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July 2021

What Do We Want? Quality, Living-Wage Jobs!



Dear Friends,

There's no one solution for creating an equitable society. I'd like to think that if it were that easy, we would have done it by now. Living-wage jobs are undoubtedly a part of advancing equity, as they provide our families and communities with the resources and means to thrive. As we begin to emerge from the pandemic, the Port is prioritizing high-quality, living-wage jobs to support our region's economic recovery.

Priority Hire

Women and people of color have historically been underrepresented in the construction industry. There is a need for focused outreach to recruit more qualified women and people of color for positions in this industry. For the first time, the Port of Seattle, City of Seattle, and Sound Transit are collaborating to support our region's efforts to train, place, and improve apprenticeship retention to further equity in workforce development and Priority Hire programs.

As part of this effort, the Port has two overlapping, complementary programs to address the unique barriers to entry, retention, and hiring of construction workers — the Priority Hire and Construction Apprenticeship programs.

Through these programs, our goals are to:

- Create more access to construction trades from economically distressed communities

- Increase the number of women and people of color in construction jobs
- Grow a skilled workforce to support the current and upcoming construction needs in our region

In 2020, we made progress towards our Priority Hire goals, increasing the number of apprentices of color and adding Priority Hire provisions to three airport projects that require over 17,000 hours of labor. More broadly, amongst our 30 construction contracts that had over 1.6 million hours of labor, at least 30% of the construction work was performed by workers living in economically-distressed ZIP codes. Check out [our website](#) for more details about our Priority Hire program.

Opportunity Youth Initiative

The highly successful youth training and professional development program — [Opportunity Youth Initiative](#) — is back for another year and is more expansive than last year's inaugural program. In 2020, The Opportunity Youth Initiative invested \$1.5 million into the community, providing nearly 200 low-income youth and youth of color with paid learning opportunities to build skills in port-related industries, connect them to a long-term career path in those industries, and support young people and their families during the COVID-19 pandemic.

This year's program, running through the end of the year, is investing \$2 million into the community and will train nearly 300 youth (275 interns and 32 youth-mentors). We're excited to partner again with Partner in Employment, Seattle Goodwill, Seattle Parks Foundation, and Urban League of Metropolitan Seattle. Stay tuned for more updates on this program throughout the year.

Thank you for your continued partnership and support as we all work to create a more equitable, prosperous community.

In Unity,



Bookda Gheisar

Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

Budgeting with Equity

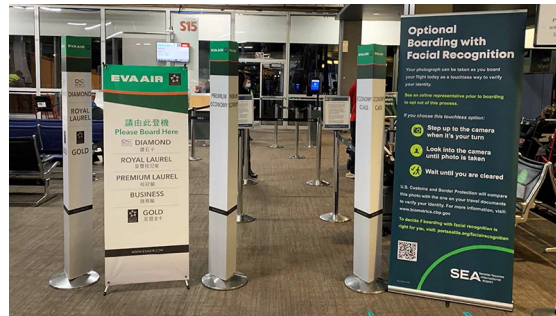
Members of the Port's internal Change Team, which is a group of 120 employees who serve as the Port's



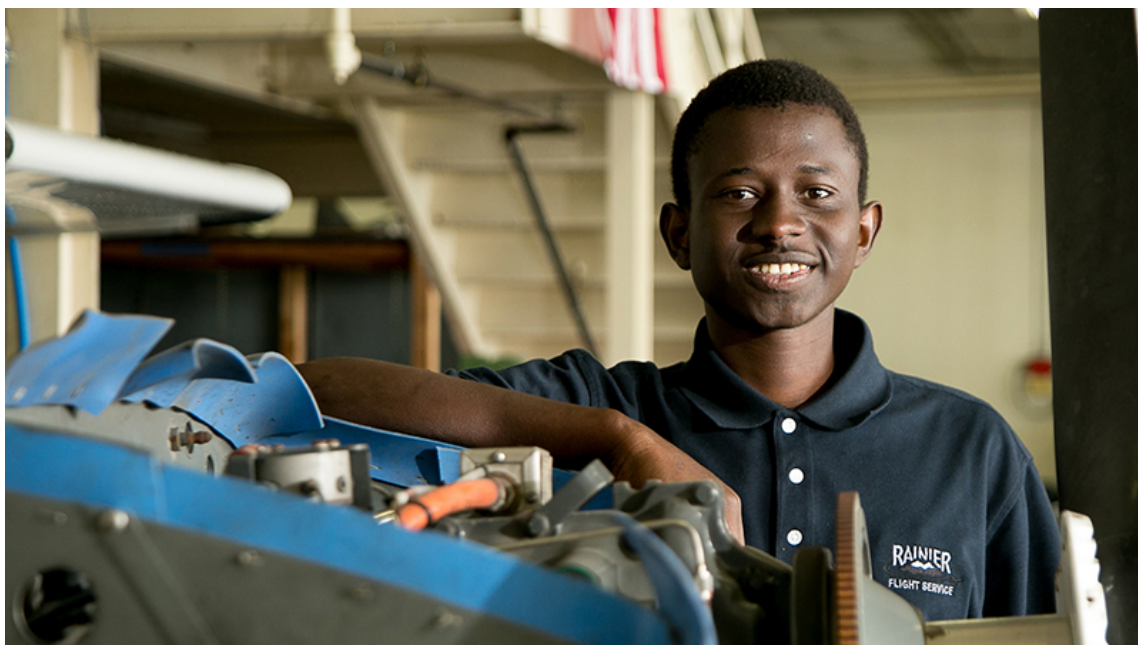
EDI champions and advocates across the organization, have created a [budgeting equity tool](#). The tool is modeled after that of other governments, like Portland and San Antonio, and for the first time in the Port's history, all departments are being encouraged to apply an equity lens to their annual budgeting process.

Port Permanently Bans Biometric Technology

The Port of Seattle Commission voted to permanently prohibit the use of biometric technology — including facial recognition — for law enforcement, security, and mass surveillance purposes by the Port and any private-sector entities operating at its facilities. This action makes the Port of Seattle the first port authority in the nation to formally limit the use of biometric technology. [Learn more about this new policy](#).



South King County Fund



The Port of Seattle established the [South King County Fund \(SKCF\)](#) to develop equity-based partnerships and provide resources and support in historically

underserved near-airport communities. The fund will award \$10 million between 2019 and 2023 to support economic recovery and environmental projects in these ethnically and culturally diverse communities. The first round of [SKCF Economic Recovery Grants](#) was in 2020, and requests for proposals will be accepted in December. Stay tuned for more updates late in the year!

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