



# PROPOSED RULE MAKING

## CR-102 (July 2022) (Implements RCW 34.05.320) Do NOT use for expedited rule making

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STATE OF WASHINGTON  
FILED

DATE: November 21, 2022

TIME: 9:31 AM

WSR 22-23-129

Agency: Board of Pilotage Commissioners

- Original Notice
- Supplemental Notice to WSR \_\_\_\_\_
- Continuance of WSR \_\_\_\_\_

- Preproposal Statement of Inquiry was filed as WSR 22-20-043 ; or
- Expedited Rule Making--Proposed notice was filed as WSR \_\_\_\_\_; or
- Proposal is exempt under RCW 34.05.310(4) or 34.05.330(1); or
- Proposal is exempt under RCW \_\_\_\_\_.

Title of rule and other identifying information: (describe subject) WAC 363-116-0751 Qualifications for pilot applicants

Hearing location(s):

Date:	Time:	Location: (be specific)	Comment:
January 19, 2023	10:00am	MS Teams and/or via Phone Conference: (206) 531-0324, Meeting Code 928096063#	To request a video link, please call (206) 515-3887 or visit <a href="http://www.pilotage.wa.gov">www.pilotage.wa.gov</a> for call-in instructions

Date of intended adoption: January 19, 2023 (Note: This is NOT the effective date)

Submit written comments to:

Name: Jaimie Bever, Executive Director  
 Address: 2901 3<sup>rd</sup> Avenue, Suite 500, Seattle, WA 98121  
 Email: BeverJ@wsdot.wa.gov  
 Fax:  
 Other:  
 By (date) January 10, 2023

Assistance for persons with disabilities:

Contact Jolene Hamel  
 Phone: (206) 515-3904  
 Fax:  
 TTY:  
 Email: HamelJ@wsdot.wa.gov  
 Other:  
 By (date) January 16, 2023

Purpose of the proposal and its anticipated effects, including any changes in existing rules: The purpose of this rulemaking is to update the exam process to better reflect agency practices, goals, and values, as well as to conduct other housekeeping of language to increase clarity to pilot aspirants and applicants, in preparation for the 2024 Marine Pilot Exam.

Reasons supporting proposal: The proposed revisions will provide pilot applicants with a better understanding of requirements and qualifications for the exam process. In addition, the proposed rule language better aligns with Washington state diversity, equity, and inclusion initiatives.

Statutory authority for adoption: Chapter 88.16 RCW, Pilotage Act

Statute being implemented: Chapter 88.16 RCW, Pilotage Act

Is rule necessary because of a:

- Federal Law?  Yes  No
- Federal Court Decision?  Yes  No
- State Court Decision?  Yes  No

If yes, CITATION:

Agency comments or recommendations, if any, as to statutory language, implementation, enforcement, and fiscal matters: The Board received a recommendation from the Trainee Evaluation Committee (TEC) favoring implementation of the proposed language based on the benefits listed above.

Type of proponent:  Private  Public  Governmental

Name of proponent: (person or organization) Washington State Board of Pilotage Commissioners

**Name of agency personnel responsible for:**

	Name	Office Location	Phone
Drafting:	Jaimie C. Bever	2901 3 <sup>rd</sup> Avenue, Suite 500, Seattle, WA 98121	(206) 515-3887
Implementation: Commissioners	Board of Pilotage	2901 3 <sup>rd</sup> Avenue, Suite 500, Seattle, WA 98121	(206) 515-3904
Enforcement: Commissioners	Board of Pilotage	2901 3 <sup>rd</sup> Avenue, Suite 500, Seattle, WA 98121	(206) 515-3904

**Is a school district fiscal impact statement required under [RCW 28A.305.135](#)?**  Yes  No

If yes, insert statement here:

The public may obtain a copy of the school district fiscal impact statement by contacting:

- Name:
- Address:
- Phone:
- Fax:
- TTY:
- Email:
- Other:

**Is a cost-benefit analysis required under [RCW 34.05.328](#)?**

Yes: A preliminary cost-benefit analysis may be obtained by contacting:

- Name:
- Address:
- Phone:
- Fax:
- TTY:
- Email:
- Other:

No: Please explain: RCW 34.05.328 does not apply to the adoption of these rules. The Washington state Board of Pilotage Commissioners is not a listed agency in RCW 34.05.328(5)(a)(i)

**Regulatory Fairness Act and Small Business Economic Impact Statement**

Note: The [Governor's Office for Regulatory Innovation and Assistance \(ORIA\)](#) provides support in completing this part.

**(1) Identification of exemptions:**

This rule proposal, or portions of the proposal, **may be exempt** from requirements of the Regulatory Fairness Act (see [chapter 19.85 RCW](#)). For additional information on exemptions, consult the [exemption guide published by ORIA](#). Please check the box for any applicable exemption(s):

This rule proposal, or portions of the proposal, is exempt under [RCW 19.85.061](#) because this rule making is being adopted solely to conform and/or comply with federal statute or regulations. Please cite the specific federal statute or regulation this rule is being adopted to conform or comply with, and describe the consequences to the state if the rule is not adopted.

Citation and description:

This rule proposal, or portions of the proposal, is exempt because the agency has completed the pilot rule process defined by [RCW 34.05.313](#) before filing the notice of this proposed rule.

This rule proposal, or portions of the proposal, is exempt under the provisions of [RCW 15.65.570\(2\)](#) because it was adopted by a referendum.

This rule proposal, or portions of the proposal, is exempt under [RCW 19.85.025\(3\)](#). Check all that apply:

- |   |  |
|---|--|
| <input type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(b)<br>(Internal government operations) | <input checked="" type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(e)<br>(Dictated by statute)  |
| <input type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(c)<br>(Incorporation by reference)     | <input type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(f)<br>(Set or adjust fees)  |
| <input type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(d)<br>(Correct or clarify language)    | <input type="checkbox"/> <a href="#">RCW 34.05.310</a> (4)(g)<br>((i) Relating to agency hearings; or (ii) process requirements for applying to an agency for a license or permit) |

This rule proposal, or portions of the proposal, is exempt under [RCW 19.85.025\(4\)](#) (does not affect small businesses).

This rule proposal, or portions of the proposal, is exempt under RCW \_\_\_\_.

Explanation of how the above exemption(s) applies to the proposed rule:

**(2) Scope of exemptions:** *Check one.*

- The rule proposal is fully exempt (*skip section 3*). Exemptions identified above apply to all portions of the rule proposal.
- The rule proposal is partially exempt (*complete section 3*). The exemptions identified above apply to portions of the rule proposal, but less than the entire rule proposal. Provide details here (consider using [this template from ORIA](#)):
- The rule proposal is not exempt (*complete section 3*). No exemptions were identified above.

**(3) Small business economic impact statement:** *Complete this section if any portion is not exempt.*

If any portion of the proposed rule is **not exempt**, does it impose more-than-minor costs (as defined by RCW 19.85.020(2)) on businesses?

- No Briefly summarize the agency's minor cost analysis and how the agency determined the proposed rule did not impose more-than-minor costs. \_\_\_\_\_
- Yes Calculations show the rule proposal likely imposes more-than-minor cost to businesses and a small business economic impact statement is required. Insert the required small business economic impact statement here:

The public may obtain a copy of the small business economic impact statement or the detailed cost calculations by contacting:

Name:  
Address:  
Phone:  
Fax:  
TTY:  
Email:  
Other:

**Date:** November 21, 2022

**Name:** Jaimie C. Bever

**Title:** Executive Director

**Signature:**



**WAC 363-116-0751 Qualifications for pilot applicants.** (1) Sea service.

(a) In addition to meeting the preexamination requirements of RCW 88.16.090, pilot applicants must, before taking the examination provided in WAC 363-116-076, meet one of the following indicated service requirements while holding a minimum license as mate/master of steam or motor vessels of not more than 1600 GRT or 3000 GT (ITC) ~~((+))~~; any such license to be held by the applicant for at least two years before application.

Vessel Type	Minimum Size	Waters	Minimum Time
Cargo or tank	5000 GRT or 10,000 GT (ITC)	Ocean or near coastal	1 year as master
Cargo or tank	700 GRT or 1400 GT (ITC)	Ocean or near coastal	2 years as master
Cargo or tank	1600 GRT or 3000 GT (ITC)	Inland	2 years as master
Passenger or ferry	1600 GRT or 3000 GT (ITC)	Ocean, near coastal or inland	2 years as master
Towing	100 GRT or 300 GT (ITC) towing/barge combination greater than 1600 GRT or 3000 GT (ITC)	Ocean, near coastal or inland	2 years as master
Ship assist	100 GRT or 300 GT (ITC)	Inland	2 years as master or 4 years sailing as a mate/master with a minimum of 1 year as master
Articulated tug barge (ATB)	Combined 10,000 GT (ITC)	Ocean or near coastal	4 years sailing as a mate/master with a minimum of 1 year as master
U.S. Flag government	3000 displacement tons	Ocean, near coastal or inland	2 years as commanding officer or master
Special purpose	1600 GRT or 3000 GT (ITC)	Ocean, near coastal or inland	2 years as master
<b>Other</b>			
State-licensed pilot or Navy civil service pilot	1600 GRT or 3000 GT (ITC)	Ocean, near coastal or inland	2 years as pilot and 120 vessel moves

(b) Sea service is calculated based on days spent onboard a vessel while it is actively engaged in normal operations. "Sea service" does not include time onboard a vessel that is "laid up" or on "stand-by." One day of duty time equates to one day of sea service with no multiples or reductions based upon the type of industry or the watch and schedule a certain officer has to stand. In calculating sea service under this subsection, a year of service shall equal ~~((three hun-~~

dred-sixty)) 360 days of service on the vessel in the required capacity. Pilot applicants combining the above types of sea service shall have a total of at least two years of the various service times, except that one day of service as master on cargo, tank, or passenger/ferry vessels of at least 5000 GRT or 10,000 GT (ITC) shall be credited as two days of service time for the purpose of calculating such combined service times.

(c) Ship assist vessel sea service as mate must be on vessels where the mate is the sole vessel operator and acts independently of the master for (~~twelve~~) 12 hours per day.

(2) In lieu of the requirements of subsection (1) of this section, a pilot applicant may substitute either:

(a) Two years of service as a state licensed pilot and active member of a professional pilot association or as a naval federal pilot during which periods the pilot applicant was actively engaged in maneuvering, docking and undocking vessels while holding a minimum license as a master of steam or motor vessels of not more than 1600 GRT or 3000 GT (ITC) upon oceans, near coastal waters or inland waters; a naval federal pilot or state licensed pilot must also have 120 vessel moves; or

(b) Two years of service as a commanding officer or master of U.S. flag government vessels of not less than 3000 displacement tons. The pilot applicant must hold at the time of application a minimum license as master of steam or motor vessels of not more than 1600 GRT or 3000 GT (ITC) upon oceans, near coastal waters or inland waters; or

(c) Two years of service as master of special purpose vessels of not less than 1600 GRT or 3000 GT (ITC) while holding a minimum license as master of steam or motor vessels of not more than 1600 GRT or 3000 GT (ITC), provided that the sea time making up the sea service was spent in charge of a vessel that can be documented to have been underway and to have required the type of ship-handling, navigation and leadership skills that the board finds necessary to provide the experience needed to become a pilot. Special purpose vessels may include fishing vessels, fishing processors, research vessels, offshore supply vessels, dredge vessels, and cable vessels. Special purpose vessels do not include drill ships. Evaluation of service time on special purpose vessels shall be made by the board on a case-by-case basis and shall not be approved unless the board finds the service to be the substantial equivalent of the sea service required in subsection (1)(a) and (b) of this section or (a) and (b) of this subsection. The determination of the board as to the suitability of service as master of a special purpose vessel will be final.

(3) As used in this section these terms shall have the following meanings:

(a) Cargo or tank vessels shall refer to vessels primarily engaged in the transportation of cargo between points.

(b) Passenger vessels shall refer to vessels primarily engaged in the transportation of passengers between points. This shall include yachts only to the extent and for such times that such vessels are actively engaged in moving passengers between points.

(c) Ferry vessels shall refer to vessels primarily engaged in the transportation of vehicles and passengers between points.

(d) Towing vessels shall refer to vessels primarily engaged in commercial towing.

(e) Ship assist vessels shall refer to vessels primarily engaged in assisting ships dock, undock, and maneuver.

(f) GRT shall refer to gross register tonnage (domestic).

(g) GT (ITC) shall refer to gross tonnage measured in accordance with the requirements of the *1969 International Convention on Tonnage Measurement of Ships*.

(h) Master shall refer to the person of master's rank on the vessel's station bill or muster list or other such document who, in the event of an emergency or the sounding of a general alarm, is required to be on the bridge and in charge. If there is no such designation, the term master shall refer to the person of master's rank and pay who is ultimately in charge of the navigation of the vessel as reflected in the vessel's official log book, or there being no official log book, the bridge log of the vessel.

(i) Mate shall refer to the person of mate's rank (third mate, second mate, chief mate or simply mate) whose duties include regular bridge watchkeeping. Except where mate is defined above under ship assist sea time.

(4) It will be the responsibility of the pilot applicant to provide adequate documentation to enable the board to set forth and verify sea service in the manner specified in the board's application form.

The board will not provide applicants with a final determination verifying service until it receives an application form. An applicant will not get official notification of whether ~~((he/she qualifies))~~ they qualify to sit for the examination until the board reviews a formal application. In the event an applicant is working on a vessel other than one of the five specified in subsection (1)(a) of this section, e.g., a special purpose vessel, ~~((he/she))~~ the applicant will be required to provide the board with sufficient documentation to demonstrate to the board the amount of time involved in the navigation of a vessel underway.



# STATE OF WASHINGTON BOARD OF PILOTAGE COMMISSIONERS

*BPC Mission: to ensure against the loss of lives, loss of or damage to property and vessels, and to protect the marine environment by maintaining efficient and competent pilotage service on our State's inland waters.*



## THE BPC PILOTAGE QUARTERLY

Winter 2023



### Announcements

### Spotlight on Grays Harbor

HAPPY NEW YEAR!



