departments to set EDI goals in

their 2023 business planning process Equity Hiring Requirements: OEDI and Human Resources partnered to institute new requirements

to the Port's hiring process. The changes were recommendations from the 2021 Equity and

3. Collaborate with HR, Legal, CPO, DC, External Implementation plan in Women of Color Assessments and are aimed at creating more fairness and less bias within the

Relations, and other departments to monitor place for 2022. Refer to hiring processes. The following are part of the implemented changes: including the Port's vision for

the implementation of the recommendations dashboard. equity on all job postings; diversity of race and gender on all hiring panels; watching and discussing

from Equity Assessment: an anti-bias video prior to conducting interviews; removing unnecessary minimum qualifications

a. Employee development, promotion; from a position prior to posting it; and providing direct feedback from the hiring manager to

and compensation; Strategic Initiatives is internal candidates who did not get the position.

b. Policies and practices impacting BIPOC developing a plan for contractors and WMBEs, with a Policing Assessment Department-Specific EDI Goals: OEDI and the Change Team worked with departments to identify particular focus on firms owned by Recommendations in strengths, weaknesses, opportunities, and threats (SWOT) to their team's ability to advance EDI in Black descendants of slaves; 2022. Implementation their work. The information gathered from that process was used to create department-specific

c. Contracting and procurement policies plan for Women of Color EDI goals, which beginning in 2023 are an annual requirement for all departments. The status and and practices impacting the ability of Assessment in place. progress of these goals will be publicly shared annually to improve transparency and accountability community organizations and Refer to dashboard for inside and outside of our organization. contractors to access resources; and timeline.

d. Improving the process of reporting Collaboration on Port-wide Efforts: Throughout 2022, OEDI staff collaborate with various discrimination and racism; departments on a range of projects, including the hiring process of the new Port of Seattle Police

e. Improving the skills and abilities of Chief, working with CPO to streamline the contracting process for the South King County supervisors to manage diverse teams Community Impact Fund, and serving on HR's pay equity and leadership development task and advance racial equity within the forces/committees.

Port

4. Participate in other relevant efforts across the Budgeting with Equity: to advance our commitment to budgeting with an equity lens the Port to bring an equity lens and critical analysis Budgeting Change Team met during 2022 with multiple other jurisdictions who have implemented

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to each effort. In 2022, a priority for OEDI equity in their budgeting process. The Change Team then developed an advanced tool and made engagement will be support for the a requirement for all teams to use this tool during their budgeting process.

implementation of the recommendations from

the Port Police Assessment process and the Implementation of Policing Assessment Recommendations: in 2022 Sr Director of OEDI worked Women of Color Assessment with the Office of Strategic Initiatives and a multidisciplinary team of representatives from the POSPD and other departments to develop a process and plan for implementation of the recommendations from the policing assessment.

Implementation of recommendations from Equity and Women of Color Assessments:

The majority of our work in 2022 focused on implementing the 63 recommendations outlines in the 2021 Equity and Women of Color Assessments. Updates on that work are shared throughout this report, and from a very high-level, nearly 70% of those recommendations are either completed, on schedule, or planned out. In 2023, we will continue to focus on and prioritize this work.

Actions to build leadership for equity work: Supervisors Racial Equity Trainings: OEDI worked with consultants to deliver 4 Supervisor Racial Equity 102 workshops and one Supervisors Racial Equity 101 workshop. The five workshops were

Objective 3. Port • OEDI will work with Port Commission and ELT completed by 237 Port supervisors, including Port Commissioners, the Port's executive director,

leadership, including to: and members of the Executive Leadership Team.

Commission, Executive • Require racial equity and unconscious

Leadership Team (ELT) bias training for Commissioners, the Ongoing Supervisors EDI Performance Goal: In partnership with Human Resources and Change Team

and leadership of Executive Director, and the Executive Sponsors, OEDI developed an EDI performance goal for all supervisors. In 2022, the goal was

Departments and Leadership Team. required for all supervisors, and measures a supervisor's efforts to create an inclusive culture and

Divisions, model and • Engage ELT members to support the center equity in all hiring processes.

center equity in the implementation of Port-wide equity

work, and actively assessment recommendations. ED Townhalls: Every quarter, the Executive Director hosted a townhall event for all employees to support and promote learn about ongoing organizational efforts and to ask questions of the Executive Leadership Team.

