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Item No 11a_Attach_5
Meeting Date: February 14, 2023

Racial Equity 101 Summary Report

Organization: Port of Seattle
Training Title: Racial Equity 101
AREA

Please circle the comment that best describes your thoughts

Usefulness and
Multiple Useful and
At Least One Useful
Somewhat Useful
Irreverent or Not
relevance of
Relevant Ideas
and Relevant
Ideas

Very Useful
Workshop Content

75%
15%
4%
1%
202
151
31
15
3

All Respondents (202)

100%
90%
80%
70%

Extent to which the content is useful
and relevant for implementation in
your role.

60%
50%
40%
30%
20%
10%
0%

Multiple useful and
relevant ideas

At least one useful
and relevant ideas

Respondents of Color (96)

100%

100%

80%

80%
60%
60%
40%
40%
0%

Irreverent or not
very useful

White Respondents (103)

83%
13%
20%

Somewhat useful
ideas

3%

Multiple
At least one Somewhat
useful and
useful and useful ideas
relevant ideas relevant ideas

1%
Irreverent or
not very
useful

68%
17%
20%
0%

12%
2%

Multiple useful At least one
Irreverent or
Somewhat
ideas
useful and
useful ideas not very useful
relevant ideas

Overall Satisfaction

All Repondents (202)

White Repondents
(105)
Extremely

Respondents of Color
(97)

satisfied

Extremely
satisfied

Satisfied

Satisfied

Satisfied

Somewhat
Satisfied

Somewhat
Satisfied

Somewhat
Satisfied

Unsatisfied

Unsatisfied

Unsatisfied

Extremely
satisfied

Facilitators

All Repondents (200)
Able to give examples, but appears
flustered or unsure

Able to convey content knowledge and give
examples proficiently

Able to present info in multiple ways and
make connections fluently
0% 10% 20% 30% 40% 50% 60% 70% 80%

Respondents of Color (97)
Able to give examples, but appears
flustered or unsure

Able to convey content knowledge and give
examples proficiently

Able to present info in multiple ways and
make connections fluently
0% 10% 20% 30% 40% 50% 60% 70% 80%

White Repondents (103)
Able to give examples, but appears
flustered or unsure

Able to convey content knowledge and give examples proficiently

Able to present info in multiple ways and make connections fluently

0% 10% 20% 30% 40% 50% 60% 70% 80%

Shift in thinking and learning: "I used to think . . . Now I think . . ."

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I used to think that it's better not to talk about race. Now I think there are ways to talk about race in a way that can stimulate conversation and hopefully lend to change.

I used to think that I was vocal about pointing microaggressions out. Now I think that I can improve on that and be more active about it, as was made clear to me through the course of discussing this with my small group.

I used to think sometimes, you have to accept /let go some microaggression as being an immigrant, Now I think it is OK to approach/challenge/question/talk about it.

I should not be vocal about how I feel, Now I think I have an obligation to learn as much as I can and share/educate others accordingly.

I used to think everyone agreed with the direction we were moving in at the Port of Seattle to try and talk with each group individually and then come together once everyone has a better understanding of the impacts of the past. Now I think people are antsy to know and learn more and that we are moving at a faster rate than expected. (if that make sense)

I previously thought of "Equality" only as a snapshot of current circumstances. Now I see that it can have a negative connotation when discussing opportunities amongst people of different levels of privilege/disadvantage.

I used to think that I didn't think I said or did anything racist. Now I think I have some stuff to work on. Being mindful to what I say.

I used to think "marginalized". Now I think "empowered".

I used to think in a more limited capacity about race. Now I think more in depth about how race is not just a power construct but a way to justify their actions against minorities.

I used to think I was color blind being a military brat - Now I think it is offensive to people.

I used to think the Port was not open to discuss and eliminate racial inequality, but believe the port is striving to make the change in equality and equity.

I used to think collectively as an organization we had similar goals. Now i know we have work to do.

I used to think equality. now I think equity.

I used to think just about race itself. Now I think about every aspect. Gender identity, sexual orientation, physical and mental challenges. All people face bias and discrimination in different ways.

I used to think racial equity was much more black and white. Now I think there are many layers that need to be understood.

I used to think it's normal for someone to ask me where I am from (among other questions). Now I think I should take time to decide how I should answer or if I should answer at all.

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One thing I will remember later is the distinctions between internalized, interpersonal, institutional, and structural racism.

One thing I will remember later is different ways to identify the microaggressions.

Always an opportunity to learn and grow.

One thing I will remember later is that impact vs intention.

The deeper definition of equity i.e., equity examines systems and history and how it impacts communities and individuals.

NORMALIZE DIFFICULT CONVERSATIONS

We all have some kind of racism (intentional or not)

There are 4 different levels of Racism that I never knew about.

To treat everyone with respect and be careful to use the selection of your words.

this is an uphill battle

People feel differently when they're abroad than when they come back. it's a drag.