#### A Well-Deserved Honor

Puget Sound Harbor Safety Committee Chair, and former Marine Exchange Executive Director John Veentjer received the USCG's Distinguished Public Service Award at December's Harbor Safety Committee meeting.

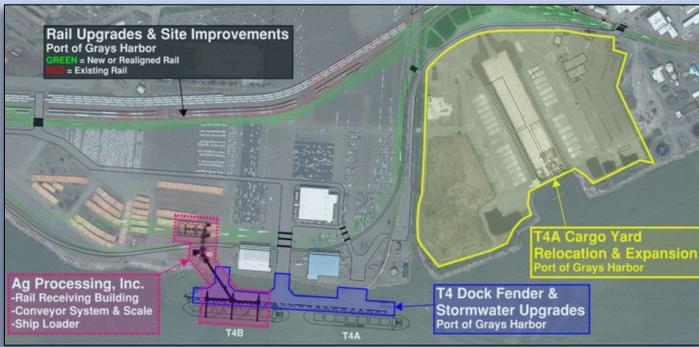


*USCG Sector Puget Sound Captain of the Port Patrick Hilbert (left) reads the award inscription before presenting it to John Veentjer (right).*

[Great news](#) from the Grays Harbor Pilotage District! Here are some highlights:

*Site plan for the Terminal 4 Expansion Project*

In October 2022, the Port of Grays Harbor announced that they had been awarded a \$25.5 million grant from the U.S. DOT Maritime Administration (MARAD) for Terminal 4 Expansion and Redevelopment. The project will



accommodate the growth of the Port's biggest customer Ag Processing (AGP) and their soybean meal export expansion. The project includes adding rail, new cargo laydown area, secured site access and roadway improvements, replacing the marine terminal fendering and stormwater systems, as well as bringing new opportunities and jobs to the area. Find more information regarding the grant and expansion [here](#).



In November 2022, the Port's Executive Director, Gary Nelson, received the Pacific Northwest Waterways Association (PNWA) Distinguished Service Award. According to the [Port's press release](#), "the award honors recipients for their significant contributions to the Northwest navigation, energy, irrigation, and recreation communities". Congratulations, Gary!

And, at the December 15, 2022 monthly meeting of the BPC, the Board [issued pilot license](#) #18 to Captain Ryan Leo! The Port graciously hosted a small group in person including GH Commissioner Tom Quigg, with others attending online. The BPC is very excited to have Captain Leo onboard!

*From left: Commissioner Tim Farrell, Chair Sheri Tonn, Executive Director Jaimie Bever, Commissioner Mike Anthony, Commissioner Sandy Bendixen, and new GH Pilot Captain Ryan Leo*



# Women Offshore Conference 2022

The 5<sup>th</sup> Annual Women Offshore Conference was held in person and online October 7-14. During the week-long conference, attendees from around the world came together to hear from keynote speakers and panel discussions focused on empowering others under the Conference's 2022 theme Lift as You Climb. The Board was pleased to have the opportunity to sponsor this conference again.



Women Offshore founder Ally Cedeno (top right) introduces the 2022 Conference theme.

## Analytics and Highlights (courtesy of Women Offshore)

Total Attendees	<b>340</b>	Message Exchanges	<b>6071</b>
Speakers	<b>37</b>	Profile Views	<b>4764</b>
Sessions	<b>27</b>	Lounge Meetings	<b>45</b>



Maritime Industry professionals from the BIPOC Mariner Panel Discussion: No One Size Fits All, Language to Talk About Race & Ethnicity.



Chief Mate Charlene Hipsky joined the panel discussion Moms Offshore: What it was like to go back to the vessel.



3<sup>rd</sup> Mate Elijah Herman spoke at both the BIPOC panel as well as the LGBTQIA+ panel for an Inclusive Industry.

## 20 COUNTRIES REPRESENTED

- United States
- Chana
- Canada
- United Kingdom
- Liberia
- Trinidad & Tobago
- Nigeria
- Croatia
- Brazil
- Denmark
- Korea, Republic of
- Fiji
- Lithuania
- Bulgaria
- South Africa
- Australia
- Turkey
- Kazakhstan
- Greece
- Jamaica

## Spread the Word!

Help us get the word out about our Spring 2024 [Marine Pilot Exam](#)! The Board welcomes questions and inquiries. Contact our Training Program Coordinator Jolene Hamel at (206) 515-3904 or [HamelJ@wsdot.wa.gov](mailto:HamelJ@wsdot.wa.gov).

CONSIDER A CAREER AS A WA STATE PILOT!

MARINE PILOT EXAM **SPRING 2024**

Explore our ANONYMOUS EXAM PROCESS and pilotage in one of the most beautiful regions in the country!



## District Snapshots

### Puget Sound



#### Retirements:

There were no retirements in the 4<sup>th</sup> Quarter of 2022.

#### License Upgrades to Unlimited:

Capt. Phil Hunter – October  
Capt. Rod Myers - November  
*Well done and congratulations!*

#### Training Program:

Currently training are Captains Holland, Riddle, Cassee, Scott, Kelly, Mancini, Fleischfresser, and Sturgell.



GH Trainee Captain Colby Grobschmit (left) aboard the pilot boat VEGA with BPC Pilot Commissioner Captain Mike Anthony (right) in Westport, WA.

### Grays Harbor



#### Training Program:

Currently training is Captain Grobschmit.





19-Dec	19-Dec	Seattle	PSP	Outreach Legislative	VON*			
20-Dec	20-Dec	Seattle	PSP	BOD	ANA*, COR, GRD*, GRK*, KLA*, MYE			
21-Dec	22-Dec	Seattle	PSP	President	KLA*(2)			
22-Dec	22-Dec	Seattle	PSP	Outreach	BEN**, BOZ**, MCG*			
23-Dec	25-Dec	Seattle	PSP	Administrative	KLA(3)			
26-Dec	30-Dec	Seattle	PSP	President	GRK(5)			
26-Dec	26-Dec	Seattle	PSP	Rate Committee	GAL, GRK, KLA, MCG			
					* On Watch	Off Watch	** paired to assign.	
					22	31	3	

**PUGET SOUND PILOTAGE DISTRICT ACTIVITY REPORT PAGE 2**

**Nov-2022**

**Safety/Regulatory**

**Outreach**

**Administrative**

**C. Other (i.e. injury, not-fit-for-duty status, COVID risk)**

Start Dt	End Dt	REASON	PILOT	
1-Dec	31-Dec	NFFD	BRU, HED	62
15-Dec	21-Dec	COVID	SLI	6
				<b>68</b>

**PSP Efficiency Measures**

Combined an inter-port assignments with harbor shift 7 times  
 Combined meetings or training with revenue assignments 5 times  
 Combined cancellations with revenue assignments 3 times  
 Utilized immediate repo rule 1 time. This allowed A pilot to be assigned on the Seattle side quicker than on the PA side.  
 Reduced call time between 1830-0759 allowed 5 pilots to be assigned, while prior rules would not have allowed for this.  
 Reduced call times between 1830-0759 reduced the 3&O type jobs **18** times  
 The December numbers bear out a lot of PSP's long-asserted points regarding the pilotage system in Puget Sound. The

Month	Jobs	Pilot Delay Hours	CBJ Ratio	Combined Inter-Port and Harbor shift jobs	Three and Out	NFFD or Covid			
May	701	214	18%	9	50	71			
June	709	242	22%	15	47	114			
July	737	151	16%	29	40	84			
August	680	141.6	17%	16	51	67			
September	589	51.25	17%	9	29	48			
October	651	133.37	21%	16	29	46			
November	575	135.3	13%	13	31	32			
December	546	32	11%	7	28	68			



January 12, 2023

Memorandum

To: Board of Pilotage Commissioners

From: Charles Costanzo, Puget Sound Pilots

Re: PSP 2022 Outreach Year in Review

Puget Sound Pilots took major substantive and administrative steps in 2022 to advance its outreach mission. Most importantly, PSP members voted to enact both a DEI policy and to modify operating rules to facilitate a maternity policy. Both of these policies and supporting materials are attached.

From an administrative standpoint, Puget Sound Pilots streamlined its outreach work by combining communications, DEI, and government affairs into a single Outreach Committee in the hopes of creating alignment of three priority areas: 1) promoting marine safety and marine environmental protection, 2) developing maritime career pathways for youth and underrepresented persons, and 3) promoting maritime commerce in the Puget Sound Region.

The Outreach Committee also established procedural guidelines around PSP charitable giving activities. To improve fiscal oversight and adhere to organization best practices, PSP established a defined budget line item for charitable giving and has endowed the Outreach Committee with the power to review and select applications that align with PSP priority areas. We believe that this will help PSP manage the many requests it receives from organizations seeking charitable contributions.

PSP also established The Melinda Hannigan Maritime Pilot Scholarship Fund, a 501(c)(3) organization named in honor of the late Melinda Hannigan, artist and wife of retired pilot Capt. Pat Hannigan. PSP owns several of Ms. Hannigan's paintings and is planning an



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auction on May 13 at the Queen City Yacht Club to raise money for the fund. Background materials on the fund are attached.

Puget Sound Pilots also participated in extensive community engagement with our partner organizations. This activity was scheduled during off-watch times when possible but PSP also believes that community engagement is an organizational core function. A brief recap of our year with leading partners is outlined below:

- **Maritime High School**  
PSP has extensive interaction with the Puget Sound Maritime High School. In April, four PSP pilots met virtually with the MHS first-year class to discuss career opportunities in maritime. In September, Puget Sound Pilots committed eight pilots to serve as Maritime High School student mentors. This is the highest single-group mentorship program participation of any affiliated organization. In October, PSP led a presentation of learning aboard the MHS training vessel *Admiral Jack*. PSP anticipates hosting student mentorship pods at the Port Angeles pilot station in 2023.
- **CorePlus**  
In January and April, Puget Sound Pilots visited with teachers and students that participate in the Core Plus Maritime curriculum. In January, Capt. Trevor Bozina met with CorePlus program students from Neah Bay High School about piloting and maritime careers.
- **Seattle Yacht Club**  
In April, Captain Sandy Bendixen keynoted the Seattle Yacht Club's Women in Boating Skills Weekend Seminar. Capt. Bendixen addressed issues of marine safety and interaction between recreational and commercial vessel traffic. Personnel and vessels from U.S. Coast Guard District 13 were also part of this event, highlighting safety and maritime career opportunities.
- **SeaPotential**  
In December, PSP and Capt. Bozina facilitated an opportunity for SeaPotential middle and high school students to experience ship handling at MITAGS-Seattle vessel simulators, providing hands-on experience with steering, using radar and navigation equipment simulating maneuvering a large vessel in Puget Sound.
- **Women Offshore**  
Throughout 2022, PSP participated in several events for Women Offshore, including sponsorship of a virtual career fair, a virtual inclusion summit designed to help participants create inclusive business cultures. PSP pilots also attended and sponsored a 7-day virtual Women Offshore conference in October to discuss inclusion and workforce development issues.
- **Women in Maritime Leadership**  
In March, Capt. Bozina participated in the 2-day Women in Maritime Leadership

conference at California Maritime Academy for education and recruitment purposes. PSP's ongoing engagement with Women Offshore and Women in Maritime Leadership is aimed at identifying and recruiting current mariners who qualify or will soon qualify for the pilot exam.

- **Sound Experience/Schooner *Adventuress***  
In March, Capt. Scott Coleman participated in a Board and stakeholder planning session for Sound Experience to develop education programs and create systems to measure impact of educational initiatives following a year pandemic hiatus. In July, Capt. Matt Hannuksela sailed aboard the Schooner *Adventuress* with youth from Seattle Public Schools Technical Education program to discuss maritime careers and pilotage.
- **Salish Coast Elementary School**  
In March, Capts. George Thoresen, Pete Velarde, and Bozina visited with fifth graders at the Salish Coast Elementary School in Port Townsend. The invitation was extended by a crewmember of the Schooner *Adventuress* who is also a teacher the school.
- **Northwest Career and Technical Academy**  
In May, Capt. Travis McGrath visited with Marine Services department students at the Northwest Career and Technical Academy in Anacortes. The class teacher was a participant with the Core Plus Maritime Curriculum.
- **Puget Soundkeeper Alliance**  
In October, Capts. Alec Newman and Pat Ninburg attended the Puget Soundkeeper Alliance Annual Gala on behalf of Puget Sound Pilots. PSP donated two pilot station tours which raised over \$1000 for the local environmental advocacy organization.
- **Cruising Club America**  
In November, Capt. Adam Seamans visited with Pacific Northwest station of the recreational boating club to address issues of marine safety and pilotage.

Photos of some of this outreach activity are attached.

PSP's Outreach Committee also developed and approved this mission statement which will guide our work going forward:

**The Outreach Committee works to optimize PSP's communications, public relations, and government affairs work. This includes PSP brand strategy, messaging, and the establishment of outreach priorities with the goals of 1) promoting maritime safety, 2) building positive awareness and goodwill for PSP and state pilotage, generally, and 3) representing PSP as a premier pilotage district to successfully attract and recruit new aspiring pilots.**

**The Outreach Committee works to represent PSP in positive, generous, consistent, and honest terms to legislators, regulators, maritime organization stakeholders, and the public at large. Outreach Committee members represent Puget Sound Pilots at public-facing outreach events, and work to elevate PSP's status through communication channels and strategic partnerships that advance all PSP's overall mission.**





## **Mission Statement**

The Melinda Hannigan Maritime Pilot Scholarship Fund seeks to support both students and institutions involved in the maritime industry. The fund – a grantmaking initiative of the Puget Sound Pilots – is named in honor of artist Melinda Hannigan (1949-2016), many of whose paintings were inspired by her long association with seafaring.

At an individual level, the Fund will award scholarships or grants to students seeking tuition or other educational assistance for studies related to a career in the maritime industry. At an institutional level, it aims to supplement maritime-based curricula, facilitate on-board seafaring opportunities and promote vocational guidance that encourages students to envision a maritime career.

