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August 2021

A Summery Update



Dear Friends,

Amid sunshine and long days, we've been tending to our proverbial garden. In the Fall, we will be harvesting the fruits of our labor, sharing with you and the broader community the results of months of assessing different aspects of our work, and ultimately, introducing a set of recommendations to make the Port a more anti-racist, equitable organization.

In the coming months, you can look forward to hearing about the findings from both the Port Police Assessment and the Port-wide Equity, Diversity, and Inclusion Assessment.

- **Port Police Assessment:** This work began in June 2020 in the wake of the murder to George Floyd. At that time, the Port's Executive Director Steve Metruck enacted immediate changes to Port Police protocols regarding hiring practices, commitment to diversity, and use of force. The Port Commission then established a [Task Force on Port Policing and Civil Rights](#), which during the past year has lead a comprehensive assessment of the Port Police Department. The task force included Port staff from across the organization and external stakeholders, such as community leaders, union representatives, and civil rights advocates. Tune into the September 14 [Commission meeting](#) to hear members of the Task Force present the final report and recommendations for ensuring that our Police Department is held to the highest nationwide standards achievable for public safety, protection of civil rights, equity, accountability, and oversight.
- **Port-wide Equity, Diversity, and Inclusion Assessment:** In October 2020, the Port Commission passed the [Racial Bias and Equity Motion](#), which among other actions, directed Port staff to conduct a comprehensive EDI assessment of the organization's practices, policies, and culture.

During the past year, the Office of Equity, Diversity, and Inclusion has lead the Port's efforts to fulfill the directives of this motion, including, but not

limited to, required racial equity training for all staff, the formation of a Port-wide Change Team of representatives from every division of the organization, the distribution of an equity survey that was completed by over 60% of Port employees, and five weeks of EDI listening sessions where Port employees offered solutions for addressing bias and inequities within the organization. This work is in its final stages and will be shared at the November 16th Commission meeting.

I look forward to the opportunity to share this significant work with you all in the coming months, and I'm grateful to be a part of an organization that is learning, changing, and growing. Our commitment to equity and our ability to lean into our values would not be possible without your support and partnership.

In Unity,



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

Centering Equity and Taking Action

SEA Welcomes Afghan Refugees



The Port has a longstanding practice of working with refugee and resettlement groups. We are actively coordinating with refugee resettlement nonprofits on the best way to support their airport-based operations. The Port will create a dedicated, private welcome and work area where nonprofits can connect with

arriving refugees. Our dining and retail tenants have already volunteered to provide food and products to this welcoming location. As our efforts continue to develop and expand, we will share updates on our blog and social media accounts.

Indigenous Art for International Arrivals Facility



The Port of Seattle Commission recently approved a [\\$475,000 effort to acquire Indigenous Art of the Pacific Northwest](#) region to display in the new International Arrivals Facility (IAF) at Seattle-Tacoma International Airport (SEA). The idea, which was proposed by a group of Indigenous high school interns, represents the Port's ongoing efforts to celebrate and center Indigenous culture and history.

Port Moves Forward with Accelerated Sound Insulation Program

The Port will be providing the first-ever [sound insulation packages](#) for more than 900 apartment units near Seattle-Tacoma International Airport as part of its accelerated program to cover more homes, condos, and places of worship in airport communities.

The current funding plan anticipates receiving approximately \$80 million in federal grants over the next seven years to facilitate the effort, following [direction last year](#) from the Commission to complete the program in roughly half its initial 15-year timeline.



Duwamish River Community Hub

On August 7, the Port opened the [Duwamish River Community Hub](#), which is located in South Park and will support the activities of the Port Community Action Team, build local



community access to the Port's Workforce and Economic Development programs, Green Jobs Initiative, and foster connections to the nearby Duwamish River People's Park.

[Learn more →](#)

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