

# 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).

# 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

# 2023 Affirmative Action Program Highlights

## Cont.

	OFCCP Goal	2022	2023	Change
<b>Individuals with Disabilities</b>	<b>7%</b>	7.94%	9%	<b>+1.06%</b>
<b>VEVRAA-Protected Veterans</b>	<b>5.5%</b>	9.52%	8.86%	<b>-0.66%</b>

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

# 2023 Underutilization

**2022**

EEO JOB GROUP	TOTAL NUMBER	FEMALE EMPLOYEES	AVAILABILITY / Benchmark	DIFFERENCE
Technicians	150	54	48.13%	-18.19
Non-Commissioned Protective Services, Command	27	1	20.68%	-4.58



**2021**

EEO JOB GROUP	TOTAL NUMBER	FEMALE EMPLOYEES	AVAILABILITY / Benchmark	DIFFERENCE
Technicians	134	49	65.83%	-16.83
Non-Commissioned Protective Services, Command	26	1	23.81%	-5.19

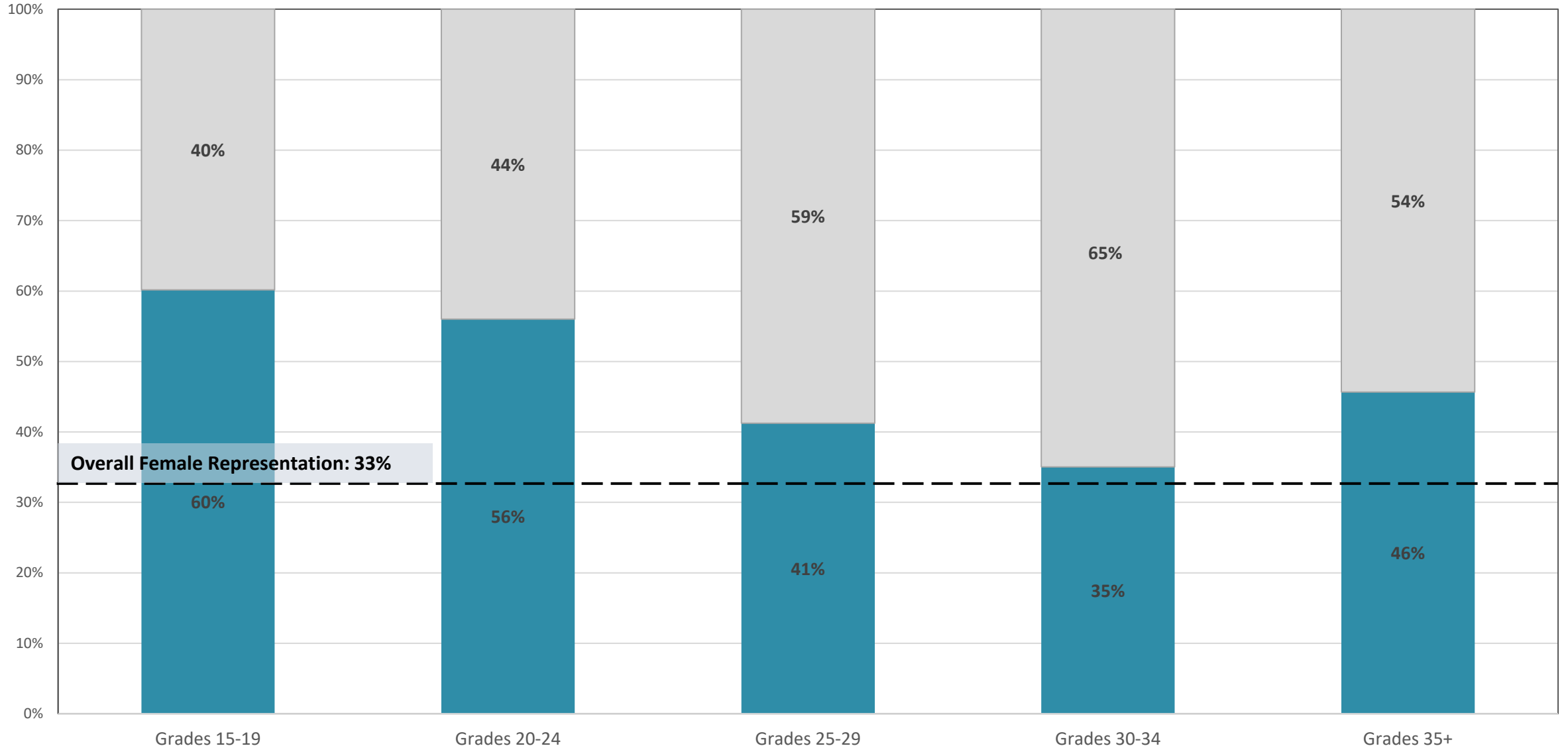


# DEMOGRAPHICS AT A GLANCE

2022 Affirmative Action Program

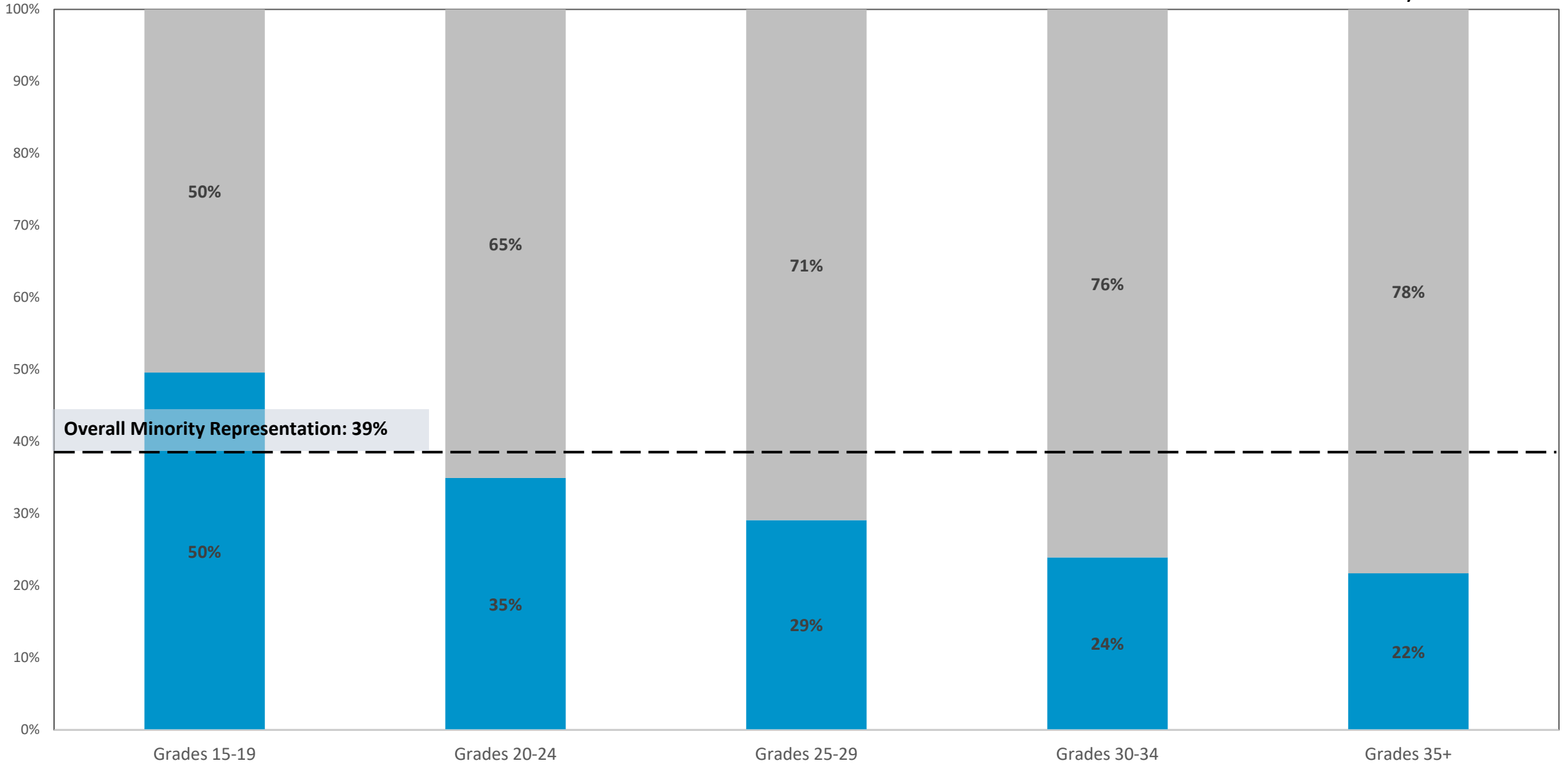
# Non-represented Gender and Pay Grades

Male  
Female



# Non-represented Race and Pay Grades

White  
Minority



Overall Minority Representation: 39%



# 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%

# 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.