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January 2024

A Year Reviewed, A Year Ahead



Dear Friends,

As one of the largest economic drivers in our region, the Port is positioned to lead efforts that create greater access, inclusion, and fairness for the communities we serve. We know that a brighter future for all is possible, and while this work is difficult, it is not impossible. It takes patience, commitment, and strength.

Our work embodies love and hope — grounded in reality and paired with action. The pursuit of racial equity requires that we take time to build trusting, transformational relationships, center the voices of people most impacted by the inequities we seek to address, and creatively challenge a business-as-usual mindset. During 2023, the Port made considerable progress in our efforts to advance equity, and while there is more work to be done, we have much to celebrate.

In this month’s newsletter, we share some highlights of 2023 and a snapshot for the road ahead in 2024.

Highlights of 2023

After nearly two years of work and stakeholder engagement, the Port of Seattle Commission passed the [Equity Policy Directive](#) (EPD). The EPD is historic legislation that represents the next chapter of equity work for the Port. In short, the EPD creates policy and protocol changes to turn our values of equity, inclusion, and belonging into concrete action steps for all employees to advance



our equity goals and vision, mandating how work is performed both internally and externally.

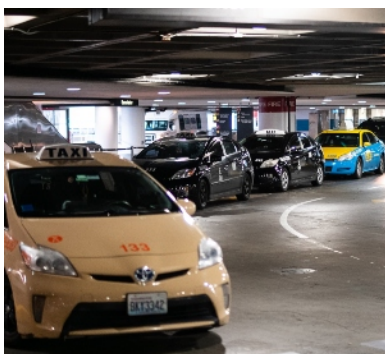


For the first time in Port history, all departments are now required, to set annual department-specific equity, diversity, and inclusion goals as part of their annual business planning process. This is a significant milestone as it ensures the Port now has structural accountability for EDI across each tier of the organization: Port-wide, division, department, and individual.



To publicly share the progress of its work to advance equity across all its work, the Port of Seattle released two interactive dashboards on its website that track the implementation of equity, diversity, and inclusion efforts and the metrics and goals associated with those efforts. The first dashboard, the [Equity, Diversity, Inclusion, and Belonging \(EDIB\) Dashboard](#), monitors the progress of and provides visibility into the steps being taken to create a more equitable and inclusive Port. The second dashboard, the [Equity Spending and Accountability Project \(ESAP\) Dashboard](#), displays the Port’s annual “equity spending” investments.

The [South King County Community Impact Fund](#) added 12 new partners to the program, expanding the reach in promoting environmental sustainability and economic recovery in South King County communities. Included among the many highlights of the year was the first all-women of color construction training cohort operated by our partner Latino Civic Alliance.



In partnership with South Seattle College and Port Jobs, the Port launched a new workforce development initiative — the Airport Ground Service Equipment (GSE) Training Program. This college preparation program provides an overview of the GSE mechanic profession, relevant math course work, and college-prep and study skills training. Upon completion, participants are eligible to enroll in the two-year GSE mechanic program at South Seattle College.

Goals for 2024

Improving Language Access: In 2023, the Port Commission passed the [Language Access Order](#), making language access a permanent, ongoing commitment in every department and every division. After conducting an internal assessment, we will be releasing a guidance manual for Port divisions to create annual language access plans and a proposal for budgeting resources necessary to implement this policy.



Advancing Environmental Justice: Per the Equity Policy Directive, we are charged with coordinating environmental justice efforts between the Port of Seattle Commission, internal departments and programs, and external stakeholders. In 2024, we'll be building these relationships and partnership to collaboratively develop an environmental justice framework to inform the Port's work.

Creating Pathways for Youth: Through our Youth Maritime and Youth Construction Career Launch Programs, we will continue to partner with community organizations and industry employers to create pathways for youth to gain quality, living wage careers in port-related industries. These programs provide youth with supports such as training, apprenticeships, and placement services. The programs focus on increasing diversity in these industries, engaging communities of color, immigrant communities, and women who are historically underrepresented in these industries.



We're excited about what lies ahead for 2024, and I look forward to continuing to update you about our work. Thank you for the continued partnership and support.

In Unity,

A handwritten signature in blue ink, appearing to read 'Bookda', is written on a white background.

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

Centering Equity and Taking Action

**Port of Seattle Training & Resource Fair — February 28,
9 a.m.–4 p.m.**



Join us for the Port of Seattle Training & Resource Fair at the Seattle-Tacoma International Airport (SEA) on February 28 from 9 a.m. to 4 p.m. This fair is open to anyone interested in learning about career training programs and resources in Seattle and South King County. Discover a wide range of training programs, resources, and career paths in the areas of automotive repair, aviation, construction, maritime, and more! Don't miss this chance to connect with the Port community and learn about the exciting possibilities that await you. [Learn more and RSVP →](#)

Youth Maritime Career Launch Graduates Inaugural Cohort

In late December 2023, the inaugural cohort of the Youth Maritime Career Launch (YMCL) graduated 37 participants. Ten maritime industry employers were a part of YMCL, providing the participants – nearly three-quarters of whom identify as people of color – with work experience in shipyards, recreational boating facilities, and on ferries. The graduates earned credentials in Basic Safety Training, Transportation Workers Identification Card, and Merchant Mariners Credential, making them competitive and qualified to gain full-time employment in entry-level maritime roles. [Learn more about YMCL →](#)



Hamdi Mohamed Elected Port Commission President in Historic First



Earlier this month, the Port of Seattle Commission elected Hamdi Mohamed Commission President for 2024, becoming the first women of color and immigrant Commission President in the Port’s history. Commissioner Toshiko Hasegawa will serve as Commission Vice President, with Commissioner Ryan Calkins serving as Commission Secretary.

In November 2021, Hamdi Mohamed made history as the first Somali woman elected to public office in Washington state and the first Black woman elected to the Port of Seattle Commission. She also holds the distinction of being the first Black woman to serve on any of the 75 ports in Washington. [Learn more](#), and [listen to Commissioner Mohamed](#) on Urban Forum Northwest, hosted by Eddie Rye.

Port Expands Pledge Against Human Trafficking to Maritime and Cruise Partners

On January 11, the Port announced the expansion of its [Port Allies Against Human Trafficking \(PAAHT\)](#) pledge to include Crystal Cruises, Holland America Line, Seabourn, Princess Cruises, Carnival Cruise Line, Royal Caribbean Group, and the Center for Wooden Boats. The pledge was originally launched in 2023 with airline and tenant partners at Seattle-Tacoma International Airport (SEA). Additionally, the Port is launching a new tool for human trafficking victims to report their situation, know their rights, and receive help. [Learn more](#) →



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