Scholarships will be awarded by the Puget Sound Pilots Outreach Committee consistent with PSP's policy of promoting diversity, equity and inclusion in the maritime industry. All students are welcome to apply. However, the Fund will give special consideration to women, persons of color, and Native Americans of the Puget Sound Region who have been historically underrepresented in maritime professions.

## **About Melinda Hannigan**

Melinda Hannigan lived most of her life around the maritime industry. Her father served as marine engineer in WWII, then became an attorney representing maritime unions, and the Executive Director of the Port of San Francisco. Melinda married a Puget Sound Pilot. Her contemporary oil paintings were inspired by her many trips to the waterfront docks and terminals in Puget Sound. They focus on the rusty, weathered, steel skins of the ships that have traveled the world. Melinda's work is in corporate and private collections and has been shown in museums and sold in prestigious contemporary art galleries.

As a mentor, Melinda guided and encouraged many fledgling artists to successful careers in the art world. For this reason, it seems appropriate for Puget Sound Pilot's scholarship fund to be named for her. Her family, followers and friends are honored that her memory be preserved in this manner.



## **Puget Sound Pilots Diversity Equity and Inclusion (DEI) Policy**

Puget Sound Pilots is committed to prioritizing all aspects of our work through a lens of equity, race, and identity. We believe that through training, reflection, and collective action, this work will foster and support an environment in which pilots, staff, and community stakeholders grow, thrive, and succeed.

Puget Sound Pilots, as public-facing representatives of Washington's international trade economy, should be aware of race and identity issues and understand how race and other elements of identity function in society and the workplace. As highly trained professional mariners, Puget Sound Pilots can serve as leaders, educators, and mentors for anyone seeking to explore a maritime career. Our hope is to be recognized as a cadre of professionals who understand and value DEI principles, and that this reputation will help attract and retain a more diverse pilot corps.

Puget Sound Pilots is an organization that recognizes the existence of cultural, systemic, and historic biases that persist in constraining diversity within Washington's maritime industry. Our leadership and pilots are committed to learning about how to make progress toward these values and implementing policies and practices to enhance diversity in Washington's maritime industry, generally, and within Puget Sound Pilots, specifically.

### **Objectives**

Puget Sound Pilots will work to create inclusive pathways into the maritime industry and the Puget Sound Pilots corps by:

- Providing subject-matter expertise, instruction, and on-water opportunities, to regional institutions that provide maritime education opportunities to racially and culturally diverse populations.

- Conducting outreach and providing support to identified professional organizations that share PSP's DEI goals.
- Collaborate with professional organizations on initiatives that enhance DEI in the maritime industry.
- Training leadership, staff, and pilots, at least annually, in professional DEI development and education workshops within PSP to receive topical guidance for growth and learning.

### **Oversight**

At least annually, the Puget Sound Pilots Board of Directors will evaluate the organization's progress in achieving DEI goals and review this policy to reflect current practices, new learning, and updated language.

Updated: February 10, 2022



**PUGET SOUND PILOTS**  
Protecting Puget Sound Since 1935

August 22, 2022

Charles Costanzo  
Executive Director  
ccostanzo@pspilots.org  
(203) 980-3051

FOR IMMEDIATE RELEASE

### **Puget Sound Pilots Implements Maternity Policy**

Puget Sound Pilots (PSP), the organization representing the elite mariners required by law to guide ships in and out of Puget Sound, has established a formal maternity policy. The historic June vote means that PSP is the first pilot association in the U.S. to implement a dedicated maternity plan for member pilots.

PSP's consultation with numerous mariners around the country have clearly shown that pregnancy and childbirth is a formidable obstacle to those pursuing a sea-going career. PSP believes a strong maternity policy will help to achieve its DEI goal of establishing safe, inclusive, and equitable pathways for a career in pilotage.

The new policy seeks to encourage gender diversity in pilotage by providing extended medical leave for persons bearing children by allowing them to combine PSP's generous major medical leave policy with the new maternity rule. The rule also seeks to prioritize mariner safety. Marine pilotage is a rewarding but dangerous occupation requiring over water ship-to-ship transfers on precarious ladders and gangways, at all times of day, and in dangerous weather conditions and sea states.

#### **About Puget Sound Pilots**

Puget Sound Pilots' mission is to ensure against the loss of lives, loss of or damage to property and vessels, and to protect the marine environment by maintaining efficient and competent pilotage service on our State's inland waters within the Puget Sound Pilotage District. PSP members are highly skilled, specially trained vessel captains who board oil tankers, cargo vessels and cruise ships to guide them safely through Puget Sound waters. Our pilots are independent professionals who work on behalf of the citizens of Washington State.

For more information, please contact Charles Costanzo at [ccostanzo@pspilots.org](mailto:ccostanzo@pspilots.org).

## **RULE 19 - MAJOR MEDICAL COVERAGE**

A Pilot who is unfit to perform the duties of a Puget Sound Pilot due to a major injury or illness, shall, after fourteen (14) duty days of such injury or illness plus respite days, participate fully in pilot distributions for a period not to exceed twenty-four (24) weeks until the Pilot is declared fit for duty.

The Pilot or the Pilot's representative shall present to the President and the Directors certificates satisfactory to them of the Pilot's inability to perform the duties of a Puget Sound Pilot. The President and the Directors shall then approve the participation in pilot distributions subject to the following provisions:

1. Distributions for the first fourteen (14) duty days shall be the responsibility of the Pilot who is unfit for duty. (That is, the first fourteen (14) days shall be charged against the Pilot's accumulated or future vacation days or accumulated comp days or in accordance with Operating Rule 4 or shall be uncompensated.) A pilot seeking major medical shall specify in writing how the first 14 days will be covered. Any such designation can be made or changed up to the time that the pilot returns to duty. In the absence of a written designation, days will be covered first with then accumulated vacation, second with accumulated comp days and third with un-accumulated future vacation days. Pilots using un-accumulated future vacation days shall pay back such days by working an equal amount of days during their next accrued vacation(s). To the extent that a pilot has used un-accumulated future vacation days to cover his or her 14 day obligation and does not return to work long enough to accrue the vacation days taken, the amount paid by PSP for those days

shall be deducted from any retirement or equity buy out payments due to the pilot from PSP. AMENDED:12/90, 9/10.

2. The President and the Directors may at their request and expense have a second opinion rendered by a Commission doctor whose opinion as to fitness shall be final and conclusive.
3. Except as provided in Subsections 3(a) and (b) below, the major medical provisions may not be invoked for the same injury or illness more than once in any twelve (12) month period following the date of the injury or illness. In addition, a pilot on major medical must return to full duty status for at least twenty four (24) weeks before the provisions of this Rule may again be invoked for any injury or illness, except as provided in Subsections 3(a) and (b) below.
  - a. If a pilot returns to duty before the twenty-four (24) week major medical coverage period ends and, within ninety (90) days of such return, the pilot is again unable to perform the duties of a pilot due to the same illness or injury, that pilot may return to major medical coverage for the remainder of the 24 week period.
  - b. A pilot invoking section 3(a) must provide satisfactory medical evidence to the organization of his or her inability to perform the duties of a pilot and that such inability is due to the original illness or injury.
4. Pilots on major medical who are fit to do so, shall participate in the association business, activities or duties as requested by the president or Board of Directors. Unless the President indicates otherwise due to unusual circumstances, a Pilot on major medical who is fit to do so, will be available from Friday at 1700 to Monday at 0800 on at least two weekends per month to take calls and cover operational issues

in place of the President so that the President can have the weekend off- duty. All phone calls will be routed to the pilot on major medical. Pilots who will be doing this duty will be oriented by the President on the types of issues that will be covered by this duty.

5. Every 30 days after the start of major medical, a pilot on major medical shall provide a written opinion from a doctor that the pilot is or is not fit for the administrative tasks described herein until such time as the doctor's opinion is that the pilot on major medical is fit to perform such tasks.
6. Under no circumstances will a pilot on major medical be requested to perform any duties that would in any way interfere with or delay that pilot's ability to return to work. AMENDED: JAN 2014.

### **RULE 20 - MATERNITY LEAVE**

A Pilot who is pregnant shall qualify, consistent with Rule 19, for Major Medical Coverage beginning at week 14 of pregnancy. That Pilot may also qualify under Rule 19 prior to week 14 due to complications arising from that pregnancy. Additionally, after the birth date, the same Pilot, upon exhaustion of Major Medical Coverage, may elect to be placed on postpartum medical leave for up to an additional three watches, provided that Pilot must use fourteen (14) duty days, as per the provisions of Rule 19, prior to commencement of postpartum medical leave. Pilots electing to be placed on postpartum medical leave pursuant to this rule shall participate fully in pilot distributions.

Added 6/22.

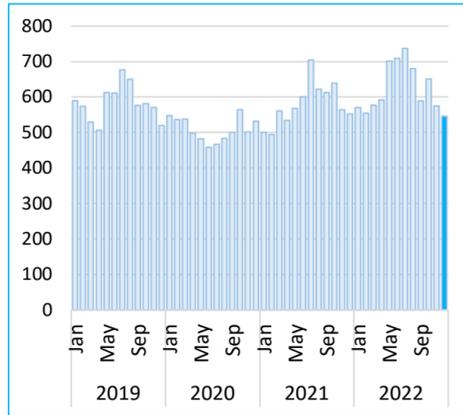
# Puget Sound District Activity Report Dashboard

Licensed Pilots  
Including President  
**53**

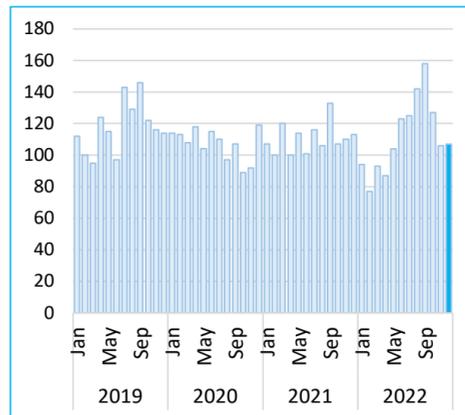
PS District  
Trainees  
**8**

**2022 December** (with 4 year retrospective)

**Total Assignments**  
**546**



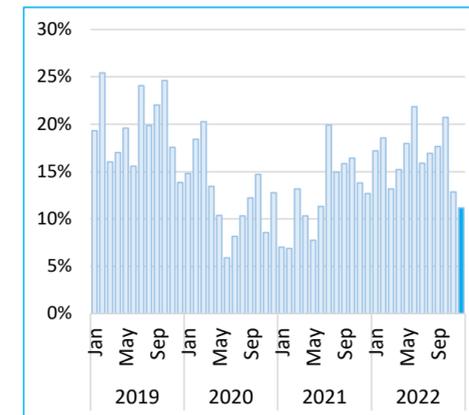
**Repositions**  
**107**



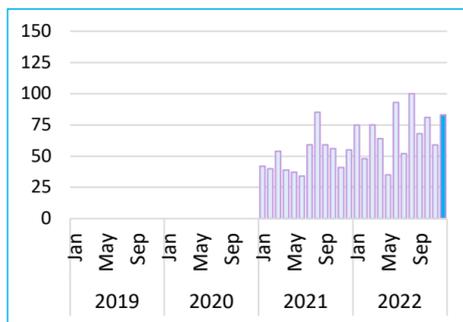
**Licensed Pilots w/o Pres** **52**  
**Pilots NFFD entire month** **2**  
**Available Pilots** **50**



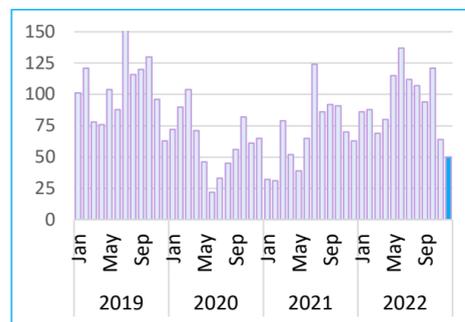
**Off-Watch Assignments**  
(Callbacks)  
**11%**



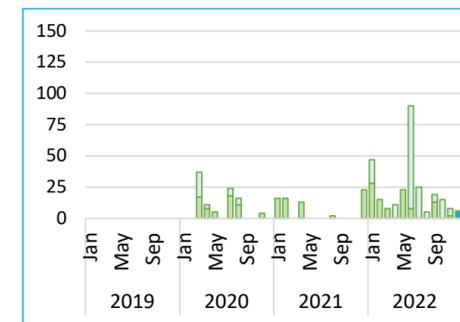
**Comp Days Used**  
(Licensed Pilots)  
**83**



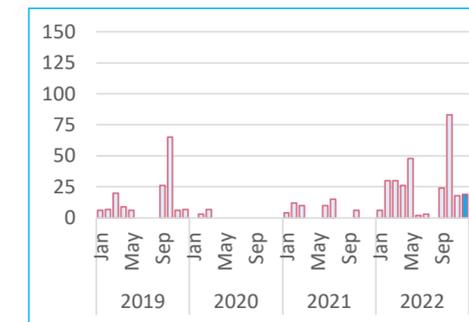
**Comp Days Earned**  
(Callbacks)  
**50**



**COVID Days\*** **6**  
**NFFD Days\*** **0**



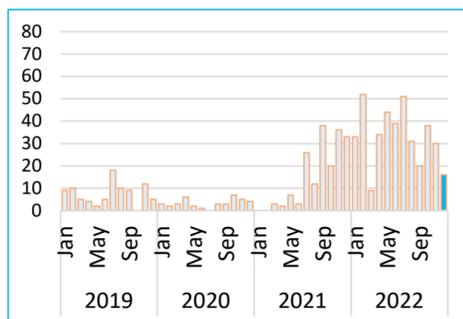
**Training Days**  
**19**



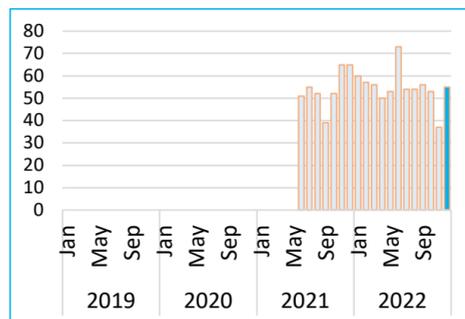
active/retired not reported separately in 2019-2020

