

To view this email as a web page, go [here](#).



January 2022

## Reflecting on '21 and Diving into '22



Happy New Year!

After nearly two years, COVID-19 continues to disrupt our economy, well-being, and way of life. This crisis affects us all, but people living on low incomes, communities of color, and refugees and immigrants feel the effects most deeply and disproportionately. That is why the Port, as one of our region's most impactful economic drivers, continues to play a critical role in helping our communities recover and respond to the pandemic.

Before we look ahead at what's in store for 2022, I want to reflect on what the Office of Equity at the Port of Seattle did in 2021 to aid in our region's recovery and advance racial equity. And, for a more in-depth look at our work last year, check out [OEDI's 2021 Accomplishments](#).

After a successful first year in 2020, the Port of Seattle launched the second cycle of [the South King County Fund Economic Recovery and Environmental Program](#), continuing to lead the region's economic recovery in communities hardest hit by COVID-19. The Port pledged \$10 million dollars in funding between 2020 and 2024 with \$4 million available for 2021. [Learn more in a recent blog post](#) about one of our SKCF partners — Cares of Washington.

The Port invested \$2 million to continue the Opportunity Youth Initiative for a second year. The Port partnered with local nonprofits Partner in Employment, Seattle Goodwill, Seattle Parks Foundation, and Urban League of Metropolitan Seattle to provide youth employment, training, and professional development opportunities in Port-related industries. Nearly 300 youth participated in the 2021 [Opportunity Youth Initiative](#), and several youth [participants presented to the Commission](#) on January 25.

Beginning in September to help [Afghans looking to escape the Taliban](#), the Port [actively coordinated with refugee resettlement nonprofits](#) on the best way to

support their airport-based operations. The Port created a dedicated, private welcome and work area where nonprofits were able to connect with arriving refugees. The Port placed a high priority on streamlining and expediting the hiring process for Afghans who may want to work in the port economy, and our dining and retail tenants provided food and products to welcome refugees.

On September 13, 2021, the Port launched its new [Equity Index](#). The Port's Equity Index is a cutting-edge, interactive map that displays a visual representation of social and environmental disparities in King County. The Port is using the index as a tool to help us direct resources to the communities and areas of greatest need. Check out our recent blogs about the index: [Equity Index Brings Intersectionality to Demographic Data](#) and [Equity Mapping Tool Puts Values into Practice](#).

In September 2021, the [Task Force on Port Policing and Civil Rights](#), which I co-chaired with my colleague Delmas Whittaker (Director Maritime Maintenance, President of Blacks In Government), completed a [comprehensive assessment](#) of the Port's Police Department. The Task Force identified over 50 recommendations for improvements ( [executive summary](#); [full report of recommendations](#)), and staff have begun implementing recommendations.

Building on the success of 2021, we have an ambitious and hopeful 2022 ahead of us. At the very beginning of this year, we concluded a yearlong equity assessment of the entire organization, looking at many aspects of our work from building an anti-racist culture internally to hiring and more diverse and committed to equity workforce to equitable community engagement. On [January 4](#), we presented the findings of this assessment to the Commission, which included a set of 53 robust, comprehensive recommendations for creating a more equitable, anti-racist Port ( [full report](#); [executive summary](#); [appendices](#) ). We have already begun to implement the recommendations from the assessment, and we will continue this work throughout the year and in years to come. I look forward to keeping you update on these efforts.

In Unity,



**Bookda Gheisar**

Senior Director, Office of Equity, Diversity, and Inclusion

---

## Centering Equity and Taking Action

### Celebrating the Life and Legacy of Dr. King



What's your vision for peace and justice?

At the Port, we dream to create a community where everyone is safe, valued, and respected. We dream to create a community where race is no longer an indicator of success. For this year's MLK Day and in honor of the life and legacy of Dr. King, Blacks in Government and the Office of Equity, Diversity, and Inclusion collaborated on a great rendition of part of Dr. King's [I Have a Dream speech](#).

## Commissioners Mohamed and Hasegawa Make History



Toshiko Hasegawa and Hamdi Mohamed made history when they became the [first women of color to join the Port of Seattle Commission](#). For the first time in the organization's 110-year history, a majority of Port of Seattle Commissioners are people of color.

## SEA Features New Welcome Message from Affiliated Tribes of Northwest Indians

Created in partnership with the Affiliated Tribes of Northwest Indians, [this welcome video](#) now plays on monitors in the Seattle-Tacoma International Airport, and an audio

version plays in the skybridges connecting garage and transit pathways to the airport terminal. We're grateful for ATIN's collaboration on this video and helping us honor the Indigenous communities of the Puget Sound.



## Washington Launches First-Ever Statewide Anti-Human Trafficking Campaign

On January 6, the Port and BEST held a press conference to [announce the launch of Not Alone](#), the first-ever statewide initiative to encourage victims of human trafficking to seek help. Not Alone was conceived and launched in Washington state by a survivor of human trafficking who is now a current employee of BEST to raise awareness about human trafficking and help victims and survivors self-identify and get connected with services by calling the National Human Trafficking Hotline at 1-888-373-7888 or texting 233733 (BEFREE).



## Join the OEDI Team!

Are you a data and policy person? Are you passionate about how data and policy can advance racial equity? Then, apply to join the OEDI team as the [Senior Data and Policy Analyst](#). In this position, you will lead the organization's application of the Equity Index, conduct research and high-level policy analysis on a range of issues, and consult with various departments and division to their equitable use to data and programmatic practices. The deadline to apply is January 30 at 11:59 pm.



Copyright © 2022 All rights reserved

**Port of Seattle  
Commission** Ryan Calkins  
Sam Cho  
Fred Felleman  
Toshiko Hasegawa  
Hamdi Mohamed

**Port of Seattle  
Executive Director** Stephen P. Metruck



This email was sent by: Port of Seattle  
2711 Alaskan Way, Seattle, WA, 98121 US

**Privacy Policy**

**Update Profile**

**Manage Subscriptions**

**Unsubscribe**