Port-wide equity work.

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Objective Key Result Timing

• Implement PLink launched for The Senior Director of OEDI was featured in these events and given time to update employees supervisors at the leadership level and about the Port's EDI work. support the process.

Finalizing in Q2/Q3 Equity Policy Directive: OEDI worked closely with Commissioners, Commission staff, Executive

• OEDI in collaboration with Commissioners Leadership Team, and department directors to draft the Port's first ever Equity Policy Directive, finalize Equity Policy Directive to codify equity codifying EDI into many aspects of the Port's work. In early 2023, the Port will hold internal and into the structure of the Port. Ongoing external listening sessions on the substance of the policy directive with hopes of finalizing and

• Launch curriculum for advanced racial equity passing it by mid-2023.

trainings for supervisors and managers and offer 4 trainings in 2022 for 390 supervisors to increase capacity for leading for racial equity.

Objective 4. Create a 1. With Human Resources, build a curriculum and Q3 and beyond Communication about Equity Work Throughout 2022, OEDI and the Change Team created

culture of belonging and training for supervisors in 2022 that increases monthly spotlights of employees – with a focus on BIPOC leaders in the organization – and teams

inclusion where all Port supervisors' comfort with addressing issues of working to advance EDI. The spotlights were featured in monthly OEDI newsletters, at quarterly

employees – especially race and gender. OEDI town halls, and in a series of short videos that were featured on Compass.

BIPOC employees – are 2. With ELT, develop organizational policies, Q3 and beyond

included and valued in practices, and mechanisms for participation in decision-making, and decision-making tailored to specific groups feel safe in reporting including indigenous, employees of color, and instances of bias and women of color.

discrimination 3. Institute a consistent on-site presence at SEA Q3 and beyond

Airport Office Building (AOB) and maritime

locations to meet with employees, build

relationships with departments in Aviation and

Maritime, and improve communication about

the Port's EDI efforts.

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[Link]

<https://www.portseattle.org/equityindex>

STRATEGY 1. Transform Port of Seattle by infusing racial equity principles and practices into all aspects of organizational structure, programs, policies, and processes.

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Objective Key Result Timing

4. OEDI and the Change Team identify and Q3 and beyond

implement creative ways to uplift examples of supervisors and employees who are advancing racial equity, modeling inclusiveness, and creating a culture of belonging and learning.

STRATEGY 2. Provide equitable and tangible benefits to impacted vulnerable communities, people of color, immigrants and refugees, and low-income communities.

2022 Strategic Plan

ACCOMPLISHMENTS

Objective Key Result Timing

1. Partner with EDD as they assess barriers Present to Equity Index: On September 13, 2021, the Port launched its new Equity Index. The Port's Equity Index is a

and opportunities for WMBEs in commission on cutting-edge, interactive map that displays a visual representation of social and environmental disparities

construction and Airport Dining and Retail

Objective 1. Ensure equity in findings and in King County. Using 21 indicators within four categories, the Equity Index illustrates the degree to which in implementing efforts and plans to recommendations different communities experience pollution burdens and social inequities. The Port is using the index as a

public-facing programs and overcome barriers to accessing contracting in Nov 2022 tool to help us direct resources (e.g. South King County Fund) to the communities and areas of greatest

activities, especially access to opportunities for WMBEs. Support need. The tool is available to all Port staff and the public. In October 2022, the Port received the

Port economic benefits Commission in engagement of businesses

American Association of Port Authorities' (AAPA) Lighthouse Award in Information Technology for the including granting programs, in this process.

creation and use of the Port's Equity Index. OEDI has begun to include a story mapping feature on the WMBE contracting

index and is in the process of also updating the data and indicators that the index uses.

opportunities, and workforce

2. Equity Index: Ongoing

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STRATEGY 2. Provide equitable and tangible benefits to impacted vulnerable communities, people of color, immigrants and refugees, and low-income communities.