\* count days if pilot(s) not NFFD whole month

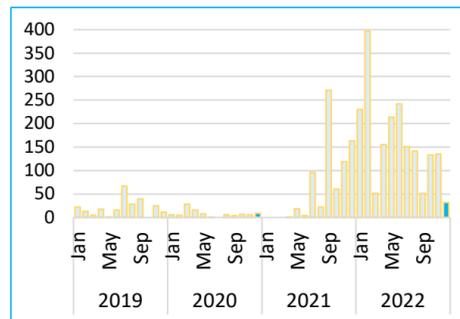
**Delays due to No  
Rested Pilot Available**  
**16**



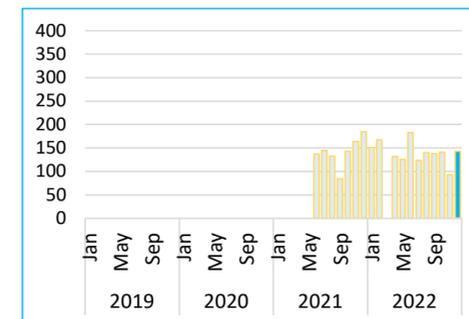
**Billable Delays  
by Customers**  
**55**



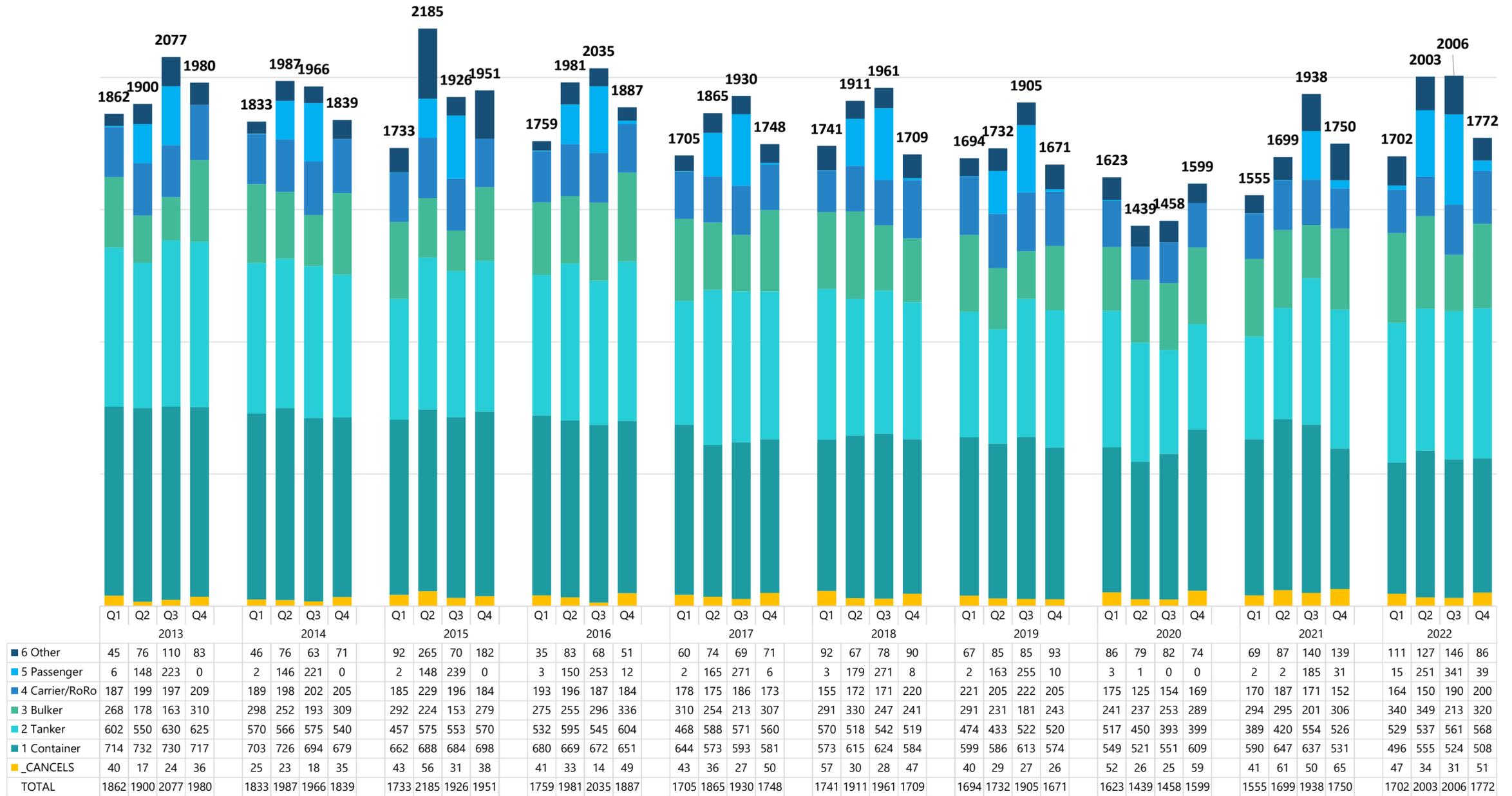
**Hours Delays due to No  
Rested Pilot Available**  
**32**



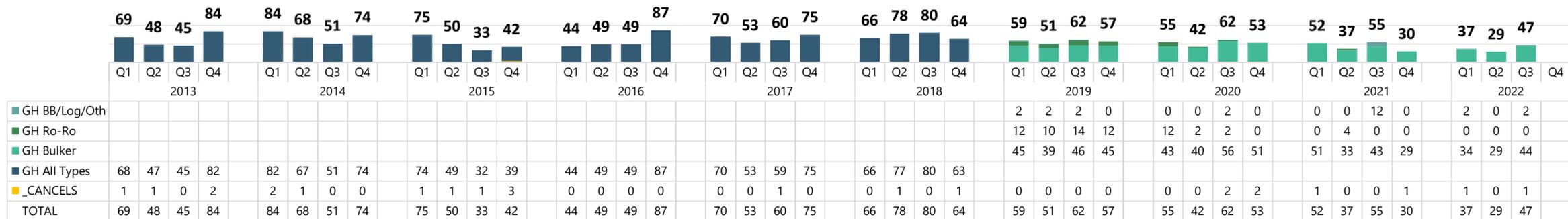
**Hours of Delays  
by Customers**  
**143**



**Puget Sound Pilotage District Assignments 2013-2022**  
quarterly, by vessel type, including cancellations



**Grays Harbor Pilotage District Assignments 2013-2022**  
quarterly, by vessel type when available, including cancellations



*note: PGH data for Q4 not available yet*

# WA State Board of Pilotage Commissioners

Industry Update: January 19, 2023 BPC Meeting

## Vessel Arrivals Through November

*Year to Date Down Without Record Setting Cruise Season*

Containers down 82	Car Carriers up 1
Bulkers up 3	Tankers up 65
General down 2	ATB's down 11
RoRo up 2	Cruise up 209

Note 1: Container Sector down with blank sailings, canceled sailings, consolidated service, lower cargo volumes.

Note 2: Puget Sound overall up 194 mostly due to a big cruise ship year.

## Pilot Service Supply, Demand, Delays

(Repeated as issues still exist)

- ✓ See prior industry updates and verbal briefings to the BPC regarding pilot service efficiencies/inefficiencies.
- ✓ PMSA stands by the need for key performance metrics with respect to efficient pilot service and that daily supply/demand data is an essential part of key performance metrics. This is particularly relevant since efficiency is specifically called out by the Pilotage Act under Board of pilotage commissioners—Powers and duties: ***“Determine from time to time the number of pilots necessary to be licensed in each district of the state to optimize the operation of a safe, fully regulated, efficient, and competent pilotage service in each district”***.
- ✓ Inefficiency concerns are not just PMSA concerns but have also been formally documented at the state level.
- ✓ PMSA continues to finalize evaluation of available data to support the submission of a formal letter summarizing industry concerns and rationale regarding pilot service concerns. That letter will be submitted apparently in same timeframe as PSP's update.

## Labor Negotiations

- ✓ PMS/ILWU have NOT finalized negotiations
- ✓ Uncertainty “can” lead to port call diversion and market share loss
- ✓ Full impacts on ship call volumes (and pilotage assignments) not yet clear but some carriers have indicated some services might resume after an agreement is reached.
- ✓ See Attached Article on whether trade will shift back to West Coast ports or not

# Some supply chain managers are wary of shifting trade back to West Coast ports

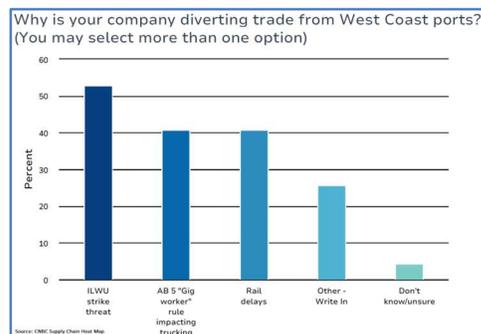
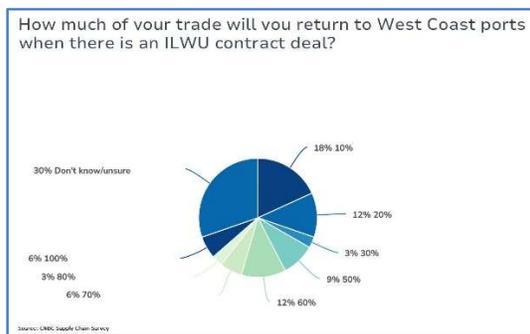
PUBLISHED TUE, JAN 3 2023 2:30 PM EST [Lori Ann LaRocco@LORIANNLAROCCO](mailto:LoriAnnLaRocco@LORIANNLAROCCO)

## KEY POINTS

- CNBC’s supply chain survey shows logistics managers are concerned about major issues at West Coast ports.
- Nearly a third of logistics managers at major companies and trade groups say they do not know how much trade they would return to the West Coast after a key labor deal is reached.
- Of those surveyed, 49% said they did not divert trade, compared to 40% who said they did.

Nearly a third of logistics managers at major companies and trade groups say they do not know how much trade they would return to the West Coast once an International Longshore and Warehouse Union, or ILWU, labor deal is reached, according to CNBC’s supply chain survey.

Eighteen percent of respondents said they would bring back 10% of their diverted trade, another 12% surveyed said they would bring back 20% of the trade they moved away, and another 12% were more bullish, saying they would bring back 60% of their diverted trade.



The survey questioned 341 logistic managers the week of Dec. 12-19 at companies that are members of the National Retail Federation, the American Apparel and Footwear Association, the Council Of Supply Chain Management Professionals, the Pacific Coast Council, the Agriculture Transportation Coalition and the Coalition Of New England Companies For Trade.

Of those surveyed, 49% said they did not divert trade, compared to 40% who said they did.

Over half of those respondents told CNBC the main reason for moving trade away from the West Coast was the threat of an ILWU strike. About 40% cited both California’s AB5 “gig worker” law, which concerns the employment status of drivers, and rail delays. Respondents could list multiple reasons for the trade diversion.

Negotiations between the ILWU and their employer, the Pacific Maritime Association, have been ongoing since May 10. One of the [biggest winners](#) in the diversion of trade is the Port of New York and New Jersey which has taken the top spot in the nation, knocking the Port of Los Angeles to either second or third depending on the month.

The unresolved fears have migrated trade away from the West Coast to East Coast and Gulf ports. That has benefited East Coast warehouses as well as the two large railroads that service the ports seeing the boom in containers, [CSX](#) and [Norfolk Southern](#). According to ITS Logistics, which monitors rail cargo trends, the volume of freight moving out of the East Coast doubles that of the West Coast.

Of those surveyed, [more than half](#) of logistics managers surveyed by CNBC do not expect the supply chain to return to normal until 2024 or after....

## November Tallies: Partial Numbers Under the Tree

*Note: Because we're getting this month's newsletter out before Santa hits the streets, we aren't able to wait for all major ports to publish their November container tallies. But here's what the majority of the big ports are telling us about their November TEU traffic.*

Most obviously, San Pedro Bay has lately become a much quieter place.

The 259,442 inbound loaded TEUs that arrived at the **Port of Long Beach** this November were the fewest the port had handled in any November dating back to 2011. Even amidst the notorious work slowdown of 2014-2015, Long Beach processed more inbound loads (293,984) in November 2014. Compared to last November, inbound loads at the Southern California port were down by 28.4%. Compared with November 2020, inbound loads this November were off by 32.2% or 123,235 TEUs. Outbound loads, though, were up 13.8% to 124,988 TEUs. Remarkably, outbound empties (186,546 TEUs) were down 28.8% y/y. Counting loads and empties, the port handled 588,742 TEUs in November, the lowest monthly total since April 2020. YTD, Long Beach has handled a total of 8,589,554 TEUs, down 0.5% from last year's first eleven months.

Across the street, the 307,080 inbound loaded TEUs that arrived at the **Port of Los Angeles** in November were the fewest the port had handled in any November dating

back to 2012. Even during the 2014-2015 work slowdown, America's Port® processed more inbound loads (333,153 TEUs) in November 2014. Outbound loads (90,116 TEUs), while up by 8.9% y/y, were down 31.2% from November 2020. As was the case at Long Beach, the number of outbound empties in November (242,148 TEUs) were down, in LA's case, by 25.6% y/y. The 639,344 total TEUs the port handled in November represented a 21.2% fall-off from a year earlier, when the port handled 172,116 more TEUs. So far this year, total container traffic through the Port of LA has reached 9,182,287 TEUs, down 7.2% from last year at the same point.

Considering the two **San Pedro Bay ports** as a single maritime facility, they easily remain the nation's top gateway for container trade, even if the Port of New York/ New Jersey has handled larger volumes since August. (The big East Coast port has yet to release its November TEU figures.) Collectively, they have handled 17,771,841 TEUs so far this year, down 4.0% from the 18,521,074 TEUs they had handled through November of last year. Inbound loads YTD (8,740,836 TEUs) are down 6.5% or 610,360 TEUs from the 9,351,196 inbound loads handled through November of last year. Outbound loads (2,389,666 TEUs) are down 2.0% or 47,607 TEUs from the 2,437,273 outbound loaded TEUs shipped through November of last year.