Not everyone is as thick skinned as I am.

Interaction - seeing other perspectives is very helpful.

Racism is a big problem in this country, and we have to work on making it less so.

That it is valid to feel hurt by microaggressions, and valid to speak up about it.

One thing I will remember later is that by not correcting racial remarks, I may be in the view of the racist concurring to it. A response and action must be provided if I feel safe to do it.

Be aware of your own bias.

Port treats everybody equal no matter what country you came from.

Racism is a marriage of racist policies and ideas.

One thing I will remember later is equity is promoted at port of Seattle.

To be mindful of how my thoughts and actions affect others.

Microaggressions and the messages they send to be calm and not to escalate the problem further and find out if possible, why by asking questions.

One thing I will remember later is micro aggression was something that I overlooked but am more aware of.

Amounts of microaggressions there are.

Recognize microaggression and say something as appropriate.

How to ask someone where they are from in a different way.

One thing I will remember later is to don't think about racism, as much think that much will make you uncomfortable.

Everyone has a story.

My feelings are always valid.

Microaggressions and some of the statements that help identify how people are perceived. The background of the person making the statement may offset the statement being made.

what microaggressions are.

One thing I will remember later is the Port employee story about how he experiences discrimination from the passengers (asked someone to move to a designated smoking zone).

One thing I will remember is respect and love can along way with everyday people.

To be more sensitive in how I speak and communicate.

Micro aggressions and how to respond to them.

We are all in this together.

the conversations around equity vs equality.

It's how others perceive things, not just my intention.

how much micro aggressions are "built into" us from being young children.

There are different types of racism that I have never realized before.

Be aware of my blind spots.

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up, promoted, or mentored regardless of their race. It's important for me to recognize if I am participating in any systemic racism and find the appropriate channels to help see the change."

One thing I will remember late is Microaggressions and the varying forms they take.

to consider how my comments/expressions may impact others.

The illustrations to help paint the picture of Equity vs. Equality and how we can incorporate that into our lives, being more self-aware.

One thing I will remember later are the TED talks by Heather and Melody (Pre-work videos.)

One thing I will remember later is how impactful and painful microaggressions are to the receiver, even though they may not be seen a impactful or painful by the giver.

How many opinions make for a better outcome.

class disfunction isn't always perceived correctly - we're too fast to judge

a better description of microaggressions

Being shut down for asking questions.

One thing I will remember later is to ask for permission if I witness a microaggression against someone else.

One thing I will remember later is how colloquialisms can affect others also.

One thing I will remember later is the importance of being color brave rather than color blind. It is an important distinction.

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How uncomfortable talking about race is with strangers.

That equality and equity are different and also I will make use of the microaggression list and watch my language more and think about how it comes across. I especially liked that form in that it didn't just say what NOT to say.

It explained what the unspoken issues are when speaking microaggressions.

One thing I will remember later is to always be kind, no matter how much a statement might make you angry.

Take a step back.

A lot of the issue is internal racism. If you can't accept yourself of course you feel like no one else will, even though they do.

the importance of slowing down tough conversations and honoring how people are feeling regardless of the intent of a person's comment, etc. Microaggressions can be hard to handle. Consider if the person receiving the microaggression might prefer to have a private conversation about what's happening vs. being a "savior" and bringing more attention to the situation.

"One connection I made to my/our work is _____."

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to be honest and speak up when I see and/or hear an act of microaggression.
 One connection I made to my work is now knowing the technique of asking questions, seeking understanding of why somebody is doing something that I view as problematic...
 Working with people that all have different cultures (even sub-cultures).
 One connection I made to my work is Diversity and Equity, which my group is all about. (CPO SA group has various ethnicity, race, and I really feel we work together:)
 This topic of discussion relates directly to my job.
 One connection I made to my work is that calm collected conversations are a must now.
 There are practical ways to implement equity in our day-to-day work. Hiring practices is a great example. In our most recent round of hiring, we actually hid the names of the candidates to reduce bias, and we also took a implicit bias training prior to our interviews. Doesn't eradicate bias by any means, but awareness is a great start.
 IS BE MORE VOCAL
 we are very diverse
 to be respectful and kind
 Port employees who insensitive on comments and actions to others.
 One connection I made to my work is how to respond to all the people I interact and engage with every day.
 Micro aggression, I see it sometimes but never really said anything about it. But now I will try to raise a voice against it whenever it is necessary.
 Progress is happening.
 community, and being able to see multiple points of view.
 Opportunities not available to me, but the Port has allowed to equity during the hiring process.
 One connection I made to our work/Port of Seattle is that unconscious base still need to be addressed as performance is still not used as an objective element for assessment for new assignments etc.
 Being more open about race with my co-worker
 we all came from different races.
 are there policies around leadership development stopping people from moving up
 The ambience together with coworkers
 It made me recognize my own interpersonal biases and microaggression.
 To be thoughtful of others in regard to intent vs impact.
 I appreciate equity moment at our department meetings.
 One connection I made to my work is I feel really comfort.
 The Diversity within the Port.

