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April 2023

## Removing Barriers through Language Access



Dear Friends,

We live in an amazing part of the country, surrounded by a wealth of different communities and traditions. In the Seattle school district, 154 languages are spoken by the families with students in the district. In 2020, it was documented that nearly 24% of King County residents were born outside the U.S. And, the south Seattle zip code 98118 is known as being one of the most racially and ethnically diverse zip codes in the country. It is

truly a gift to live in King County and enjoy a rich diversity of cultures and people.

As a government agency, the Port has an imperative to ensure that all of the residents we serve have meaningful, equitable access to our operations and opportunities. As such, on April 18, the Port of Seattle Commission adopted a [Language Access Order](#) to systematically ensure that all audiences have access to critical Port information, despite language or accessibility barriers.

This newly adopted policy addresses the mandates of both Title II and Title VI of the Civil Rights Act of 1964, and it goes beyond these mandates to make language access a permanent, ongoing commitment of the Port in every department and division. This language access order sets into motion an assessment of current practices (including a review of publicly facing documents, resources, signage, websites, social media sites, and forms); the development of a guidance manual for divisions to create language access plans; and a proposal for budgeting resources necessary to implement this policy.

Highlights from this order include:

- By February 29, 2024, the Office of Equity, Diversity, and Inclusion (OEDI) and External Relations (ER) will report the findings of any language access assessments and the development and implementation of language access policy across the Port
- Departments and divisions shall establish or update language access plans on an annual basis starting no later than 2025
- Language access plans need to help the Port adopt culturally relevant language and consider the needs of people who communicate using American Sign Language

Ultimately, our goal is the inclusion of non or limited English speakers, including those who are hard of hearing or deaf, in the use of Port services, facilities, and engagement. This order will create uniformity and consistency across our organization so that whenever members of the community interact and engage with any Port service or department, they're able to fully access opportunities and information.

In Unity,



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

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## Centering Equity and Taking Action

### Pathways to Opportunities: An Environment and Jobs Symposium



The third Annual Symposium will feature Port-supported youth and community organizations engaged in projects advancing environmental and economic recovery efforts in south King County. Learn about environmental justice, creating pathways for green careers, and environmental jobs. Network with funders who are interested in funding local economic recovery and environmental sustainability and justice projects. Breakfast and lunch will be provided. Join us on **Saturday, June 3 from 8:30 a.m. – 2:00 p.m. at Highline College.**

[RSVP Today →](#)

## Join the OEDI Team!



Are you passionate about creating equitable opportunities for people to access quality, family-wage careers? Then, apply to become the **External Workforce Development Strategies Manager!** In this position, you will provide expert support for the development, coordination, direction, and focus of all aspects of OEDI's workforce development strategy. *Apply by 11:59 p.m. on April 26.*

[Apply for this job →](#)

We're also hiring a **Workforce Development Contract and Budget Specialist.** So, if you're organized, experienced with budgets, and excited to support our work to develop the next

generation of professionals in port-related industries, apply today! *All applicants must apply by 11:59 pm on May 7.*

[Submit your application →](#)

## Fire and Rescue Diversity and Recruitment Workshop

Are you interested in a career in the fire service? Join fire service professionals from King County agencies, including the Port, at the fourth Diversity and Recruitment Workshop. Designed to help you navigate the hiring process, this workshop is open to everyone ages 16 and up. Join us on **May 6 from 8:00 a.m. – 3:30 pm.**

[Register now →](#)



## Participate in Public Comment of EPA’s East Waterway Cleanup Plan



The United States Environmental Protection Agency (EPA) released its Proposed Plan for cleanup of the East Waterway. The EPA’s Proposed Plan for this cleanup is necessary because of unacceptable risks to human health and the environment from contaminants in the East Waterway. The release of EPA’s Proposed Plan presents an opportunity for broad public participation in the East Waterway cleanup process and will be important as EPA finalizes their decision. The Port of Seattle encourages all interested Tribes, communities, individuals, and organizations to participate in this public process. The 60-day public comment period begins on April 28.

[How to participate →](#)

## New Policies Expand Access to Port Opportunities

On April 11, the Port of Seattle Commission passed the Equity Policy Directive to eliminate disparities in access to working with and for the Port of Seattle. The directive creates requirements related to annual equity goals, budgeting, and community engagement.

Read the [Equity Policy Directive](#) →



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