2022 Strategic Plan

ACCOMPLISHMENTS

Objective Key Result Timing

development (WFD) • Continue to disseminate Equity Index South King County Fund: In 2022, the Port invested \$1.6 million in 30 non-profits and community-based

programs. locally, regionally, and nationally. organizations that are serving South King County communities to address economic recovery, job training

Ongoing, Q2

- Use pilots or case studies from Port in port-related industries, environmental sustainability and restoration, and capacity-building support for departments to begin implementing minority-owned business enterprises. Additionally in 2022, the Port reduced barriers for organizations to findings into Port investment participate in this program by creating options for multi-year funding, streamlining the application decisions. process, and increasing outreach and technical support. The Port has pledged \$10 million dollars in

- Incorporate story-mapping into the funding between 2020 and 2024.

Equity Index

Youth Maritime Career Launch: Created in 2022, YMCL is a pilot program that partners with community

3. South King County Fund organizations and maritime industry employees to train and develop young people between the ages of

- Continue to partner with departments 16-24. This program advances the Port's commitment of job placements for young people as well as internally to look for ways of making SKCF Yearly increasing the visibility of Maritime jobs for BIPOC youth. Youth participants are placed in internships

more user friendly and accessible to that may lead to full-time employment in entry-level maritime roles. The program is approved for \$4.1 million over the next three years and places an emphasis on training young women and youth of color.

- More clearly define SKCF theory of change

and intended outcomes and begin to move

forward with an evaluation of impact. Construction Worker Training: In November 2022, the Port Commission approved a \$4.75 million-dollar, Make recommendations to the multi-year authorization to continue construction worker training. Funding will be used to support pre-Commission about the future of the fund. apprenticeship training and retention services, youth career launch programming in the trades, and

- Collaborate with External Relations to Launch Second leadership development for women and people of color.

execute contracts for second round, Round of RFP – Q1

launch RFP for the third round in 2022 of – 2021 Airport Employment Center: The return of passengers at SEA Airport in 2022, resulted in an increased

the South King County Fund (SKCF)

need for workers in all areas. Port Jobs, the Employment Center operator, reported 4,810 visitors to the

Economic Recovery & Environmental

Grants including continuing to implement employment center with 1,479 placements into various jobs with 82 employers. Airlines accounted for a framework for equitable funding decision 37% of placements, restaurant operations 23%, janitorial/cleaning 21%, warehouse/freight 13% and other 6%. Staff from the employment center participated in 230 job fairs and hiring events.

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[Link]

<https://www.portseattle.org/programs/south-king-county-community-impact-fund#:~:text=The%20Port%20of%20Seattle%20established,historically%20underserved%20near%2Dairport%20communities.>

[Link]

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STRATEGY 2. Provide equitable and tangible benefits to impacted vulnerable communities, people of color, immigrants and refugees, and low-income communities.

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Objective Key Result Timing

making, and convene a table of programs

funded by SKCF from year 1 and 2. Airport Training: in 2022, there were 573 training completions through the SEA Employment Center. In RFP out Q2 and

the Airport Maintenance Technician (AMT) pre-college program funded by the Port, 11 individuals

4. Youth Career Launch Program program

completed their training who can now register for the South Seattle College FAA approved two-year

• Launch a youth workforce training and implemented Q3 program.

employment program in 2022, build a

comprehensive youth training and Anti-Human Trafficking: What began as an airport-specific awareness and training effort for the Port employment strategy, and move the expanded over the years to include partners in the county, other local transportation providers, and now

program to Workforce Development jurisdictions across Washington. In addition to mandated employee training to help spot and stop Department. trafficking, the Port installed 310 signs in the restrooms and passenger loading bridges at Seattle-Tacoma

International Airport (SEA), as well as 20 signs at Port parks, and 10 signs at Fisherman's Terminal to

combat human trafficking. The awareness campaign also includes signage at Salmon Bay Marina, Shilshole Bay, Terminal 90/91, Pier 69, and Marine Maintenance. Groups helping survivors find jobs in Port-related industries also received grants through the Port's South King County Community Impact Fund.

Support for arrival of Afghan and Ukrainian Refugees: Sr Director of OEDI and Director of Government Relations convened an internal group of employees to build a cohesive strategy for welcoming new Afghan and Ukrainian refugee arrivals in Washington State.

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STRATEGY 2. Provide equitable and tangible benefits to impacted vulnerable communities, people of color, immigrants and refugees, and low-income communities.

