

**Agenda – Diversity Committee**

January 26, 2017

0900 hours

2901 Third Avenue, Seattle, WA

1<sup>st</sup> Floor Agate Conference Room

- 1. Welcome and introductions**
- 2. Progress since last meeting**
- 3. Update on Sweeney settlement**
- 4. Revisions to Pilot Training Program**
- 5. Revisions to Pilot’s Brochure, and discussion about possible joint brochure**
- 6. BPC statements on diversity and on harassment**
- 7. Next steps**

Additional committee members

Volunteer assignments

- 8. Future meetings or activities**

Agenda Items

**Meeting Notes – Diversity Committee**

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**1. Welcome and introductions**

Attendance:

Sheri Tonn, Chair, Board of Pilotage Commissioners

Linda Styrk, Executive Director, Puget Sound Pilots

Peggy Larson, Executive Director, Board of Pilotage Commissioners

Emily Reiter, Director of Marketing and Communications, Saltchuk

Sara Thompson, Department of Ecology and BPC Commissioner

Captain Eric vonBrandenfels, President, Puget Sound Pilots

Captain Anne McIntyre, Pilot, Columbia River Pilots (via phone)

Captain Debbie Dempsey, Retired Pilot, Columbia River Bar Pilots (via phone)

Clare Petrich, Port of Tacoma and NW Seaport Alliance Commissioner (via phone)

Jaimie Bever, Program Facilitator, Board of Pilotage Commissioners

Unable to Attend:

Erica Whisenant, Woodard Bay Design Build

Maggie Williams, Executive Vice President, KALM Seas Insurance

**2. Progress since last meeting**

- The BPC has done a great deal of work on the training program. The Board's Training Program Evaluation Committee (TPEC) worked with Progeny Systems Corporation to enhance the objectivity of the trainee evaluation form, which now includes more criterion-based assessments, and has shifted from a numeric to an alpha grading system.

**3. Update on Sweeney settlement**

- The group reviewed the Joint Statement issued by the BPC and Katharine Sweeney.
- The BPC settled the lawsuit with Katharine Sweeney for \$6M. The State paid the settlement amount.
- The State agency Department of Enterprise Services (DES), provided insurance to the Board and advised that the appeal process could have cost over \$9M.
- It is unclear how BPC will fund the \$1M annual self-insurance premium. The Governor's budget includes \$1M for the 1<sup>st</sup> year of the 17-19 biennium, but left the BPC to figure out the remaining payments.

- The committee discussed Senate Transportation Committee perceptions and perspectives regarding pilotage and the settlement.
  - Eric stated that both the Senate and the House have skewed views of the pilots and the operation of the association, and that some legislators believe the burden of the settlement should rest on the pilot's shoulders.
  - Linda expressed disappointment and discouragement at the legislative positions and believed that PSP had made a lot of progress in previous efforts to educate the legislature on the importance of pilotage and their community outreach.
  - The group discussed the potential outcome of increased pilot license fees, including smaller applicant pool, mass retirements by active pilots, and lack of interest in training pilot trainees.
    - ❖ Linda offered that SE Alaska pilots pay \$2,500 every two years for their licenses vs. the \$6,500/year in Washington.
    - ❖ Clare asked about the differential of pay between Alaska and Washington to which Linda commented that Washington was far lower.
  - Sheri pointed out how transparent Washington State is compared to other states and pilot districts when it comes to pilot data.
- Sheri explained that there seem to be two choices for paying \$1M annual insurance premium: tariff increase or license fees increase
  - Currently the BPC does not have authority to raise the license fees and would need new legislation to make that happen.
  - Linda explained that the \$1M annual insurance premium could be generated by increasing the tariff \$135/per assignment, which totals roughly 7,500 annually.
    - ❖ Clare stated that from the Port's perspective, that would definitely leave them at a competitive disadvantage.
- Sheri informed the group that the BPC will present to the Senate Transportation Committee next Wednesday February 1<sup>st</sup>. One of the goals for the meeting today was to shape that presentation.
  - The group discussed USCG Captain of the Port Joe Raymond's comment about the impeccable safety record on Puget Sound.
    - ❖ Eric added that while Joe Raymond was not able to attend meetings in front of the Senate, he would happily give Senators a tour of the VTS facilities and discuss pilotage during that visit.
- The committee reviewed the Overview of Marine Pilot Exam, Training, and Licensing
  - General comments including discussions regarding increasing the funnel for exam qualifications.
  - Committee members had several suggestions regarding the document including adding more visual explanations and timelines, reducing lengthy verbiage, outlining qualifying steps, add federal license requirements, information regarding Conning Quizzes, explaining physical requirements, and providing a plain talking document, in an active voice using common terms.

