

Agenda – Joint Diversity Committee (JDC)

November 1, 2017

1:00 PM

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

Conference Bridge: (206) 389-8599, Code 1086313

1. Welcome and Introductions
2. WISTA (Women’s International Shipping & Trading Association) Overview
3. Progress since last meeting
 - Pilotage Best Practices Study
 - Status of 10/2 Meeting Action Items
 - WOW Conference Recap
4. Pilotage Brochure Review
5. JDC Website
6. Recruitment Plan for 2018/2019 WA Marine Pilot Exam
 - Announcements/Advertisement
 - Outreach
7. Maritime/Pilotage Survey - Update
8. Next Meeting

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1. Welcome and Introductions

Present: Linda Styrk (PSP, JDC Co-Chair), Sheri Tonn (BPC, JDC Co-Chair), Eric vonBrandenfels (PSP), Jaimie Bever (BPC), Liz Kosa (WSF), Maggie Williams (KALM Seas Insurance), Emily Reiter (Saltchuk), Jolene Hamel (BPC)

Telecom: Mark Gleason (Gleason & Associates), Deb Dempsey (Retired Columbia River Bar pilot)

Absent: Anne McIntyre (Columbia River pilot), Amy Scarton (WSF), Phil Morrell (BPC, TOTE), Sara Thompson (BPC/Dept. of Ecology)

Guest: Caitlin Hardy (WISTA)

2. WISTA (Women’s International Shipping & Trading Association) Overview

- Caitlin presented an overview of the organization, 20th year of the US chapter. Currently a dozen chapters, the NW chapter focus is on having lunch and learns and they meet the last Friday of every month. We inquired how best we can be involved in order to reach women mariners for our upcoming exam. They will host our brochure on their website. They are starting mentorship programs but it is in early stages.

3. Progress since last meeting

- Pilotage Best Practices Study (Mark Gleason)
 - Study nearing completion, finalized white paper and still looking at practices from other areas and how to incorporate. They were

in Baltimore for the Fall Ship Handling Meeting, they had session on diversity.

- Next draft due to JTC on 11/8.
- Met with PSP on Monday and trying to arrange a meeting with shipping representative Mike Moore.
- Recap on WOW Conference (Jaimie)
 - Jaimie reported that there were over 200 people there and the cadets were interested and engaged with learning about Pilotage.
 - We have an opportunity to present at the Cal Maritime Conference in March 2018, will be panel on Pilotage and we may be able to use the panel to get some data that we have been seeking. Follow up again with the Maritime Academy's-WISTA may be able to help us with this and Deb will also work on it.

4. Pilotage Brochure Review

- More photos that show diversity requested, may need to tap other sources than PSP, perhaps utilize the women's pilot group on FB. Liz will check with her friend Colleen who is a pilot in NY.
- Suggested to have 2 brochures; one for people already in pipeline, one for beginning aspirants.
- Make sure to highlight concepts of family life, benefits, geographically anchored, family friendly rotation.
- Perhaps there is a pathway for people with lapsed licenses, renew for continuity. Liz to provide more information, perhaps a blog?

5. Recruitment Plan for 2018/2019 WA Marine Pilot Exam

- Study groups?
- BPC has confirmed that Dr. Hertz will be available for collaboration.
- The 'freeze' is the elephant in the room, however study report coming out in January 2018 and they may resolve this issue in the short legislative session.

6. JDC Website

- BPC reports that they have updated the diversity section of their website and encourage feedback.

7. Maritime/Pilotage Survey - Update

8. Next Meeting

- Will doodle poll for a meeting in December or first week of January.