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Objective Key Result Timing

1. Launch Community Equity Workgroup Equity Policy Directive: OEDI worked closely with Commissioners, Commission staff, Executive Leadership (CEW), recruit members, and complete Team, and department directors to draft the Port's first ever Equity Policy Directive, codifying EDI into work related to Equity Policy Directive and Listening sessions

many aspects of the Port's work. In early 2023, the Port will hold internal and external listening sessions

Language Access. Collaborate to develop in Q2

on the substance of the policy directive with hopes of finalizing and passing it by mid-2023.

guidelines and principles for working with

communities across the Port that center Title VI Plan: OEDI Sr Director became the Executive Sponsor for the Title VI for Port of Seattle and OEDI transparency, access to Port benefits, and took over the responsibility from the Legal Department to file the annual plan. OEDI hired a new Policy accountability for the Port leadership. and Data Analyst who submitted an updated plan, highlighting structural changes and incorporating Equity Policy

Objective 2. Implement updated language.

• Refine and finalize the Port's Equity Directive in Q2/Q3

equitable communications,

Policy Directive, incorporating Job Fair for Afghan Refugees and Residents of South King County: In the Spring 2022, OEDI hosted a job public outreach and

community input and feedback. fair with participation from 28 employers, 3 City partners, and 5 community-based organizations (CBOs).

engagement strategies that are

• Refine and finalize a Language Access Language Access The event was attended by 250 job seekers, 47% of whom self-identified as having recently arrived from

conducted in service to Directive, incorporating community Policy Directive in Afghanistan. Interpreters were on hand to assist those needing language assistance. All marketing and

equitable community impact. input and feedback. Q4 promotional materials were provided in English, Dari, and Pashto.

Engagement and Collaboration with Port-impacted Communities: OEDI continues to work on bringing

2. Collaborate with Human Resources and

External Relations to increase employees' community voices to the table on complex, multi-jurisdictional issues related to Port operations to find Q3 & Q4

understanding of organizations in the ways to work together and co-design solutions that are meaningful for all parties involved.

community led by BIPOC during the

Community Giving Campaign.

Hire new Policy and

Data Analyst and

3. File the Port's annual report to meet file report in Q3 requirements for Title VI of the Civil Rights Act of 1964. OEDI will also recruit and train Coordinators to file the report.

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STRATEGY 2. Provide equitable and tangible benefits to impacted vulnerable communities, people of color, immigrants and refugees, and low-income communities.

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1. Create a Community Equity Workgroup to Q2 -Q4 External and Internal Communications: OEDI communicated broadly about the Port's EDI work through

assist with community engagement and monthly external newsletters (Equity in Action), regular posts on the Port's blog, monthly internal staff development of two policy directives. newsletters, quarterly OEDI town halls, 2021 Annual Report, and 2022 Strategic Plan.

- Monthly Equity in

2. Continue to implement external Tracking and Assessing Our Impact: To track the progress of the Port's EDI work and the Action

Objective 3. Public communications plan to share progress on implementation of the recommendations from the Equity and Women of Color Assessments, the newsletters

accountability is visible and Port equity work (including Port-wide and Change Team's Tracking & Reporting Committee built a series of virtual dashboards to monitor the

- Q1 – 2021 Report

communities of color view the by Departments/Divisions) progress of our collective work and provide visibility into the steps being taken to create a more

- Quarterly Equity

Port as an equitable Town Halls open equitable and inclusive workplace. These dashboards will also track each department's annual EDI goals organization to work for and to and recorded and the progress they're making towards them. The dashboards will be updated quarterly and will allow do business with. for all staff for greater transparency as all employees can quickly see the aggregate progress percentage towards

- Theory of Change these actions/recommendations, which departments are ahead/behind pace on their departmental EDI

– Q2/Q3 goals, and which actions have been completed. In 2023, our goal is to make this information and these dashboards accessible to the community.

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STRATEGY 3. Build OEDI capacity and expertise to lead equity change work internally and to be a resource for and thought partner with external peer agencies.

