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March 2023

Advancing Equity through Policy



Dear Friends,

I am thrilled to share that the Port of Seattle has taken an historic step on our journey to advance equity and anti-racism. During the March 28 Commission meeting, Commission staff and I introduced the first reading of a proposed policy known as the Equity Policy Directive, which will be put to a Commission vote at the April 11 meeting. This policy directive is the first of its kind for our organization, and in many ways, is revolutionary legislation. It will institutionalize equity into our

organization for years to come, ensuring that we prioritize just, inclusive policies and programs internally and externally.

Nearly four years ago, the Port of Seattle became the first port authority in the country to establish an office of equity. While we still have a lot of work ahead of us, the Port has made incredible progress — in just four short years — in advancing equity, diversity, and inclusion in our programs, policies, and culture. Our successes have only been possible thanks to the work and partnerships of our Employee Resource Groups, Development and Diversity Council, Change Team, dedicated staff and supervisors, the Commission office, and the community we serve.

The Equity Policy Directive marks the next chapter in the Port's equity work. The directive will move us beyond simple compliance and mandates toward long-term commitment and sustainable transformation, embedding equity into the fabric of the Port so that the practice and value of equity live beyond current staff, leadership, and Commissioners.

When it is passed, the Equity Policy Directive will make several structural and operational changes, including, but not limited to:

- Establishing OEDI and the Port's Change Team as permanent entities of the organization

- Requiring all departments to set and work toward annual equity goals, and progress toward these goals will inform the annual performance evaluations of the members of the Executive Leadership Team
- Creating, with collaboration from internal departments and external stakeholders, an environmental justice framework and/or principles to guide future operations and processes

With this directive, we are not only cementing equity into how our organization operates, but we're also communicating that equity must be part of our organizational practices and outcomes indefinitely. I encourage you to [learn more about the elements of this directive](#) and join us for the April 11 meeting to see the Commission vote on it.

In Unity,



Bookda Gheisar
Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

Port's Equity Index Guides Noise Insulation Investments



Recently, the Port's Noise Programs Office used the [Equity Index](#) to help guide the implementation of the [Sound Insulation Program](#), which launched in 1985

and provides noise mitigation to eligible residents located within the Port's noise remedy boundary. The Equity Index provided staff with the data and knowledge to improve their communication and outreach with near-airport communities and prioritize projects through an equity lens. [Learn more!](#)

Working with the Port — 101 and 102



Do you work for a community-based organization that's interested in partnering with the Port? Join us for free workshops to learn about the Port's procurement process and contracting systems. This is a great opportunity to network with Port staff and get your questions answered. Food will be provided, and interpretation services are available upon request. The 101 session will be held on April 12 from 4-6pm, and the 102 session will be on April 19 from 4-6pm. Both sessions will be at the Duwamish River Community Hub (8600 14th Ave S, Seattle, WA 98108). [RSVP today →](#)

Six Women Working in Sustainability Share Their Inspiration and Advice

To celebrate Women's History Month, [take a moment to learn](#) from six brilliant and inspiring women who work as part of the Port's Environmental and Sustainability team. They all come from all different backgrounds and have mastered a range of subjects, but they share a few things in common — a passion for their work, a love for our planet, and seeing more women and minorities in science fields. Also, check out the open [green jobs at the Port](#).



Upcoming Job Fair

April 8 from 11:00 a.m. to 2:00 p.m.



Join us for a job fair at the Duwamish River Community Hub. This is a free event to connect Duwamish Valley residents with local employers looking to hire for positions in port-related industries, especially within the maritime industry. For more information, contact drch@portseattle.org or call 206-465-1022. We hope to see you there!

Environmental and Economic Recovery Symposium – Save the Date!

June 3 from 8:30 a.m. to 2:00 p.m. at Highline College

Our third annual symposium will feature presentations from community organizations previously supported by the Port of Seattle and engaged in projects advancing environmental justice, creating pathways for green careers, and engaged in economic recovery work in South King County. This is an opportunity for community-based organizations to hear from funders, including the Port, who are interested in financing environmental sustainability and justice work and economic recovery work in our region.



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