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July 2024

Investing in Careers (Not Jobs)



Dear Friends,

For too long, women and people of color have not had the opportunity and fair access to the quality, family-wage careers of port-related industries. As a significant economic driver in our region, the Port is well positioned to address this inequity. This is why we are investing in workforce development pathways, creating opportunities for people of color, women, immigrants, and low-income people to build careers that provide economic security, build

wealth, and improve quality of life. Not only does this work align with our values, but our investment in this work ensures the success and future of port-related industries. Additionally, we know that diversity, equity, and inclusion create more successful businesses and healthier communities.

In July, our Workforce Development (WFD) Team — led by its new director Anna Pavlik — presented its 2023 annual report to the Commission ([recording from 1:50:38 to 2:23:35](#); [memo](#)). As a snapshot, in 2023, the Port continued to grow its investments in regional workforce development at \$3.5 million, with a

significant increase (38%) in funding maritime, green jobs, and aviation programs from the prior year.

Port investments resulted in 203 people trained in high-demand, high-wage occupations like General Carpenter pre-apprenticeship, Aviation Maintenance Technician, and Advanced Logistics; 1,012 were trained at SEA Airport in job readiness and received career advancement training like Homeland Security, food handlers, Microsoft Office, and badge training. Over 2,060 people obtained employment at the airport, in construction, and in maritime careers, thanks to Port investments in 2023.

As part of the Commission presentation, our Workforce Development team was joined by partners from Port Jobs, Urban League of Metropolitan Seattle, and Seattle Colleges, who shared about the impact of Port-funded workforce development efforts. Additionally, Dinah Romero — a graduate of the [Aviation Maintenance Technician program](#) — shared about her experience as a participant and recipient of our workforce development programming. Dinah, who is now in a career in aircraft maintenance, said, “[The Aviation Maintenance Technician] program helped me increase my wages. It helped me build a skill set that I never knew I had. And, it’s great to be a woman of color in this industry.”

It’s one thing to send someone to training and help them get a job. It’s another to walk alongside them in their career, ensuring that they have the access and skills they need to be a successful professional — not only for their well-being and the well-being of their family but for the future of the industry. We are committed to the future of port-related industries and the future of the communities we serve. As we continue to invest in workforce development pathways to advance quality careers, please reach out to our team with ideas on how to partner and support this work.

In Unity,



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

Centering Equity and Taking Action

Port of Seattle Invites WMBEs to Apply for 2024 Business Accelerator Program



The Port of Seattle is proud to announce that the 2024 Business Accelerator Program is now open for applications. Entrepreneurs are encouraged to apply. In partnership with Business Impact NW, the Port encourages women- and minority-owned small businesses to participate in the program, which runs from September to December. The Business Accelerator Program supports entrepreneurs in key port industries like construction, architecture, and engineering, helping them to scale their businesses and achieve long-term sustainability.

Learn more and apply by August 12, 2024 →

SEA Moves to All Reusable or Compostable Food Service Materials



Starting this month, all airport tenants who provide food service in the terminal must now use only reusable or approved compostable food service ware and packaging at Seattle-Tacoma International Airport (SEA). This includes restaurants with sit-down service, tenants with to-go service, lounges, and catering groups.

In support of SEA's goal to divert 60% of all terminal waste from landfills, SEA is working with tenants to ensure all noncompostable products like cups, bowls, and utensils are replaced by approved products. [Learn more →](#)

Sustainability Report Shows Significant Progress on Port of Seattle Controlled Emissions — Reached Goal 7 Years Early

On June 27, the Port of Seattle released a comprehensive [Environment and Sustainability Report](#), highlighting significant 2023 achievements such as reaching its goal of a 50% reduction in Port-controlled greenhouse gas emissions seven years early.



The document also reports on the adoption of [Land Stewardship Principles](#) that guide the Port's tree and land stewardship practices, and on the finding of

thousands of juvenile salmon (2,568) in the first fish sampling of the restored Duwamish River People’s Park and Shoreline Habitat — the largest restoration project in the Lower Duwamish. The report sets a standard for what information the Port will make available on an annual basis going forward. [Learn more →](#)

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