The **Port of Oakland** saw the least abrupt year-over-year



# 792,548

The Port of New York New Jersey handled 792,548 containers during the month of October. That's 114,119 more than POLA and 134,120 more than POLB handled.



## November Tallies Continued

declines in container traffic of all the major USWC ports. Inbound loads in November (68,646 TEUs) were down by 17.4% from a year earlier, while outbound loads (63,283 TEUs) were off by 12.3%. Year-to-date, the Northern California port's inbound loads (925,254 TEUs) have been down 5.3% from last year, while outbound loads (702,495 TEUs) have been off by 11.8%. Total traffic throughout the port YTD (2,174,098 TEUs) is down just 4.6% from last year.

Container flows through the **Northwest Seaport Alliance Ports of Tacoma and Seattle** also ebbed substantially in November. Import loads (86,708 TEUs) were down 31.1% from a year earlier, while export loads (48,931 TEUs) were off by 17.5%. Total international traffic through the two Washington State gateways so far this year (2,462,556 TEUs) were down by 11.8% from last year. Counting domestic shipments involving Alaska and Hawaii, total container moves YTD have amounted to 3,152,217 TEUs, a 9.5% falloff from 2021.

Back East, November was the slowest month at the **Port of Virginia** has had since January. The 123,179 inbound loads the port handled represented a 13.0% fall-off from a year earlier. Outbound loads, however, were up 10.7% to 92,988 TEUs. Total container traffic (loads and empties) through the port amounted to 318,452 TEUs, down 1.7% year-over-year. YTD, the port has handled 3,429,265 TEUs, a 7.3% bump over last year at this time.

At the **Port of Charleston**, inbound loads (99,380 TEUs) in November were down by 21.8% year-over-year. For all of this year to date, inbound loads have been up 8.8% from the first eleven months of 2021. Outbound loads (56,283 TEUs) were off by 16.8% from last November. On a YTD basis, outbound loads are down by 20.5%. Counting all container moves so far this year (2,572,963 TEUs), the total volume was up 2.7% over last year.

The **Port of Savannah** reports having handled 219,089 inbound loads in November, a 7.6% year-over-year fall-off. Outbound loads (108,577 TEUs) were up 5.9% over the same period a year ago. YTD, the Georgia port has handled a total of 5,451,372 loads and empties, 5.9% more than in the same period in 2021.

The **Port of Houston** posted a 7.9% bump in inbound loads in November to 164,619 TEUs, while recording a robust 25.2% jump in outbound loads to 118,187 TEUs. Total container traffic through the first eleven months of the year at the Texas port amounted to 3,682,974 TEUs, a 16.9% increase from last year.

November figures from the **Port of Vancouver** show some deceptively strong gains over November 2021. Inbound loads (139,767 TEUs) were up 11.8%, while outbound loads (66,167 TEUs) jumped by 18.8%. Comparisons with the volumes of trade the port handled in November 2020 are less flattering, however. Inbound loads that November were 16.2% higher than this November, while outbound loads were 24.0% higher. This year's YTD traffic of loaded and empty containers at the British Columbia port totaled to 3,350,281 TEUs, off 2.2% from this point last year.

Further north, the **Port of Prince Rupert** continued to play catch-up with its more robust past. Although inbound loads in November (37,030 TEUs) were up 7.6% from a year earlier, they were down 27.8% from November 2020. Similarly, outbound loads (9,263 TEUs) this November were up 10.6% year-over-year but were down 28.5% from November 2020. Total container traffic through the Canadian port for the year to date (948,874 TEUs) edged up 0.4% from last year but was down by 8.0% from the first eleven months of 2020.

While we don't indulge in predicting container volumes, we should observe that, in its most recent forecast, the Global Port Tracker projects that November will see the arrival of 1.85 million TEUs at the thirteen U.S. ports it surveys. That would be down 12.3% year-over-year. That would also be the lowest level of inbound container traffic since those same ports handled 1.87 million TEUs in February 2021. Given what we're seeing so far, that expected 12.3% y/y drop in inbound loads is apt to be optimistic.



## For the Record: The Complete October TEU Numbers

October was pretty much a dreadful month for container import traffic through Pacific Coast ports. Despite positive numbers at the **Ports of Oakland, San Diego, and Hueneme**, inbound loads were down year-over-year by 22.7% for all USWC ports and by 15.0% at the **Ports of Vancouver and Prince Rupert** in British Columbia. Traffic in outbound loads again offered the thinnest of gruel.

It should come as no surprise that October saw the **Port of New York/New Jersey (PNYNJ)** retain its status as the nation's busiest container hub in October. For the third consecutive month, the East Coast gateway topped the **Port of Los Angeles** in inbound loads, outbound loads, outbound empties, and total TEUs handled.

The news was not all bad for the San Pedro Bay ports. The **Port of Long Beach** held national bragging rights for the number of outbound loads in October. The San Pedro Bay port shipped 119,761 laden TEUs, more than Houston (118,781 TEUs), Savannah (116,297 TEUs), PNYNJ (112,325 TEUs), Los Angeles (89,722 TEUs), and Norfolk (89,574 TEUs).

Having been tested by an unprecedented surge in imports for much of the pandemic, the Port of LA saw much less container traffic than it had in the pre-pandemic October of 2019. The 336,307 inbound loaded TEUs handled by the Port of LA this October was down 14.4% from the 392,769 inbound loaded TEUs the port had handled three years earlier. Its traffic in outbound loads (89,722 TEUs) in October was down 36.1% from the 140,332 outbound loaded TEUs it had handled in October 2019. Total container traffic through the port this October (678,429

TEUs) was off by 11.9% from the 770,189 TEUs it had handled in October 2019.

The comparisons with October 2019 were much the same at the Port of Long Beach. Inbound loads were 12.8% lower this October, while outbound loads were off by 9.0%. Total container traffic through Long Beach this October (658,428 TEUs) was only 4.4% lower than October 2019's total, owing in part to a higher volume of outbound empties.

**Exhibit 1** displays the inbound loaded TEU traffic statistics for October 2022 as reported by the nineteen North American ports that have provided us with detailed container trade statistics. The numbers from the seventeen U.S. ports we monitor are roughly consistent with the Global Port Tracker's finding that the thirteen U.S. ports it monitors collectively handled 2 million TEUs in October. GPT says that was down 9.3% from October 2021, while our numbers reveal an 8.8% decline. (We survey all of the ports GPT tracks but add Boston, New Orleans, San Diego, and Hueneme to our tally.)

Another box counter, Descartes Datamyne offers a more depressing view. According to a report in the *Wall Street Journal*, this trade intelligence arm of supply-chain software provider Descartes Systems Group Inc. claimed in its latest trade report that overall U.S. container imports fell 13% in October from the same month a year ago.

**Exhibit 2** displays the outbound loaded TEU numbers for October. Once again, the figures are not indicative of a nation with a thriving maritime export trade, at least in the types of commodities usually transported overseas in containers.

*We Make Cargo Move*



**The Port**  
**OF HUENEME**



## Exhibit 1

## October 2022 - Inbound Loaded TEUs at Selected Ports

	Oct 2022	Oct 2021	% Change	Oct 2020	% Change	Oct 2022 YTD	Oct 2021 YTD	% Change	Oct 2020 YTD	% Change
Los Angeles	336,307	467,287	-28.0%	506,613	-33.6%	4,316,609	4,724,591	-8.6%	3,901,357	10.6%
Long Beach	293,924	385,000	-23.7%	402,408	-27.0%	3,857,705	3,860,765	-0.1%	3,209,592	20.2%
<b>San Pedro Bay Total</b>	<b>630,231</b>	<b>852,287</b>	<b>-26.1%</b>	<b>909,021</b>	<b>-30.7%</b>	<b>8,174,314</b>	<b>8,585,356</b>	<b>-4.8%</b>	<b>7,110,949</b>	<b>15.0%</b>
Oakland	79,459	74,438	6.7%	86,753	-8.4%	856,608	893,464	-4.1%	827,713	3.5%
NWSA	95,637	123,328	-22.5%	114,569	-16.5%	1,086,739	1,241,488	-12.5%	1,014,200	7.2%
Hueneme	11,940	10,176	17.3%	4,829	147.3%	115,565	81,940	41.0%	39,411	293.2%
San Diego	7,210	6,493	11.0%	5,054	42.7%	66,392	60,963	8.9%	56,147	18.2%
<b>USWC Total</b>	<b>824,477</b>	<b>1,066,722</b>	<b>-22.7%</b>	<b>1,120,226</b>	<b>-26.4%</b>	<b>10,299,618</b>	<b>10,863,211</b>	<b>-5.2%</b>	<b>9,048,420</b>	<b>13.8%</b>
Boston	11,559	6,083	90.0%	11,653	-0.8%	69,653	80,983	-14.0%	114,523	-39.2%
NYNJ	382,453	398,535	-4.0%	403,103	-5.1%	4,151,182	3,812,566	8.9%	3,179,449	30.6%
Virginia	144,043	148,212	-2.8%	131,770	9.3%	1,480,008	1,380,322	7.2%	1,068,544	38.5%
South Carolina	121,305	107,773	12.6%	96,563	25.6%	1,179,774	1,049,113	12.5%	846,065	39.4%
Georgia	263,828	259,314	1.7%	233,215	13.1%	2,436,384	2,325,901	4.8%	1,847,392	31.9%
Jaxport	29,228	20,869	40.1%	31,229	-6.6%	267,041	262,889	1.6%	262,702	1.7%
Port Everglades	31,189	29,940	4.2%	26,882	16.0%	328,114	298,798	9.8%	244,846	34.0%
Miami	45,785	44,613	2.6%	46,378	-1.3%	440,651	459,234	-4.0%	350,423	25.7%
<b>USEC Total</b>	<b>1,029,390</b>	<b>1,015,339</b>	<b>1.4%</b>	<b>980,793</b>	<b>5.0%</b>	<b>10,352,807</b>	<b>9,669,806</b>	<b>7.1%</b>	<b>7,913,944</b>	<b>30.8%</b>
New Orleans	11,415	11,455	-0.3%	11,495	-0.7%	100,303	107,022	-6.3%	115,173	-12.9%
Houston	181,292	151,395	19.7%	135,175	34.1%	1,615,912	1,333,216	21.2%	1,045,454	54.6%
<b>USGC</b>	<b>192,707</b>	<b>162,850</b>	<b>18.3%</b>	<b>146,670</b>	<b>31.4%</b>	<b>1,716,215</b>	<b>1,440,238</b>	<b>19.2%</b>	<b>1,160,627</b>	<b>47.9%</b>
Vancouver	149,174	171,215	-12.9%	193,219	-22.8%	1,597,202	1,638,626	-2.5%	1,467,682	8.8%
Prince Rupert	45,592	57,891	-21.2%	67,607	-32.6%	455,874	454,925	0.2%	533,163	-14.5%
<b>British Columbia Total</b>	<b>194,766</b>	<b>229,106</b>	<b>-15.0%</b>	<b>260,826</b>	<b>-25.3%</b>	<b>2,053,076</b>	<b>2,093,551</b>	<b>-1.9%</b>	<b>2,000,845</b>	<b>2.6%</b>
<b>US/BC Total</b>	<b>2,241,340</b>	<b>2,474,017</b>	<b>-9.4%</b>	<b>2,508,515</b>	<b>-10.7%</b>	<b>24,421,716</b>	<b>24,066,806</b>	<b>1.5%</b>	<b>20,123,836</b>	<b>21.4%</b>
<b>US Total</b>	<b>2,046,574</b>	<b>2,244,911</b>	<b>-8.8%</b>	<b>2,247,689</b>	<b>-8.9%</b>	<b>22,368,640</b>	<b>21,973,255</b>	<b>1.8%</b>	<b>18,122,991</b>	<b>23.4%</b>
<b>USWC/BC Total</b>	<b>1,019,243</b>	<b>1,295,828</b>	<b>-21.3%</b>	<b>1,381,052</b>	<b>-26.2%</b>	<b>12,352,694</b>	<b>12,956,762</b>	<b>-4.7%</b>	<b>11,049,265</b>	<b>11.8%</b>

