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July, 2022

An Equity Lens



Dear Friends,

Earlier this year, we publicized the findings of two assessments that we conducted in 2021 — the [Equity Assessment](#) and the [Women of Color Assessment](#). For both studies, we gathered data about the Port’s workplace culture, policies and processes, and engagement with the communities we serve. The findings of this work produced a set of robust, comprehensive recommendations for creating a more equitable, anti-racist Port of Seattle

— a port that values a culture of inclusion and belonging while creating opportunities for everyone to succeed.

For the past several months, the Office of Equity, Diversity, and Inclusion (OEDI), collaborating with other departments and employee groups, has been working to implement many of these recommendations, lay the necessarily foundation to implement the more in-depth recommendations, and create effective systems to track both the progress and impact of this work.

I’m excited to share our progress on implementing two recommendations associated with the Port’s budgeting and annual goal setting processes. Each year around this time, all Port departments begin creating their budgets and setting their work goals for the following year. These processes offer incredible opportunities for employees across the organization to use an equity lens to inform their work. An “equity lens” simply refers to the process conducted (and the questions asked) to help us consider and account for the impact of the decisions we make, especially the impact on marginalized communities.

Members of the Port’s Finance and Budget department and the Change Team

researched and developed our [2023 Equity in Budgeting Playbook](#), which is a tool that assists departments in applying an equity lens to create their 2023 budgets. As departments submit their budgets for approval in the coming weeks, they will be required to submit answers to the questions outlined in the Equity in Budgeting Playbook, demonstrating how they used an equity lens to create their budget.

At the same time departments are drafting their budgets, they are also creating work goals for the upcoming year. These goals are specific to each department's unique work, and they are typically aligned with the Port's priorities and [Century Agenda](#). Members of the Change Team have been working with their respective departments to identify strengths, weaknesses, opportunities, and threats to their team's ability to advance equity, diversity, and inclusion in their work. The information gathered from that work is being used to create department-specific equity goals, which beginning in 2023 are an annual requirement for all departments. The status and progress of these goals will be publicly shared at the end of each calendar year as we improve transparency and accountability inside and outside of our organization.

These two changes — annual department equity goals and equity in budgeting — are transformational for our organization. They create processes that require us to slow down, answer tough questions about the impact of our work, and identify ways in which outcomes can be improved for all. This work normalizes the use of an equity lens, building our skills and capacity to advance equity and creating meaningful, lasting change.

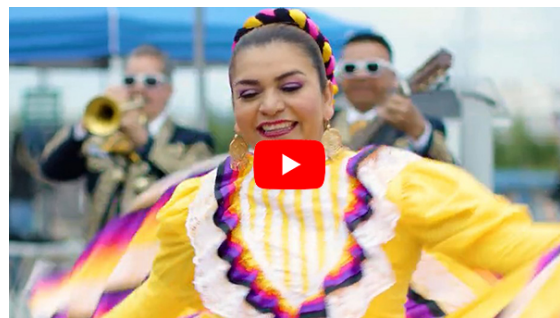
In Unity,

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



Duwamish River People's Park: Rooted in History, Growing for the Future

The Port and Duwamish Valley



Celebration of the Opening of the Duwamish River People's Park and Shoreline Habitat

On Saturday, July 16, 2022, the Port of

communities collaborated on the vision for a park. That dream was realized with the new Duwamish River People's Park and Shoreline Habitat, turning 14 acres of contaminated land into something to be proud of. After years of cleanup, restoration, and construction, this vision comes to life in South Park.

[View the Duwamish Rooted in History video.](#)

Seattle celebrated the opening of the Duwamish River People's Park and Shoreline Habitat with our many partners and the South Park Community. This project was 20 years in the making and is the largest habitat restoration site in Seattle in a generation.

[View the Duwamish River People's Park Opening Celebration video.](#)

Centering Equity and Taking Action



Community Business Connector Program Launches and Seeks Applicants Beginning August 1

The Port of Seattle and the Seattle Metropolitan Chamber of Commerce launched the Community Business Connector Program to help small businesses tap resources and rebound from the pandemic. Beginning August 1, community-based organizations and individuals can submit an RFQ to join a team of Community Business Connectors to serve BIPOC and rural businesses in King County. The program will provide business assistance to underserved businesses who face cultural or language barriers when accessing business resources. Learn more about the [Community Business Connector Program](#) by attending an upcoming virtual webinar on August 1 or one of the application workshops. Deadline to apply is September 9.

Accessibility for All Port Users



The Port of Seattle’s website is essential to the Port’s outreach and disclosure, and it informs the region’s residents, public officials, businesses, and all partners of the Port’s many services and programs. To best fulfill these duties, the Port is [taking the necessary steps](#) to ensure that all of these functions are easily accessible to all users. Learn more ([Commission briefing](#); [Commission memo](#); [Commission presentation](#); [accessible documents](#).) about the changes we are making to our website and our ongoing effort to make information accessible for people of all abilities.

Commission Adopts Policies to Protect Safe Reproductive Healthcare Access



On July 12, Port of Seattle Commissioners took two actions to support safe access to reproductive healthcare. Commissioners [adopted a proclamation](#) expressing an official position of the Port of Seattle in support of an amendment to the Washington State Constitution and passage of a federal law to both codify an individual’s right to comprehensive, safe, and accessible reproductive healthcare, including abortion.

Commissioners also adopted an order that prohibits cooperation or assistance with out-of-state abortion and other reproductive health care investigations, prosecutions, or legal actions, in alignment with Washington State Governor Jay Inslee’s Directive 22-12.

[Learn more](#)

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