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Port of Seattle is working on being more Equitable to the Community and its Employees.

it is affected by all departments at PoS.

One connection I made to our work is that we have a vast division between white people and immigrants working for the Port. Merging the two is challenging.

Not sure how to answer this question.

To ask permission when needed.

Micro aggressions

I think, I am not the only one being left behind. Blue color works, Indian American, Spanish employees should be taken in consideration as much as black employees.

Understanding equity better

Remember keep my mind open and consider others colleague feeling.

Diversity is fertile in the work environment, and I am part of it.

The difference between equity and equality

Knowing I wasn't alone experiencing these different scenarios at work.

One connection I made to my/our work is to keep an open mind when having conversations with diverse people.

while with little group activity, we acknowledged the importance of dealing with many diverse and multicultural backgrounds daily within our departments around the Port, Customer Service, and even Vendor Deliveries.

Think before speaking.

I felt the training was generalized so did not make any connections, it was great training.

One connection I made to my/our work is that we can use our voice to share our ideas so the Port can be a more equitable organization.

We should always look to improve the way we do things organizationally.

One connection I made to my work is how to confront micro aggressions

Fairness of equality in the port

To respect each other and accept our differences.

One connection I made to my work is listening and understanding about one's culture and upbringing. Being an immigrant myself, I feel that I can have a connection and/or relate to that person's life experiences.

the importance of having a diverse workforce as a public entity serving a diverse community

White Staff

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that it is okay to not know and not understand everything about racism, equity, inclusion, and diversity, as long as I keep working towards those goals (increasing knowledge and understanding) - I may never completely get there but the journey is the point.

Conversations and trainings like these for EDI are like food for nourishment. I may not learn anything new when I cook a burrito for the 15th time, and it may not be the most exciting burrito, but I need daily nutrition just like we need these reminders to sustain a culture of EDI.

One connection I made to our work is looking to alternative ways to ensure people are being heard, and recognition that their voices are valued.

We need to continue having conversations and growing as a group.

Being aware of our relationships with each other and the intersections of our identity. It's important to think about who is benefiting from projects at the port. Is it creating more inequity is a big question?

there are many resources the Port provides for learning with OEDI.

the importance of opportunities through my work with data to support understanding of measurements of programs related to this important work.

The Port is working toward equity in hiring.

One connection that I made with racial equity 101 to my work is that it's valuable and worthwhile to talk out loud about systemic and socially constructed problems in a productive way.

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how important the Port is in impacting our local economy for ALL. I really liked the visual equity slide with the bikes or the platforms.
H&S is relevant to everyone. Making sure everyone gets to go home safe at the end of the day is what I'll continue to strive for, no matter where, who, what, a person identity's is.
I will be helping someone from my small group with ideas to improve WMBE participation in Service Agreements.
One connection I made to my work is the experience I shared where I was the one who committed the microaggression and was called out on it. It was from that experience where I was told what it means to "not see color" and from that moment on I stopped viewing the world through that color blindness lens and it was then that I was able to notice, see and hear the many microaggressions that are said on a daily basis and could speak up when previously I didn't see color, so I didn't see the hurt microaggressions caused.
One connection I made to my/our work is listening to the community I am serving and help this organization meet the needs of that community.
the different levels of racism
One connection I made to my/ our work is connecting with others. I do not interact with others outside my department as I work remote.
Recognizing employees come from various background and experiences and avoiding microaggressions will be very important.
One connection I made to my/our work is that there is a BIG difference in talking about and embracing the idea of equity and creating systems that support it in real life. Coming from a company that talks a lot about DEI, but didn't actually put words into action, I respect so much that Port of Seattle is actually putting commitment, intention, and action toward creating more systemic equity.
that I will listen more and try to remain supportive, but not overbearing in my approach.
One connection I made to my work is that creating racial equity is an everyday effort and that you can never take a day off.
The importance of the Port's community works to help neighboring communities have access to job and training opportunities
Importance of continuing to identify and to remove unconscious bias from everyday work.
The port is full of inequity. For example, represented vs non-represented employees.
how to identify microaggressions
how diverse our company truly is and what we are striving for
One connection i made to my work is to evaluate my bias further and slow down if I saw something wrong.
One connection I made to my work is the potential impact of construction on disadvantaged communities.
One connection I made to my/our work is to show diversity in all things I do.
As the Port community, we have the ability to make changes in areas outside the port they can't or are moving much slower on correcting.
feeling more connected to coworkers by hearing their perspectives.
One connection I made to my/ our work is how certain requests that we (in security) normally make during screening could be micro aggressions against certain groups of people.

racial equity is important and helps us work better together.
Its very important to realize that we need equity in the work place- you can tell the difference in the atmosphere coming into the port, versus past experiences with jobs.
the port does not follow its own policies