

Agenda – Joint Diversity Committee (JDC)

December 11, 2017

1:00 PM

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

Conference Bridge: (206) 389-8599, Code 1086616

1. Welcome and Introductions
2. Progress since last meeting
 - Pilotage Best Practices Study
 - Pilotage Brochure Review/Sea Scouts Survey
3. Upcoming CalMaritime Conference Panel March 2018: “Piloting: Is it for you?”
4. Recruitment Plan for 2018/2019 WA Marine Pilot Exam
 - Announcements/Advertisement
 - Outreach
5. Next Meeting

Washington State Board of Pilotage Commissioners | Puget Sound Pilots

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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), Scott Ferguson (BPC, Dept. of Ecology), Mark Gleason (Gleason & Associates)

Telecom: Anne McIntyre and John Ashcroft (Columbia River Pilots)

Absent: Deb Dempsey (retired Columbia River Bar Pilot), Amy Scarton (WSF), Phil Morrell (BPC, TOTE), Maggie Williams (KALM Seas Insurance), Emily Reiter (Saltchuk), Clare Petrich (Port of Tacoma), Jolene Hamel (BPC)

2. Progress since last meeting:

Follow up with Statistics: Liz Kosa reported that she met with Rear Admiral Mark Busby, Administrator of the United States Maritime Administration (MARAD), thinking that he may be able to help with statistics that we are seeking. They discussed Kings Point issues with getting students their sea time. He provided Liz with contact info and thinks MARAD has their own ethics and harassment video. Liz will get with WSDOT to see if it will be considered equivalent in meeting the requirements, as it is most up to date. Then WSF can put cadets on their vessels with a sponsor.

Mark Gleason shared some information from JDC member Maggie Williams, who was not present. She attended the Marine Insurance Underwriters conference, where Admiral Busby was a speaker. She reports that: women in mariner's license tracts less than 10%; 7% USCG credentialed are female (far more than other nations); outreach is ongoing through organizations like WISTA, Sea Sisters, and Women on the Water; sexual harassment in maritime industry causes many to stay shore side, it's not just to have families. MARAD works with industries to assure ship operators cooperative MARAD developed a Computer Based Training (CBT) program on sexual harassment and provide computers.

Spencer/Mark interviewed Dr. Kumar, MARAD Deputy Associate Administrator and National Coordinator of Maritime Education and Training. MARAD's strategic plan contains a bullet for diversity. They have no budget and only 1 staff person. He only has summary statistics from USCG.

Pilotage Best Practices Study: Presentation to the Joint Transportation Committee on Thursday, Dec 14 at 11:15am. The final report is due to the legislature on Jan 8. Recommendations touch on tariff, diversity and overall governance.

Consultants took what we are doing here and created a questionnaire for other pilotage districts around the country. Mark reported that we are doing more than most.

3. Upcoming CalMaritime Conference Panel March 2018: “Piloting: It’s for you!”:

Currently scheduled to include Eric representing Puget Sound Pilots, Anne representing Columbia River Pilots, Deb representing Columbia River Bar Pilots, Dan Bridgman representing San Francisco Bar Pilots and G&H Towing tug captain Lindsay Price representing aspiring pilots on the panel with Sheri as the moderator, giving the national perspective. The following are a sampling of questions that we may use:

- What do you like about being a pilot?
- What was your route becoming a pilots?
- What’s it like to be a pilot in your district?
- What do you wish you have known when you started on the journey to being a pilot?
- What are the mentoring/internship opportunities in your district?

4. Recruitment Plan for 2018/2019 WA Marine Pilot Exam:

- Scott expressed that the need is to focus on how to get the word out with young people to increase awareness of the maritime career pathway.
- Liz met with Perry Technical School and brought their modules for seeing the transferable skills from farm machinery to maritime, had several videos available. At JBLM career fair the WSF booth was the most popular one of all. Has great videos of all aspects of working on the ferries i.e. firefighting, working on the bridge, engine ops.
- BPC’s next exam likely to be Nov 2018 or Feb 2019. For this exam, the BPC we will use Sea Sisters and WISTA to help recruit. Last time BPC reached out to maritime schools, gCaptain, Pacific Maritime Magazine, alumni associations. BPC will also advertise in Professional Mariner, Maritime Executive and run multiple times, months in advance. BPC intends to set the exam date at the January meeting, once the date is set, official advertising/recruiting can begin.
- *As a pilot in WA you will be able to have a stimulating and challenging career in the beautiful state of Washington*, need to find a way to talk this up more including the excellent pay and benefits. What about the Navy seals or rangers, how do they advertise and market? Need to seek out someone with marketing to an elite group experience.
- Anne offered two thoughts regarding why other groups have more diversity:

- More diverse pools in those areas where requirements allow candidates to enter at an earlier stage of their careers
- More diverse pools in those areas where the pilot groups are responsible for the training program.
- Linda raised the simulator component for qualifying for the WA BPC training program. Anne commented that the simulator is a good supplement to other training, but definitely not a replacement.

Brochure: The group would like to see more photos of pilots engaged in the technical nature of their work. There was also a suggestion to replace of couple of the scenic photos. PSP will provide some pictures.

Test Prep: Discussed how the BPC PSP JDC can best help aspirants and suggested perhaps being able to study with other aspirants, would need to ask if they would like to have their email shared with other applicants so they can form study groups. All agreed it was a good test of behavioral skills needed to be successful as a pilot. Test question samples were also discussed.

Perhaps there is too much focus on blue water vs. inland so perhaps American Waterways Operators or the Great Lakes might be a good place for publications for communicating next pilot exam.

Discussed internship programs available. 2 year program in Tongue Point Seamanship Academy in Astoria at the USCG. PSP just got an application from someone to intern at the Pilot Station through job corps.

5. New Business:

Northwest Maritime Center has requested funding from the BPC for maritime curriculum initiatives. The group discussed the potential of a competitive bid process.

Follow-up on:

- Houston Pilot - Kristie Taylor "So you want to be...?" episode regarding piloting.
- Possible Public Disclosure Request for diversity stats from the state maritime academies, Kings Point and Annapolis.

6. Next Meeting:

Jolene will send out a doodle poll for the next meeting, ideally the last week of January. Jake Beattie of the Northwest Marine Center will be invited to discuss his proposal.