

**Agenda – Joint Diversity Committee (JDC)**

March 8, 2018, 1-4pm

2901 Third Ave, Seattle, WA

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

Conference Bridge: (206) 389-8599, Code #1086414

1. Welcome and Introductions
2. Sharing Knowledge – Sarah Scherer from Seattle Maritime Academy and Youth Maritime Collaborative
3. Updates since last meeting
  - 2018 Women in Maritime Leadership Conference Report
  - Legislative Session Report
4. Recruitment Plan for 2018 WA Marine Pilot Exam
  - New Avenues for Exam Exposure
  - Outreach
  - Partnering with WSF for possible pipeline
5. Next Meeting Details

**Meeting Notes – Joint Diversity Committee (JDC)**

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**1. Welcome and Introductions:**

**Present:** Linda Styrk (PSP, JDC Co-Chair), Eric vonBrandenfels (PSP), Jaimie Bever (BPC), Amy Scarton (WSF), Jolene Hamel (BPC)

**Telecom:** Sheri Tonn (BPC, JDC Co-Chair), Sara Thompson (BPC, Dept. of Ecology)

**Absent:** Maggie Williams (KALM Seas Insurance), Elizabeth Kosa (WSF), Phil Morrell (BPC, TOTE), Emily Reiter (Saltchuk), Clare Petrich (Port of Tacoma), Deb Dempsey (retired Columbia River Bar pilot), Anne McIntyre (Columbia River pilot)

**Guest Presenter:** Sarah Scherer, Seattle Maritime Academy and Youth Maritime Collaborative

**2. Sharing Knowledge – Sarah Scherer from Seattle Maritime Academy and Youth Maritime Collaborative:**

Sarah gave the committee an overview of her experience and how she came to Seattle Maritime Academy. Although previous Directors at SMA had a vision of becoming a full-time 4 year maritime academy to compete with the other 7 Maritime Academy's across the US, SMA saw the need in the Maritime industry (3<sup>rd</sup> largest economic force in Washington) to develop a shorter program that would allow those with unlicensed credentials to get into a maritime workforce in just over a year. SMA and Sarah believe that the Maritime industry is the answer to generational poverty. In addition to the 2 programs: Deck and Engineer cohorts, SMA also offers a full 360 degree bridge simulator with 25-30 programmable vessels. They can offer our aspirants a greater customizable simulator practice. They also offer meeting spaces, looks out over Ballard bridge, and have a simulator with stations that can be all on the same duty (deck) or multiple duties (deck, engine, ballast, electrical systems) at the same time.

Sarah also introduced the youth educational component that she has been working on that led to the creation of the Youth Maritime Collaborative. They have pathways with early education, a Washington Sea Grant for Experience Maritime (A 4 day summer emersion program) and the Shoreside Internship Program. In addition, the Port of Seattle has an on-going maritime industry internship program. YMC is looking for public private partnerships regarding internship programs.

She finished up with explaining the Maritime Festival Family Fun Day – May 12 this year. Would love to have JDC support verbally or financially and would love to have someone from PSP or BPC that could be on their technical advisory committee.

**3. Updates since last meeting**

- 2018 Women in Maritime Leadership Conference Report

Sheri, Jaimie, and Eric reported on the success of the piloting panel, "Piloting: It's for You!" which was presented at the 2018 Women in Maritime Leadership Conference at Cal Maritime March 2-3. The panel was well received and they had a 50+ audience mostly made up of cadets. Eric vonBrandenfels did a great job of public relations for Puget Sound. Both Sea Sisters and Women Offshore was well represented at the conference and Chair Tonn and Jaimie have come away with both inspiration and motivation to get some of the young women they met on the pathway to pilotage.

- Legislative Session Report

It appears that both bill 6519 transferring the Tariff Rate setting to the UTC and re-appropriating BPC and bill 6269 Oil Safety Transportation have passed and we will need to see what impact that will have on all of the issues. Amy invited Jaimie to utilize the WSF Government Affairs Specialist, John Vezina, especially in the off season. Amy reported that WSF did well in the short session and received funding for converting the 3 largest vessels in the fleet to hybrid electric among other important issues.

#### **4. Recruitment Plan for 2018 WA Marine Pilot Exam**

- New Avenues for Exam Exposure

Jaimie and Sheri met with Sheila LaFleur, a Maritime Recruiter who formerly worked deep sea and discussed how she might help us recruit aspirants. She is working on putting together a proposal for the BPC to review. We are currently awaiting for the due date of the RFP which is next Friday, March 16<sup>th</sup>. At this time we know Progeny is going to bid but do not know if there will be others.

- Outreach

Jaimie has requested PSP to review a draft summary sheet with salary and benefits that will be helpful in the recruitment phase. Grays Harbor recently put one together for the same purpose and we feel it will be helpful to have from Puget Sound as well and will help overcome some of the mystery surrounding piloting.

- Partnering with WSF for possible pipeline

Amy has requested that we speak with Liz Kosa and Greg Faust, as they would be the best connections to help link WSF and Piloting. Amy also mentioned that Inclusion is one of the major goals that is being currently worked on and that a white paper was being drafted that she will share with us when completed on Inclusion best practices and how to speak on inclusion.

#### **5. Next Meeting Details**

Jolene will send out a doodle poll with possible dates, looking at some time in May.