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November 2023

Speaking Out Against Hatred



Dear Friends,

For many of us, including myself, the past several weeks have been incredibly challenging, scary, and uncertain. The ongoing conflict in Gaza is horrifying and complicated, especially for those of us with familial and cultural ties to the area.

Many organizations, including the Port, have been at a loss for what to do or say. We have been trying to balance the incredibly complex history and politics with the recognition and understanding that some of our employees are hurting and suffering. Within our organization, we may not be able to agree on the right way to resolve the conflict in Gaza, but we can find agreement in the values of respect, peace, and safety.

Earlier this week, the Port Commission shared a statement with all Port employees, condemning the rise of antisemitism and Islamophobia, calling on all of us to create a culture of inclusion and belonging in the workplace, and calling for an end of all violence for Israelis and Palestinians, all global citizens, and the communities the Port serve. Below is an excerpt from this message.

We unequivocally hope for peace, justice, and an end to the violence. We wish for a world with lasting peace for Israelis and Palestinians, for all global citizens, and for all the communities we serve.

We condemn the rise in antisemitism, Islamophobia, and anti-Arab racism since the start of the conflict that has caused members of the Jewish and Muslim faiths to experience targeted violence, intimidation, and worse across the U.S. and world. Hate and bigotry should have no home anywhere, and especially in our workplace.

We, commissioners, are acutely aware of the immense pain, fear, and worry that many people in our Port communities – including our

employees – are feeling as a result of the conflict between Israel and Hamas. While Israeli-Palestinian relations are complex and generations old, we hope deeply for a resolution to the current conflict and a long-term outcome that creates an environment of respect, peace, and safety for all.

We value all of our employees, and we call on our organization to be a model of unity, respect, and inclusion. We want our employees and community members to feel that they belong.

Please join us in our commitment to make our region a model of unity, respect, and inclusion.

In Unity,



Bookda Gheisar
Senior Director, Office of Equity, Diversity, and Inclusion (OEDI)

Centering Equity and Taking Action

Evaluating Equity and Sustainability from the Ground Up



The [Sustainable Evaluation Framework \(SEF\)](#) is a Commission-driven policy designed to help the Port advance the Century Agenda goal to become the greenest and most energy-efficient port in North America and a model for equity, diversity, and inclusion. A significant part of SEF involves collaboration with impacted communities. Getting feedback from the community and hearing the lived experience of marginalized communities provides essential context in developing more equitable Port facilities.

[Read more →](#)



SEA Access Launches to Create Most Accessible Airport

Seattle-Tacoma International Airport (SEA Airport) announced the launch of SEA Access, the new name for the airport's accessibility program. The announcement launched in coordination with a [Port of Seattle Commission Order](#) to commit SEA Airport to becoming one of the nation's most accessible airports through its operations and upcoming capital construction projects. The program includes a [new video](#) showcasing the variety of accessibility services from curb to gate at SEA.

SEA Access is an interdepartmental collaboration that supports the accessibility needs of customers and workers at SEA Airport through accessible facilities, customer service resources, and community engagement. Its goal is to create a safe, welcoming, and easy travel experience for all.

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New Environmental Legacy Fund Builds Reserve for Future Cleanups

On November 14 the Port of Seattle Commission [adopted an Order](#) establishing a new Environmental Legacy Fund, a dedicated account into which the Port will deposit property tax dollars for use in addressing historical industrial pollution on its properties. The new Environmental Legacy Fund ensures that the Port can achieve its mission, vision, and Century Agenda goals for a sustainable, equitable region, while predictably and responsibly allocating its resources.



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