

Equity Policy Directive

Presenters:

Bookda Gheisar, Office of Equity, Diversity, and Inclusion

Tyler Emsky, Commission Office



Background

- Motion 2018-06
 - Directed Port staff to create and implement an equity pilot program.
 - This pilot program shall inform the development of an equity policy directive.
- Motion 2020-19 (sponsored by Commissioner Cho)
 - Required racial equity and unconscious bias trainings
 - Established an internal Change Team
 - Called for annual assessments on state of equity in the Port starting in 2021
- 8/10 EWFD Committee Feedback
- Additional rounds of staff dialogue and edits
- 10/28 EWFD Committee Preliminary Approval
- January and February Listening Sessions (2 internal, 2 external)
- Final revisions responsive to community feedback

Elements of Proposed Equity Policy Directive



Structural

- Makes permanent:
 - Office of Equity, Diversity, and Inclusion, Senior Director position
 - Change Team



Operational

- Annual equity goal setting & reporting requirements
- All departments to use equitable budgeting tool
- OEDI to support employee growth, advancement, and knowledge of equity culture and practices across the Port



External

- As-needed cohorts of external community equity advisors
- Port to pursue opportunities to expand community equity programs

Highlights of the Equity Policy Directive Draft

- Makes equity a permanent, ongoing commitment by the Port of Seattle for every level, every division, and every employee
 - Annual equity goals set by depts to reflect where they want to grow
 - Progress towards EDI goals shall be part of performance reviews of the Executive & members of the ELT
 - Utilization of Port developed 'equity tools' such as the equitable budgeting tool
 - Audit team to perform periodic assessments of OEDI work and report to appropriate Commission committees
 - Tools & supports to be developed to enhance and strengthen equity in programs and policies

Highlights (continued)

- Commits the Port to grow its portfolio of community-based equity work and investments
- Language to address barriers to community participation in Port outreach, as appropriate (stipends, language access)
- To inform future action, Port staff are tasked with :
 - Examining past Port equity-related funding, in order to propose an ongoing commitment of resources for equity
 - Convening as-needed groups of community equity advisors on an issue-by-issue basis.
 - Developing the Port's environmental justice principles and framework through engagement with near Port communities.

Post-listening Session Edits to Equity Policy Directive

- Annual reporting on continuous process improvement opportunities regarding Port contracting with community-based organizations, informed by least one listening session with these CBOs.
- Alignment of timelines to reflect proposed date of passage.

Thank You

Questions?