



Meeting Notes – Joint Diversity Committee (JDC)

January 8, 2020, 1pm – 3pm

2901 Third Ave, Seattle, WA

1st Floor, IT Conference Room

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

1. Welcome

Present: Sheri Tonn (BPC, JDC Co-Chair), Linda Styrk (PSP, JDC Co-Chair) Eric vonBrandenfels (PSP), Amy Scarton (WSF), Nicole McIntosh (WSF), Mark Gleason (USI), Jolene Hamel (BPC), Jaimie Bever (BPC), Emily Reiter (Saltchuk)

Absent: Deb Dempsey (Columbia River Bar Pilots, retired), Sara Thompson (BPC, Dept. of Ecology),

2. November 15, 2019 Meeting Notes Review and Approval for Posting

The notes from the November 15, 2019 were approved with the following revisions: correct the spelling of geoduck on page 1 and revise language on page 3 regarding the attendance of Sandy Bendixen at the next meeting to reflect that she will be invited not scheduled.

3. Update on November 15, 2019 Action Items

- a. Exam Qualifications - The JDC discussed qualifications for the upcoming marine pilot exam and whether or not there was potential for widening the net to attract more diversity without lowering the standards for qualified applicants.
- b. Exam Committee – The group discussed ways to diversify the Board’s Exam Committee to bring broader perspectives of pathways to pilotage and qualifications for the exam. The Committee decided that the JDC should recommend to the Board that the JDC and TEC meet to discuss diversity in the Exam Committee. BPC staff will schedule that meeting.
- c. Maritime Blue – Collaboration with the Maritime Blue initiative will be ongoing. Amy Scarton is on the Board of Directors for that organization,

and Linda Styrk is engaged with the organization as well. Pilotage will be presented as a part of the Blue Workforce Initiative.

- d. Seattle Maritime Academy – Mark Gleason informed the group that Sarah Scherer, former Dean of the Seattle Maritime Academy, has accepted a position with the City of Seattle.

4. Discussion with Puget Sound pilot Captain Sandy Bendixen

Captain Bendixen was unable to join the meeting. She will be invited for a future date.

5. Review Revised Diversity Action Plan

The group reviewed the draft Diversity Action Plan provided by Jaimie Bever. Several suggestions were made, including revising the vision statement to: A state licensed pilot corps that reflects the diversity of the people of Washington State. The plan will also be revised to include “inclusion” whenever diversity is mentioned. Other smaller changes were discussed and will be implemented into the next draft.

Emily Reiter pointed out that first impressions are key. She suggested a software called Textio, which helps to refine messaging to be more inclusive.

Amy Scarton offered the JDC to attend the next WSF diversity meeting.

6. Next Steps Forward

- a. Jaimie Bever will revise the Diversity Action Plan per the recommendations and provide to the Committee for consideration and potential adoption at the next meeting.
- b. Jaimie Bever will send Linda Styrk information regarding Women Offshore’s UNITE conference in July 2020.
- c. BPC staff will add WSF to the Activity Reports section of the Board’s January 16, 2020 meeting agenda.
- d. BPC staff will arrange a meeting between the JDC and TEC for early February 2020.
- e. The next full JDC meeting will be scheduled for April 2020. BPC will send out a Doodle Poll.