Source Individual Ports

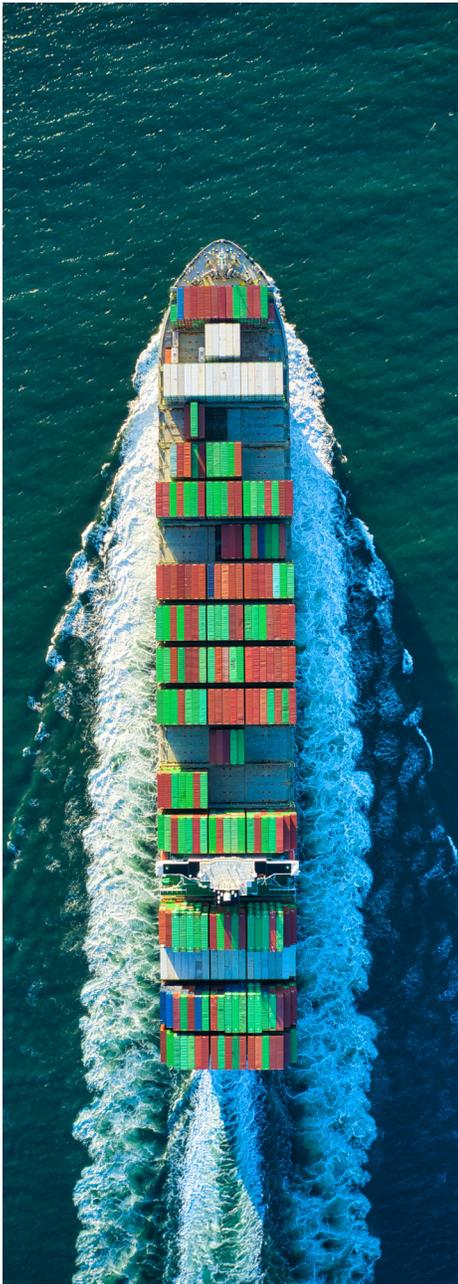


## Exhibit 2

## October 2022 - Outbound Loaded TEUs at Selected Ports

	Oct 2022	Oct 2021	% Change	Oct 2020	% Change	Oct 2022 YTD	Oct 2021 YTD	% Change	Oct 2020 YTD	% Change
Los Angeles	89,722	98,251	-8.7%	143,936	-37.7%	1,000,451	1,030,533	-2.9%	1,280,226	-21.9%
Long Beach	119,761	122,214	-2.0%	114,679	4.4%	1,174,112	1,214,178	-3.3%	1,226,235	-4.3%
<b>San Pedro Bay Totals</b>	<b>209,483</b>	<b>220,465</b>	<b>-5.0%</b>	<b>258,615</b>	<b>-19.0%</b>	<b>2,174,563</b>	<b>2,244,711</b>	<b>-3.1%</b>	<b>2,506,461</b>	<b>-13.2%</b>
Oakland	66,408	63,338	4.8%	86,942	-23.6%	639,212	724,496	-11.8%	772,803	-17.3%
NWSA	41,693	58,102	-28.2%	64,282	-35.1%	459,188	591,405	-22.4%	654,025	-29.8%
Hueneme	3,316	4,134	-19.8%	1,207	174.7%	32,830	24,444	34.3%	9,849	233.3%
San Diego	900	791	13.8%	272	230.9%	9,724	5,186	87.5%	2,682	262.6%
<b>USWC Totals</b>	<b>321,800</b>	<b>346,830</b>	<b>-7.2%</b>	<b>411,318</b>	<b>-21.8%</b>	<b>3,315,517</b>	<b>3,590,242</b>	<b>-7.7%</b>	<b>3,945,820</b>	<b>-16.0%</b>
Boston	4,414	4,011	10.0%	8,047	-45.1%	29,994	56,484	-46.9%	65,624	-54.3%
NYNJ	112,325	120,250	-6.6%	118,281	-5.0%	1,086,093	1,134,439	-4.3%	1,098,390	-1.1%
Virginia	89,574	88,710	1.0%	83,705	7.0%	892,320	876,919	1.8%	768,982	16.0%
South Carolina	62,965	67,595	-6.8%	69,093	-8.9%	545,855	690,191	-20.9%	643,126	-15.1%
Georgia	116,297	112,907	3.0%	117,148	-0.7%	1,132,549	1,194,926	-5.2%	1,195,740	-5.3%
Jaxport	50,458	48,543	3.9%	50,594	-0.3%	455,810	487,009	-6.6%	423,584	7.6%
Port Everglades	31,189	37,646	-17.2%	33,368	-6.5%	343,596	324,786	5.8%	279,208	23.1%
Miami	21,800	27,385	-20.4%	27,573	-20.9%	256,505	287,849	-10.9%	290,583	-11.7%
<b>USEC Totals</b>	<b>489,022</b>	<b>507,047</b>	<b>-3.6%</b>	<b>507,809</b>	<b>-3.7%</b>	<b>4,742,722</b>	<b>5,052,603</b>	<b>-6.1%</b>	<b>4,765,237</b>	<b>-0.5%</b>
New Orleans	21,880	18,474	18.4%	23,662	-7.5%	193,905	210,229	-7.8%	232,987	-16.8%
Houston	118,781	94,933	25.1%	97,185	22.2%	1,042,677	883,913	18.0%	1,021,250	102.1%
<b>USGC Totals</b>	<b>140,661</b>	<b>113,407</b>	<b>24.0%</b>	<b>120,847</b>	<b>16.4%</b>	<b>1,236,582</b>	<b>1,094,142</b>	<b>13.0%</b>	<b>1,254,237</b>	<b>-1.4%</b>
Vancouver	63,516	69,185	-8.2%	89,933	-29.4%	583,440	773,643	-24.6%	872,816	-33.2%
Prince Rupert	9,672	16,565	-41.6%	15,322	-36.9%	114,994	135,488	-15.1%	161,931	-29.0%
<b>British Columbia Totals</b>	<b>73,188</b>	<b>85,750</b>	<b>-14.6%</b>	<b>105,255</b>	<b>-30.5%</b>	<b>698,434</b>	<b>909,131</b>	<b>-23.2%</b>	<b>1,034,747</b>	<b>-22.5%</b>
<b>US/BC Total</b>	<b>1,024,671</b>	<b>1,053,034</b>	<b>-2.7%</b>	<b>1,145,229</b>	<b>-10.5%</b>	<b>9,993,255</b>	<b>10,646,118</b>	<b>-6.1%</b>	<b>11,000,041</b>	<b>-9.2%</b>
<b>US Total</b>	<b>951,483</b>	<b>967,284</b>	<b>-1.6%</b>	<b>1,039,974</b>	<b>-8.5%</b>	<b>9,294,821</b>	<b>9,736,987</b>	<b>-4.5%</b>	<b>9,965,294</b>	<b>-6.7%</b>
<b>USWC/BC Total</b>	<b>394,988</b>	<b>432,580</b>	<b>-8.7%</b>	<b>516,573</b>	<b>-23.5%</b>	<b>4,013,951</b>	<b>4,499,373</b>	<b>-10.8%</b>	<b>4,980,567</b>	<b>-19.4%</b>

Source Individual Ports



### Exhibit 3

### October 2022 YTD Total TEUs

	Oct 2022 YTD	Oct 2021 YTD	% Change	Oct 2020 YTD	% Change
Los Angeles	8,542,944	9,079,560	-5.9%	7,444,464	14.8%
NYNJ	8,157,584	7,455,786	9.4%	6,137,859	32.9%
Long Beach	8,000,811	7,884,566	1.5%	6,513,909	22.8%
Georgia	4,986,489	4,652,464	7.2%	3,769,927	32.3%
Vancouver	3,074,680	3,183,752	-3.4%	2,830,500	8.6%
Houston	3,333,924	2,835,486	17.6%	2,461,791	35.4%
Virginia	3,143,322	2,906,546	8.1%	2,273,146	38.3%
NWSA	2,905,183	3,156,500	-8.0%	2,716,632	6.9%
South Carolina	2,359,890	2,254,534	4.7%	1,893,324	24.6%
Oakland	1,989,492	2,089,475	-4.8%	2,055,228	-3.2%
Montreal	1,464,582	1,430,210	2.4%	1,315,830	11.3%
JaxPort	1,099,921	1,160,832	-5.2%	1,068,615	2.9%
Miami	986,516	1,046,806	-5.8%	870,698	13.3%
Port Everglades	921,165	882,897	4.3%	768,103	19.9%
Prince Rupert	876,487	883,575	-0.8%	935,533	93.7%
Philadelphia	648,986	620,477	4.6%	537,698	20.7%
Mobile	467,222	414,059	12.9%	340,288	37.3%
New Orleans	367,663	416,706	-11.8%	476,507	-22.8%
Hueneme	221,803	180,168	23.1%	140,340	58.0%
San Diego	135,209	133,765	1.1%	122,351	10.5%
Portland, Oregon	140,975	83,627	68.6%	43,557	223.7%
Boston	135,471	164,282	-17.5%	224,002	-39.5%

Source Individual Ports



## Moving Day and Night

24/7 operation is critical to the future of the supply chain.

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## October 2022 TEU Numbers *Continued*

**Exhibit 3** shows the total (full + empty) YTD container traffic over the first ten months of 2022 at the twenty-three North American ports that provide with comparable monthly container statistics.

### Weights and Values

Here we offer an alternative to the customary TEU metric for gauging containerized trade. The percentages in **Exhibits 4 and 5** are derived from data compiled by the U.S. Commerce Department from documentation

submitted by the importers/exporters of record. Both exhibits testify to the much-diminished role of USWC ports in serving the nation's containerized trade, both worldwide and with East Asia.

### Are we getting back to pre-pandemic levels of container trade?

Hardly, as far as the U.S. West Coast ports are concerned. The nation's busiest container port complex, the Ports of LA and Long Beach, handled 630,231 inbound loads

**Exhibit 4** Major USWC Ports Shares of U.S. Mainland Ports Worldwide Container Trade, October 2022

	Oct 2022	Sep 2022	Oct 2021
<b>Shares of U.S. Mainland Ports Containerized Import Tonnage</b>			
USWC	31.2%	32.1%	36.8%
LA/LB	22.5%	22.6%	27.4%
Oakland	3.0%	3.4%	2.8%
NWSA	3.9%	3.8%	4.6%
<b>Shares of U.S. Mainland Ports Containerized Import Value</b>			
USWC	36.7%	38.4%	43.2%
LA/LB	28.4%	29.7%	33.4%
Oakland	2.7%	2.8%	2.3%
NWSA	4.5%	4.4%	6.3%
<b>Shares of U.S. Mainland Containerized Export Tonnage</b>			
USWC	32.1%	31.3%	34.3%
LA/LB	18.6%	18.9%	18.8%
Oakland	6.0%	5.7%	6.5%
NWSA	6.3%	5.8%	7.1%
<b>Shares of U.S. Mainland Containerized Export Value</b>			
USWC	27.1%	25.7%	28.0%
LA/LB	17.1%	16.2%	16.6%
Oakland	5.8%	5.6%	6.3%
NWSA	3.4%	3.2%	4.2%

Source: U.S. Commerce Department.

**Exhibit 5** Major USWC Ports Shares of U.S. Mainland Ports Containerized Trade with East Asia, October 2022

	Oct 2022	Sep 2022	Oct 2021
<b>Shares of U.S. Mainland Ports Containerized Import Tonnage</b>			
USWC	49.9%	50.8%	55.9%
LA/LB	38.4%	38.6%	44.5%
Oakland	3.6%	3.6%	3.0%
NWSA	6.4%	6.4%	7.2%
<b>Shares of U.S. Mainland Ports Containerized Import Value</b>			
USWC	54.9%	56.3%	62.2%
LA/LB	43.5%	44.9%	49.3%
Oakland	3.3%	3.3%	2.5%
NWSA	6.8%	6.6%	9.2%
<b>Shares of U.S. Mainland Containerized Export Tonnage</b>			
USWC	54.7%	55.5%	57.1%
LA/LB	32.6%	34.5%	33.9%
Oakland	9.1%	8.9%	9.0%
NWSA	11.4%	11.0%	12.6%
<b>Shares of U.S. Mainland Containerized Export Value</b>			
USWC	55.0%	54.5%	57.6%
LA/LB	35.7%	35.5%	36.3%
Oakland	10.5%	10.5%	10.6%
NWSA	7.5%	7.8%	9.6%

Source: U.S. Commerce Department.



## October 2022 TEU Numbers *Continued*

this October, down 13.6% from 729,831 inbound loads in the same month in 2019. The ports' 209,483 outbound loads were meanwhile off by 23.0%. Total container traffic this October (1,336,857 TEUs), buoyed by an increase in outbound empties, was 8.3% below the level of three years earlier.

But the two Southern California ports were much less busy in October 2019 than they had been a year earlier. Using October 2018 as the benchmark, inbound loads this October through the San Pedro Bay ports were down 25.8% from the 849,908 handled four years earlier. Outbound loads were similarly off by 28.7% from the 293,661 that left the ports in October 2018. Total container moves were lower by 19.4% from the 1,657,962 that month in 2018.

The situation has been no better at the Northwest Seaport Alliance. The 95,637 import loads handled by the Ports of Tacoma and Seattle this October were the fewest in any October since 2013, while the 41,693 export loads were the fewest in any October since the ports began operating jointly. Compared to October 2019, import loads were down 12.6%, while export loads plummeted by 47.4%. Compared with October 2018, import loads were down 28.9%, while export loads were off by 43.7%.

At the other major U.S. West Coast ports, the fall-offs have been less extreme. Oakland's 79,459 inbound loads this October were actually higher by 1.1% than the 78,583 the Northern California port handled three years earlier and just 3.8% down from October 2018's 82,586 inbound loads. The port's outbound loads this October were 24.0% lower than in October 2019 and 9.0% off of October 2018.

Elsewhere around the country, inbound loads this October have surged since pre-pandemic times. Houston is up 63.9% over October 2019 and 66.9% over October 2018. Savannah's inbound loads were up 32.3% over October 2019 and 28.2% over October 2018. Charleston's 121,305 inbound loads this October were up 27.3% over the same month in 2019 and up 30.5% from the October before that.

Virginia saw its traffic in inbound loads grow by 16.0% over October 2019 and by 12.8% over October 2018. The Port of New York/New Jersey handled 12.6% more inbound loads this October than it did in both October 2019 and 2018.

Here are the plusses and minuses of inbound loaded TEUs between this October and October 2018 at the nation's largest ports: Houston (+72,639); Savannah (+57,992); PNYNJ (+42,851); Charleston (+28,358); Virginia (+16,366); Oakland (-3,127); NWSA (-38,834); Long Beach (-70,160); and Los Angeles (-149,517).

Traffic in outbound loads has been much more mixed in recent years. Still, USWC ports fare poorly in contrast to their rivals on the East and Gulf Coasts. Here are the differences between this October and October 2018 with respect to outbound loaded TEUs: Savannah (+57,992); Charleston (+28,358); Houston (+22,895); Virginia (-4,498); Oakland (-6,546); PNYNJ (-18,457); NWSA (-32,393); Long Beach (-119,837); and Los Angeles (-131,635).

### Not All Pacific Rim Countries Are the Same

Suppose you were a modestly sized Pacific Rim economy. Surely, you would conduct most, if not all of your maritime trade with the United States through America's West Coast ports. Wouldn't you?

Not if you are Chile, Peru, and Ecuador, countries on South America's west coast and largely separated by the Andes from the rest of the continent. Of the 9,558,338 metric tons of containerized oceanborne trade between these three nations and the U.S. last year, only 15.0% passed through one of the USWC's five major seaports. Actually, that's been a pretty consistent share over the past couple of decades, with 17.3% in 2018 being the peak.