- Emily pointed out the lack realistic expectations for “fixing” diversity in terms of recruitment. She added that it was not something that could be fixed in a year.
- The group discussed the current number of women pilots: 40+/- out of 1,200+/-.
- Regarding the Columbia River Bar pilots, per Debbie there are no women in the program currently and there doesn’t seem to be a lot of effort to change that. Anne agreed that there’s not a lot of active outreach in Oregon, but believes that will change soon.
- Ideas for recruitment were generated from the group including:
  - ❖ Initiating rides and presentations for minorities.
  - ❖ Recruit interns
    - a. Women on the Water and Pearls of Power Conferences – Anne will forward info for an upcoming conference.

#### 4. Revisions to the Pilot Training Program

- Sheri explained the status of the training program.
  - There are currently 6 trainees in training from the 2012 exam. Trainees have a period of 4 years to be called up for training. Everyone from the 2012 list was called to train. There have never been trainees on the list not called up in time.
- The first trainee from the 2016 Exam, Sandy Bendixen, was invited to begin the program in May and will be using the new Training Program Trip Report form.
- Sheri explained the Training Program Evaluation Project and the new definition of intervention, which led to some discussion.
- Eric and Linda warned that there may be a decrease in pilots who are willing to observe trainees.
  - There was discussion as to whether or not to provide incentives for pilots to train. It was concluded by all that all the pilots recognize the value of training the trainees.
  - Debbie recommended that trainees ride with as many pilots as possible.
- Linda reminded the group that Sandy Bendixen is not the first female pilot trainee. She was the top ranked candidate from the 2016 exam.
- Emily wondered if PSP ever got feedback from operators regarding the pilots or trainees. Per Linda, nothing formal.
- Linda gave an update on the improvements to the Pilot Station in preparation for Captain Bendixen.
  - The goal is an inclusive arrangement for a mixed group.
  - There is one fully private bathroom.
  - An attorney reviewed the station plan and the only recommendation was to use a different kind of lock for the private bathroom that would indicate In Use/Not In Use.
  - More single bunks.
  - Both Anne and Debbie agreed that those improvements were adequate.
- Anne and Debbie stressed that having a mentor, someone a trainee could trust, is crucial.
  - A question of whether mentors should be assigned arose and both Anne and Debbie said no. The trainees need to be completely comfortable with the person and should be able to choose.

- Peggy stressed the importance of morale and asked for less negative talk from pilots.
  - Eric plans to take on the morale boosting role by getting out of the office more, staying engaged with the pilot and pilot trainee community, and riding ships once or twice a month.
  - Anne offered that all trainees hit a low point, which leads to rumors and gossip. Increased morale and having a trusted mentor will help the trainees when this happens.
- Sheri mentioned an endeavor to compile the total cost of training a pilot including stipends, exam, training, etc.
- Eric added that changes in fatigue rules have extended pilot careers.
  - Anne commented that many local companies do sleep studies for pilots.

## **5. Revisions to Pilot's Brochure, and discussion about possible joint brochure**

- The group reviewed PSP's current brochure. Linda explained the current brochure and the possibility of doing a joint brochure to educate the public on the difference between PSP and the Board.
  - Sara wondered if maybe there should be two different brochures, for different audiences.
  - Emily suggested a mock-up for the group to review. She also stressed the importance of using social media to stress key points.
  - Clare confirmed that there is continued confusion regarding the relationship between PSP and BPC.

## **6. BPC statements on diversity and on harassment**

- Sheri stated that the BPC will enhance existing policies on Anti-Discrimination and Sexual Harassment to cover the trainees. She also wants to set up a formal process for complaints by the trainees.
  - Anne cautioned that consideration be given to how those policies and processes are presented.
  - Jaimie recommended the policies and processes be included in the trainee handbook.
- The group discussed the relationship between the Board and the trainees.
- Sheri informed the committee that the upcoming Train-the-Trainer course would include anti-discrimination training.
  - Jaimie informed everyone that the Board and the TEC were encouraged to attend Train-the-Trainer.
  - Emily offered to send some links regarding a self-test for implicit bias.

## **7. Next Steps**

- Committee goals were discussed.
  - Additional members – Linda will follow up with some leads regarding new membership, including Mara Von Peterson. Anne also recommended Elizabeth Simonstead, who was a San Francisco pilot aspirant.
  - Linda will get Maggie Williams' new contact info.

- The group discussed the possibility of having focus groups (i.e. the TEC) attend committee meetings.
  - ❖ Anne stressed the importance of including individuals with opposed views, or skeptics, in the focus groups to hear all viewpoints, as well as more men and minorities.

#### **8. Future meetings or activities**

- Future agenda items were not discussed.