

Agenda – Joint Diversity Committee (JDC)

May 29, 2018, 1-4pm

2901 Third Ave, Seattle, WA

1st Floor, IT Conference Room

Conference Bridge: (206)389-8599, Code: 2065153842#

1. Welcome and Introductions
2. Updates since last meeting
3. Exam Recruitment – Proposal from Job Propeller/Sheila LaFleur
 - Exam Updates
 - Outreach
4. Sharing Knowledge – Liz Kosa from WSF, Potential Partnership Opportunities
5. Next Steps Forward

Meeting Notes – Joint Diversity Committee (JDC)

May 29, 2018, 1-2:30 pm
2901 Third Ave, Seattle, WA
1st Floor, IT Conference Room

1. Welcome and Introductions:

Present: Sheri Tonn (BPC, JDC Co-Chair), Eric vonBrandenfels (PSP), Majken Ryherd (PSP, Waypoint Consulting), Teresita Torres (PSP, Waypoint Consulting), Sara Thompson (BPC, Dept. of Ecology), Maggie Williams (KALM Seas Insurance), Elizabeth Kosa (WSF), Jolene Hamel (BPC), Jaimie Bever (BPC)

Telecom: Emily Reiter (Saltchuk), Clare Petrich (Port of Tacoma)

Absent: Linda Styrk (PSP, JDC Co-Chair), Deb Dempsey (Columbia River Bar Pilots, retired), Anne McIntyre (Columbia River Pilots)

2. Updates since Last Meeting:

The committee provided an update to Emily Reiter and Clare Petrich, who had been unable to attend the few several meetings. The group discussed the maritime conferences attended by BPC and PSP, the knowledge sharing portions of previous meeting, and an update on the exam recruitment efforts discussed in previous meeting.

An event celebrating the 150th Anniversary of Washington's Pilotage Act will be held in Port Townsend, WA on May 31, 2018. Key speakers at the event will include U.S. Senators Patty Murray and Maria Cantwell. Washington State Representative Gael Tarleton, Washington State Senator Kevin Van de Wege, Port Townsend Mayor Deborah Stinson, and BPC Chair Sheri Tonn are scheduled to speak as well. The event will also include information about various maritime programs and a pilot boat tour.

PSP Captain Ed Marmol posted a great video of a training trip with Captain Bendixen. BPC staff will email a link of the video to the group.

3. Exam Recruitment:

The group reviewed a proposal from maritime recruiter Sheila LaFleur of Job Propeller. The BPC had reviewed this proposal at the May 17, 2018 Board meeting and authorized the JDC to spend up to \$8,000 towards the recruitment effort. The group discussed the various possible outcomes of the recruitment effort and whether or not there was a way to quantify them. Some suggestions for quantifying the results included monitoring number of publications and widespread outreach, and including a section on the application for applicants to share how they learned about the exam. Jaimie Bever reminded the group that the cost of the exam has been reduced to encourage more takers.

One aspect of the recruitment process that Ms. LaFleur requested were FAQs that she could share and that could be posted. Jaimie Bever mentioned that the BPC had received several FAQs already and was working on answers. BPC staff will send out the FAQs to the group. PSP will need to help answer some of the more specific questions regarding the pilot association.

The group agreed to move forward with the proposal. Sara Thompson requested monthly updates to assist the group with tracking progress in between meeting.

Majken Ryherd pointed out that legislators want to know who is in the pipeline. Sheri Tonn reiterated the lack of data available from maritime academies regarding their license tracks.

4. Sharing Knowledge:

Elizabeth Kosa spoke about opportunities to cross the paths between Washington State Ferries and pilotage. WSF internships are typically setup after graduation to make sure they are capturing the graduates. Currently, WSF is getting a lot of CalMaritime grads. They get some, and are working to get more, Kings Point cadets, as well as some other academies. WSF currently has 5 deck-side cadets on board. They are in need of licenses and will be ramping up efforts.

WSF Partnership: WSF recently implemented a change in policy for their captains. If a captain decides they want to become a pilot, WSF has worked out an agreement with MM&P that allows them to maintain their seniority at ferries, should they need to return to their job. The group agreed that this should be publicized. Elizabeth Kosa offered to send the contract language.

Elizabeth Kosa further explained the ferries hawes pipers timeline is long and that the first year is expected to be hard, especially with having to obtain the pilotage.

WSF will look into revising their career path to include pilotage. During cadet tours, WSF could send them to the BPC office to find out more about pilotage. In addition, pilotage brochures could be included in job fair information for WSF.

It was pointed out, when talking about recruitment for the Grays Harbor Pilotage District, that a good selling point from WSF could be the transferable retirement program. Having benefits sheets for both district is important. PSP is working on theirs.

The group also discussed the importance of FMLA and bereavement policies for WSF, PSP and Grays Harbor. Elizabeth Kosa also mentioned the importance of provided employee assistance, especially after emergency or traumatic events.

Maggie Williams talked about the lack of pilots who are mothers as a possible barrier.

5. Next Steps Forward/Next Meeting:

Next Meeting: the group decided to reconvene in September, and to use email correspondence/updates to maintain contact over the summer. During that time the group will work on the FAQs, receive updates regarding the exam recruitment.

Next Steps Forward:

When the group comes back together in September, the focus will be on youth. The brochure aimed at youth that was discussed in early JDC meetings will move up in priority.

Maggie Williams asked about the group's interest in Girl Scouts. She reminded everyone that Sea Scouts falls under the Boy Scouts. Mariner Scouts, which used to be local, is all girls and only on the East Coast. She offered to find out more info about. Partnering with maritime organizations – Clare Petrich will give Maggie Williams the name of the Sea Scouts leader – Tom Rogers in Tacoma. Maggie Williams will find out why the program was dropped and if there's any interest in getting it going again.

Majken Ryherd informed the group that going to diversity branch of a company, as opposed to the leadership, could result in better information gathering regarding diversity programs and data. There is frustration at not knowing what the shipping companies are doing in this regard. Emily Reiter offered to ask around at Foss regarding any diversity resources she can share.