Americans are notorious for being geographically illiterate. Even among those who can quickly distinguish Austria from Switzerland on an outline of Europe, there is a tendency to underestimate north-south distances. Watching the sun set over the same ocean does not equal proximity. Peering over the equator into the southern hemisphere appears to be no easier than pondering the concept of infinity. In the case of sailing distance between the West Coast of South America and the U.S., the fact is that Chile's Valparaiso is actually about 170 nautical miles closer to the Port of New York/New Jersey than it is to the Port of Long Beach.

The bulk of that trade between the U.S. and the three Andean nations is largely routed through Panama, either aboard ships transiting the canal or as transshipments



### October 2022 TEU Numbers *Continued*

across the isthmus. Last year, the Port of Houston handled 14.3% of the two-way trade, almost as much as all five of the large USWC ports. The Port of New York-New Jersey's share last year was 11.0%, a bit larger than Philadelphia's 10.1% share and Savannah's 8.2% slice of the trade. Among the large USWC container ports, Oakland's handled 4.5% of America's container trade tonnage with the three South American economies, a share slightly eclipsed by the Port of San Diego, which handled 4.6% of the trade last year.

#### California Nut Export Portals

A few days ago, we saw another interview with a representative of California's almond growers who reported that, in light of logistical issues involving shipping lines and the Port of Oakland, steps were being taken to send almonds to foreign markets through other ports, including "Houston, Norfolk, and New York".

Needless to say given our data-driven predilections, we checked the latest federal export statistics and found that, as of October, almonds were indeed being exported through the aforementioned ports.

The agriculture industry likes to talk in terms of crop years, which begins on August 1 for almonds. So we added up how many tons of almonds were exported between August 1 and October 31 and calculated the shares that were shipped through the abovementioned ports. We then compared the resulting export shares with the same period in 2019, before the plague hit and maritime shipping went haywire, much to the chagrin of agricultural exporters. Here's what we found.

Oakland's share of almond export tonnage declined from 81.2% to 77.5%, while Norfolk's went from zero to 1.6%. Houston's share rose from 0.6% to 1.5%, but exports through the Port of New York/New Jersey remained below a tenth of one percent in both years. The largest gain at Oakland's export came closer to home. The share of almond exports going through the Ports of Los Angeles and Long Beach increased from 16.7% pre-pandemic to 18.7% so far in the latest crop year.

While we're on the subject, the latest numbers from the California Almond Board (CAB) indicate that exports in November were down 8.5% from a year earlier. Before anyone starts using that number to bellyache about logistical snafus at California's ports, let's deconstruct the CAB figures. First, you may have heard somewhere that China has lately convulsed itself over its handling of the COVID epidemic. So we should not be especially surprised that CAB reports that almond shipments to the People's Republic sustained a sharp 52.9% year-over-year decline in November. You may also have read that Europe has been facing its own tribulations, much of it attributable to the conflict in Ukraine. Energy costs have soared as have the prices of most other commodities, especially food. Generally, people who have to lay out more cash to stay warm or buy meat and potatoes have less to spend on non-essential goodies. That would pretty much explain why November saw a 20.6% drop in almond exports to Europe, a market the California almond industry is now presumably aiming to supply through East and Gulf Coast ports.

Oh, and did we mention that domestic shipments of almonds fell 5.2% in November?

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Jock O’Connell’s Commentary:

# Holiday Musings on the History of Maritime Trade

I’m writing this month’s commentary in a coffeehouse in Genoa, a city with rather a lot of maritime history. The explorers Christopher Columbus and Giovanni Caboto (better known to us as John Cabot), were both born here around 1450. The current iteration of the Lanterna di Genova, the port’s iconic lighthouse, was built about ninety years later, replacing one that had been there for five centuries. Columbus’s uncle had been one of its keepers. Today, according to Lloyd’s List, Genoa is, after the fast-growing transshipment terminal at Gioia Tauro down in Calabria, Italy’s second busiest container port. In that sense and at least for the time being, it’s Italy’s Port of Los Angeles. Its annual container volume is about equivalent to that of the Port of Oakland.

Although containerization is now popularly associated with the innovations of the American trucking executive Malcom McLean in 1956, it’s had plenty of antecedents. During the early 20th century, railroads in Europe and the United States experimented with the use of containers to facilitate shipments of freight and mail. In 1932, the Pennsylvania Railroad even established a container terminal at its railyard in Enola, a town on the Susquehanna River opposite the state capital at Harrisburg. Following the Second World War, the U.S. Army developed what it called a Transporter, a rigid, corrugated steel container with a 9,000-pound carrying capacity to ship officers’ household goods to their

increasing number of new assignments worldwide.

But the use of containers in shipping by sea goes back much, much further.

About 450 miles south of Genoa is Lipari, one of the volcanic Aeolian islands off Sicily’s northern shore. Among Lipari’s attractions is an archeological museum showcasing a remarkable collection of ancient amphorae harvested from shipwrecks in the nearby waters. These ceramic vessels testify to a rich heritage of the Mediterranean’s early version of containerized trade in olive oils and wine, although I suspect a display of recovered TEUs in some future museum would be much less visually appealing than the magnificent display housed in Lipari’s museum.

Unfortunately but predictably, there’s no word on the fates of those who crewed the wrecks from which these treasures have been recovered.

Further to the south, off Sicily’s southern coast, lies Malta. Valletta, its capital, is just a half-hour flight from Sicily’s Catania airport. St. Paul was shipwrecked here on his way to Rome. Valletta features a strategic harbor, control of which has been fiercely contested for millennia by nearly everyone who dared sail the Mediterranean from the Phoenicians to the Romans to the Arabs to Napoleon, and ultimately to the British, from whom Malta finally gained its independence in 1964. Valetta, understandably, is a city of imposing but now obsolete fortresses...and several fine restaurants.

Among those who found Malta of vital importance in the late 18th century were traders from a newly founded nation in North America. It’s perhaps a bit hard to grasp how relatively fast international trade took off following the voyages of discovery of the Genovese explorers, but American merchant shipping was plying the Mediterranean from the time of independence.

There was a problem, though. Their ships were being seized and their crews held for ransom by what were essentially state-sponsored pirates sailing from the Barbary coast of North Africa. And there was no one to protect them.



Container Trade in the Second Century BCE



## Commentary Continued

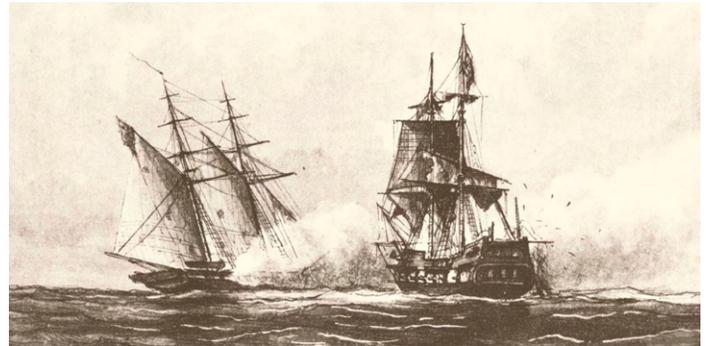
Following the 1783 Treaty of Paris, which ended the revolution and saw the United States recognized as an independent nation, the fledgling naval force the colonists had assembled to fight the Royal Navy was disbanded. Neither the British nor the French (who were annoyed that the United States had stopped repaying French loans incurred during the revolution) had much reason to come to the aid of American shipping. So, in 1794, Congress authorized the building of six large frigates, the foundation of the United States Navy.

Rather than continue to pay the bounties demanded by the Barbary states, American warships were soon dispatched to the Mediterranean, including a squadron under the command of Commodore Edward Preble, to take the fight “to the shores of Tripoli”. The ships sent to safeguard America’s foreign trade included the *USS Enterprise* and the *USS Constitution*.

The latter (“Old Ironsides”) is still a commissioned member of the fleet, although its operations are limited to an annual turnaround cruise in Boston harbor. The *Enterprise*, the third of eight navy ships and one space shuttle so named, was built in 1799 and remained afloat until 1823, when it ran aground and sank in the Caribbean. But in one notable encounter off Malta’s Dwerja Bay on August 1, 1801, *Enterprise* engaged and captured a much larger Tripolitan war ship in one of America’s first naval victories against a foreign power.

While far less renown than the *Constitution*, the *Enterprise* would re-enter history during the War of 1812, when it successfully took on a British brig just off Maine’s Portland Head Light on September 5, 1813. There were two notable aspects of the battle. Both captains were killed in the encounter and are buried in graves next to each other in Portland’s Eastern Cemetery, not far from the grave of Commodore Preble, who had died six years earlier. The other point of interest is that the sounds of the clash were recorded by an aspiring local poet named Henry Wadsworth Longfellow.

*I remember the sea-fight far away,  
How it thundered o’er the tide!  
And the dead captains as they lay,  
In their graves, o’erlooking the tranquil bay,  
Where they in battle died.*



*The USS Enterprise Defeating a Tripolitan Corsair, 1801*

Longfellow, though now largely forgotten to contemporary Americans, was a big deal in his time and for many years after, both here and abroad. Paul Revere largely owes his lasting fame to a Longfellow poem about a certain midnight ride. One evening while I was a graduate student in London, I was sitting in the Poets’ Corner of Westminster Abbey listening to a choral recital when I was startled to notice Longfellow’s bust on display among such greats of English literature as Chaucer, Shakespeare, Keats, Shelley, Dickens, Jane Austen, and the Bronte sisters. *Sic transit*.

His recording of a sea battle was not Longfellow’s only link to maritime lore. Portland, for whom that port city on the Columbia River was named in 1845 on the basis of a coin toss, prospered as a seaport during the 19th century in part because it served as Montreal’s winter port. In those days, the St. Lawrence River froze up, denying shipping a water route to Canada’s largest city. So a railway connection was established linking the two cities by 1853, with Canada’s Grand Trunk Railway purchasing land for a new terminal and grain elevator on Portland’s waterfront from none other than Henry Wadsworth Longfellow, poet and real estate mogul.

Today, tens of billions of dollars in U.S. trade still crosses the Mediterranean, albeit on vessels owned by European and Asian shipping lines. But the United States Navy remains on station there, as it has for more than two centuries. The U.S. Sixth Fleet is headquartered down in Naples and has been continuously engaged in naval operations throughout the Mediterranean since its formal establishment in 1950.



Commentary Continued

There are no U.S. Navy ships in Genoa at the moment. But they are not far away. One day last fall, I was enjoying a morning coffee in Marathi, a fishing village on Crete's Souda Bay, when I glanced up to see the ominous black shape of one of our nuclear-powered attack submarines glide by on its way to a nearby NATO naval base. And, if you were with me on Corfu early last month, you might have caught sight of the *George H.W. Bush* steaming north to a port call at Split on the Croatian coast. Reportedly, the less than ostensible reason for the formidable carrier's visit was to impress upon an increasingly obstreperous leadership in Belgrade that the United States was fully capable of again inflicting great harm on any Serbian forces attempting to seize neighboring land.

Still, it's Christmas time, and very large numbers of American seafarers, both civilian and military, are on lonely duty throughout the Mediterranean and around the globe. So, to them and to all of you back home, best wishes for a merry and peaceful holiday season.



Ningbo Express being worked at the Port of Genoa, December 9, 2022

*Disclaimer: The views expressed in Jock's commentaries are his own and may not reflect the positions of the Pacific Merchant Shipping Association.*




**STATE  
OF THE  
PORT  
2023**

**THURSDAY, JANUARY 19, 2023**

Registration: 11 am | Lunch: 12 pm

**REGISTER HERE**



## Reflections

By John McLaurin, President, Pacific Merchant Shipping Association

The international trade industry faced monumental challenges over the past two years yet delivered record amounts of cargo. As we look ahead in 2023, California's supply chain is in for a different set of serious challenges in which California public policy will be creating operational uncertainty at California ports. Let me outline some of my concerns:

### Regulation and Electrification of California Ports

#### Truck and Bus Regulation

Come January 1, 2023, all trucks that are older than model year 2010 will no longer be allowed to operate in the state. These trucks move approximately 20-30% of the containerized cargo at the ports of Long Beach, Los Angeles and Oakland. This rule will bring a potential capacity crunch at the ports. The only saving grace with regard to the reduction of truck capacity is the recent decline in cargo volumes and potential recession which may mitigate the impact of CARB's rule.

#### Advanced Clean Fleets

CARB has proposed a rule that only zero-emission trucks be permitted to be added to the State Drayage Truck Registry starting January 1, 2024. Eventually, all existing trucks would need to be replaced with zero-emission trucks by 2035. The California Energy Commission estimates that the state needs to install approximately 400 public facing heavy duty truck charging stations on a weekly basis between now and 2035. For port drayage trucks operating in Southern California, it is estimated that we need to install 380 charging stations on a monthly basis until 2035. One company that is testing the use of battery electric trucks has informed us that it took 18 months to permit and install two charging units at a cost of \$75,000 each. Increasing the capacity of a substation to handle additional power demand is estimated to take five years.

#### Clean Truck Fees

The ports of Los Angeles and Long Beach in April 2022 implemented a \$10 per TEU fee. The intent is to use this fee to provide funding for drivers to purchase low emission/zero emission trucks. Not to be outdone, the South Coast Air Quality Management District is discussing introducing legislation that would impose a tax on cargo

that use California ports to fund clean air measures. It is expected that this would be a statewide tax.

#### Indirect Source Rules

The South Coast Air Quality Management District has adopted an "indirect source rule" (ISR) for warehouses and distribution centers. Additional ISRs are proposed for ports and railyards. The purpose is to hold these facilities responsible for the emissions from trucks, ships and locomotives that utilize their facilities – even if the facility itself is zero-emission. The warehouse ISR is currently the subject of litigation. Under the warehouse ISR, the mitigation fees for warehouse operators are estimated to be \$1 billion annually. This will create conflict between port stakeholders and dramatically increase costs to use California's supply chain – without improving productivity or velocity.

#### Marine Terminals

CARB is expected to move forward with rules in the coming years which would require full electrification of marine terminals. The goal of the ports of Los Angeles and Long Beach Clean Air Action Plan is to electrify the ports by 2030.