2022 Strategic Plan

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Equity Index Port Partners Quarterly Meetings: OEDI continued to convene a group of primarily West Coast ports to share

1. Learn and evolve from Port racial case studies – best practices, trends, and lessons learned. This year's meetings focused on budgeting, employee

equity work and share growth in Q3 engagement and training, the Equity Index, and managing resistance to change.

knowledge and expertise with

other racial justice leaders locally External Presentations: OEDI's Senior Director, Senior Data and Policy Analyst, Systems Change Program and nationally. Specific efforts Manager, Community Investments Program Manager, and Engagement and Communications Manager were Ongoing

include: invited to participate in nearly 20 conferences, forums, and community events as presenters, panelists, or

Quarterly Port

- Share work on the Equity Index keynotes. The events covered a variety of topics (e.g., workforce development, staff engagement in EDI work, Partners

including developing a case communications) and engaged a diversity of people and professionals (e.g., port employees, lawyers, small study on use of the Index. Meeting

businesses, community members seeking jobs in port-related industries). These were welcome opportunities

- Host on-going conversations of to highlight the Port's EDI work, share best practices and successes, and build partnerships to advance racial Ports who can work together equity.

Objective 1. Build the visibility of on equity strategies and share OEDI staff

OEDI as a local and national center of best practices, and possibly present at local AAPA Lighthouse Award Winner for Information Technology: In October 2022, the Port received the

expertise. host a convening. and national American Association of Port Authorities' (AAPA) Lighthouse Award in Information Technology for the

- Share equity expertise with conferences creation and use of the Port's Equity Index. This is the second year in a row that the Port has received an local, regional, and national and events, AAPA Award for OEDI work. In 2021, we received an Award of Excellence in the Communications category for

partners including but the Black Lives Matter Caucusing Series that engaged more than 250 Port employees in the wake of the not limited to deeply racialized and tragic killings of Ahmaud Arbery, Breonna Taylor, and George Floyd.

GARE Annual

Membership Airport Council International (ACI) Diversity, Equity and Inclusion Workgroup : ACI is the trade association

Meeting and representing airports in the United States and Canada. SEA's OEDI office Co-chairs the Tools and Metrics

GREI. Equity Workgroup. Our office led in the development of the team's toolkit that includes resources, best

practices and guidance for usage of tools and metrics that provide a clear and actionable approach for

airports use in their EDI programs.

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STRATEGY 3. Build OEDI capacity and expertise to lead equity change work internally and to be a resource for and thought partner with external peer agencies.

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ACCOMPLISHMENTS

Objective Key Result Timing

1. Ensure a staff cadre in OEDI Ongoing Community Investments Program Manager: Guadalupe Torres joined the OEDI team in early 2022. As the who can implement, manage Community Investments Program Manager, she is building strategic community outreach programs to

Objective 2. Continue to execute on and lead Port's equity work. support the equitable implementation of the South King County Fund and other possible community funds.

key functions of EDI Office and fully Q2/Q3

empower Office to carry out those • Complete periodic EDI Office Senior Policy and Data Analyst: Vy Nguyen joined the OEDI team in early 2022.

As the Sr Policy and Data

team capability assessments as Analyst, she works closely with Commission staff and the OEDI Sr Director to share policy through and equity functions, including:

needed to evaluate team's lens. She also manages the application of the Equity Index and serves as a resource for teams across the Port skills and strengths in relation who are using data to inform policies and practices.

to OEDI skills needs.

1. Leading and managing Port-wide Equity Capacity Building: As described in various sections above, OEDI continued to provide training, equity efforts support, and coaching for 20+ caucus facilitators, book club leaders, and the entire Change Team (120+ staff).

- Identify and implement Veteran

2. Port-wide accountability for mechanisms to fill staffing Fellows, College These employees gained experience and skills in facilitating conversations about race, interrupting instances

implementation of equity work gaps, including through Interns, Sea of bias and discrimination, identifying root causes of racial inequities, and creating racial equitable

3. Organizational learning internal and external Grant Fellows – solutions.

4. Data and research recruitment. Where possible, ongoing

5. Community engagement and preference internal candidate

partnership development. PortAbility –

ongoing

2. Continually develop, train, and

support Port employees'

capacity to advance EDI. Ongoing

a. Caucus facilitators

Objective 3. Train and build the

b. Book/podcast club

capacity of more Port employees to leaders

be leaders of EDI work. c. Change Team

members

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