Container ships are already required to utilize shoreside electrical power when at a berth. CARB has expanded the rule to include bulk ships and tankers. It should be pointed out that California asked vessel operators and marine terminals to unplug ships from using shoreside electrical power earlier this year multiple times in order to keep the lights on in people's homes. This has become an annual exercise. The main question is whether California has enough reliable grid power to meet the needs of an all-electric supply chain, especially when coupled with other state policies requiring greater use of electricity in our daily lives. At this point, we don't have any assurances that the power will be there.

#### Laws of Physics and Conflicting State Policy on Automation.

While the state invests in automated equipment for their own operations such as automated toll booths at bridges and roads and kiosks to register new automobile and driver license renewals, the state budget prohibits the use of state funds that would assist automation



Reflections Continued

at the ports. This policy is contrary to that articulated repeatedly by Biden Administration officials who earlier this year were urging the supply chain to move away from our "grandfather's infrastructure." Automation at marine terminals has been approved in three successive West Coast collective bargaining agreements with labor. Workers were given generous lifetime benefits for those displaced by automation. We can't violate the laws of physics. The ability to utilize zero emission automated equipment is essential for terminal space that can only grow vertically to handle additional cargo volumes. It is one of the few ways to move away from our "grandfather's infrastructure," meet environmental goals and allow California port gateways to remain competitive. California's ports have no more room to grow – except up. If we are to meet the needs of California consumers and importers and exporters, support hundreds of thousands of jobs and function as a competitive gateway, innovation along the waterfront should be encouraged – not stifled.

Like Scrooge in "A Christmas Carol," asking the Ghost of Christmas Yet To Come: "Are these the shadows of the things that Will be, or are they shadows of things that May be, only?" I'll offer a few suggestions to attempt to change our current course.

First, do no harm. Government should adopt policy goals that are not just aspirational, but also practical. If truck power is problematic and a cause of congestion, don't adopt rules that will further limit truck capacity. Ironically, when you divert cargo from West Coast ports, in part due to public policy reasons, you increase worldwide greenhouse gas emissions – undermining some of the public policy goals behind many of the regulations. In addition, if you are making zero-emission mandates on

the supply chain, make sure there is both reliable grid power and ample public charging units – otherwise you will fail miserably in trying to achieve your goals and will have negatively impacted tens of thousands of California businesses.

Second, government should utilize available funds to upgrade infrastructure for ports and transportation systems. This is a long-term solution, but funds are available, and awareness of the supply chain has never been higher among our elected officials. We need to seize the moment. West Coast ports deserve the generous financial support that has been provided to ports on the Gulf and East coasts. And we need a holistic planning process similar to that utilized by competing ports in Canada.

Finally, both government and industry need to seriously evaluate the possibility of transforming the supply chain from a pull system to a push system. Today, from an import standpoint, cargo sits until a cargo owner pulls that cargo from a marine terminal. A system that increases cargo velocity and increases system capacity would limit the amount of time cargo would be allowed to stay at a marine terminal and push cargo from the terminal to its final destination or to an off-dock facility as it arrives. This would provide additional space for exports, empties and increasing volume of imports.

There is an opportunity in 2023 to make substantial, long-lasting changes in the supply chain system that will benefit the port communities, the transportation network, and the exporters and importers of goods. The question is, can we push aside political agendas and aspirations for the common good?

**I OAK STATE OF THE PORT**

CO-HOSTED BY: **PMSA** & **WIL**  
PACIFIC MERCHANT SHIPPING ASSOCIATION

**REGISTER HERE**

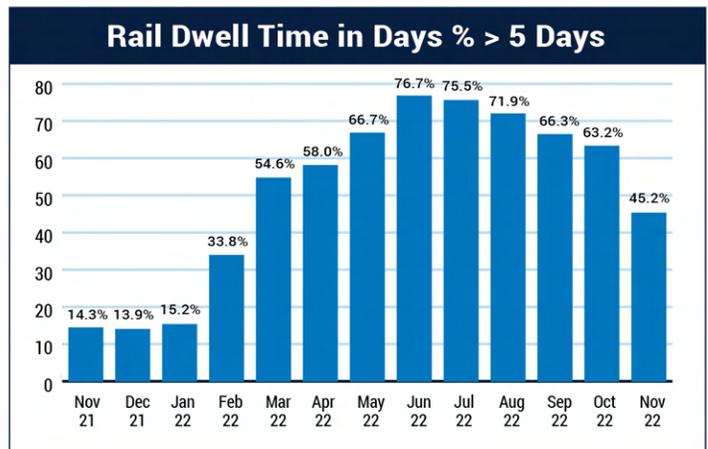
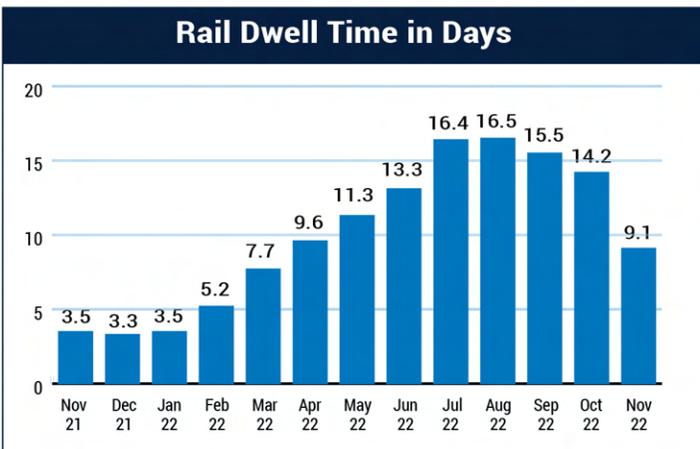
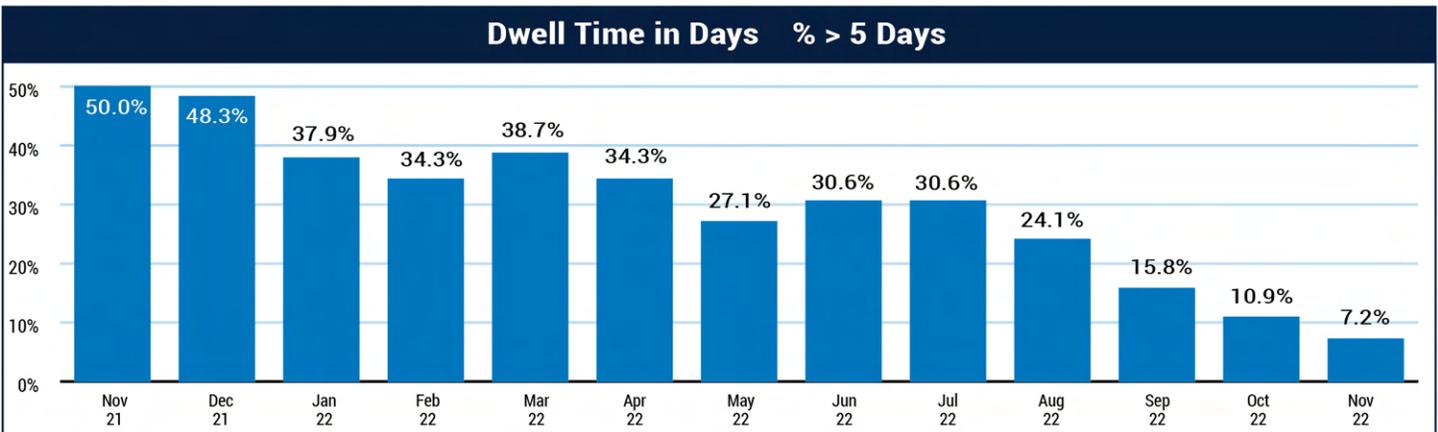
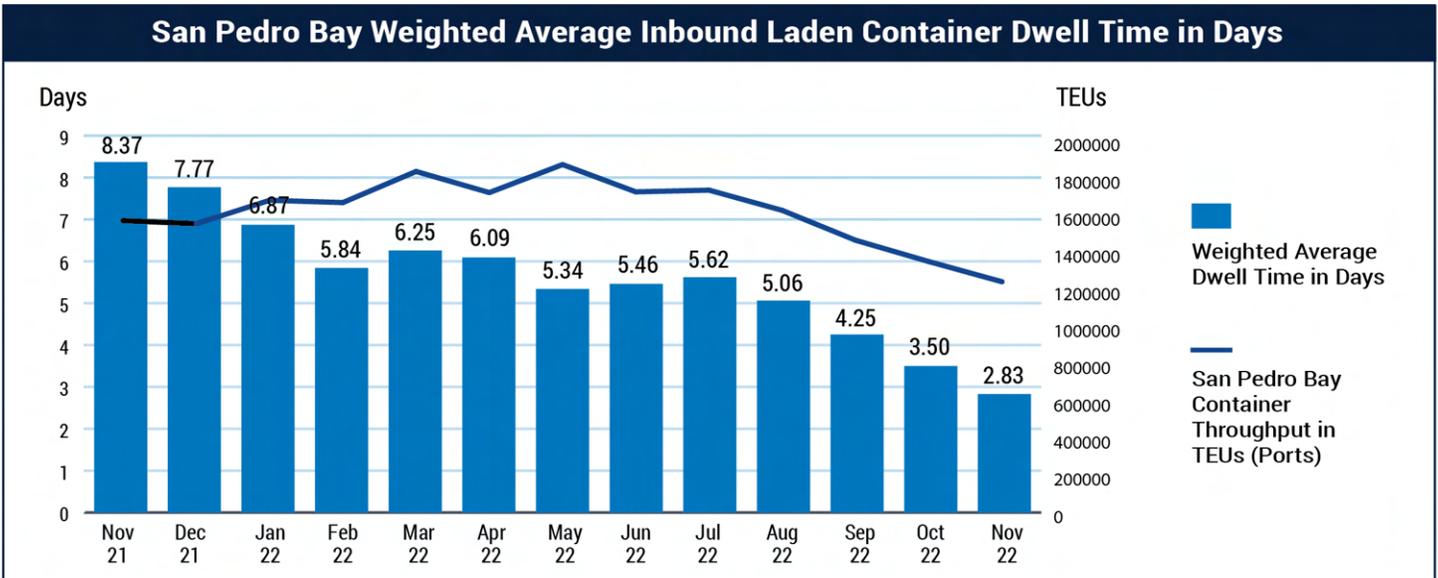
February 14, 2023  
 Scott's Pavilion, 2 Broadway  
 Oakland, CA 94607  
 11:00 AM – 2:00 PM

**FEATURING EXECUTIVE DIRECTOR DANNY WAN**

*All proceeds from the event benefit Wil's Scholarship Fund and Oakland Promise*



## Container Dwell Time Down in November



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**State of Washington  
Pilotage Commission  
January 19, 2023**

**Grays Harbor District Report**

There were 8 arrivals in December for a total of 25 jobs. Year to date 2022 there were 63 arrivals for a total of 173 jobs. There are 9 vessels scheduled for January: 2 liquid bulk and 7 dry bulk plus we have already had 1 RoRo request layberth to get out of the weather.

**Rail**

We are expecting a large uptick in unit trains in January, February and March as well as railcars arriving in manifest service. There should be an average of about 25 trains per month of dry bulk just to keep up with the anticipated ship schedule.

**Pilot Trainees**

Pilot Captain Ryan Leo was licensed by the Washington State Board of Pilotage Commissioners at their meeting on December 15, 2022 in the Port of Grays Harbor Commission Chambers. He immediately took the duty on December 16, 2022 and began piloting vessels. He is able to pilot vessels up to 32,000 GRT during the first year of his license. Captain D'Angelo has been able to jump in and pilot vessels over that limit during Captain Leo's watch.

Pilot Trainee Captain Colby Grobschmit continues to progress rapidly through the training program. He has completed the Observation Phase and has already completed 24 jobs in the Training Phase. He will next begin the Evaluation Phase and but only be evaluated by Captain D'Angelo. So, he will be working closely with Captain D'Angelo whenever he is on duty.

**Dredging**

Port staff are currently setting up a pre-dredge meeting with all agencies for the final week of January. Site Use Authorization was submitted to DNR last week. The plan is to start sometime during the first two weeks of February. We are waiting on final quantities and work plans from the dredge contractor.

**Public Meetings**

The Port is resuming its annual State of the Port Breakfast on Wednesday, February 15, 2023. This is an opportunity to reflect on the accomplishments of the past year and present the plans for the coming year.

The Port will be participating in a joint open house with the City of Aberdeen and AGP also on Wednesday, February 15, 2023 to discuss and answer questions about the Terminal 4 Expansion project and its impacts.



# Post Summit Report

Governor Inslee's 2022 Equity Summit:  
*Working Together for Results*  
November 30, 2022  
Greater Tacoma Convention Center

Hosted By: The Washington State Office of Equity

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## Acknowledgments

We acknowledge our ancestors, our partners, and agency sponsors who helped bring the Governor's 2022 Equity Summit to fruition:

- CGI Technologies & Solutions Inc
- South Sound YMCA
- The People's Gathering
- U.S. IBM
- United Way of Pierce County
- Washington State Achievement Council (WSAC)
- Washington State Department of Corrections (DOC)
- Washington State Department of Ecology
- Washington State Department of Financial Institutions (DFI)
- Washington State Department of Health (DOH)
- Washington State Department of Labor & Industries (LNI)
- Washington State Department of Licensing (DOL)
- Washington State Department of Retirement Systems (DRS)
- Washington State Department of Revenue (DOR)
- Washington State Department of Services for the Blind (DSB)
- Washington State Department of Social and Health Services (DSHS)
- Washington State Department of Transportation (WSDOT)
- Washington State Employment Security Department (ESD)
- Washington State Health Care Authority (HCA)
- Washington State Office of Administrative Hearings (OAH)
- Washington State Office of Minority and Women's Business Enterprise (OMWBE)
- Washington State Office of the Corrections Ombuds (OCO)
- Washington State Lottery (LOT)
- Washington State Recreation and Conservation Office (RCO)



The Honorable  
Jay Inslee  
Governor, State of  
Washington

***“ 'The arc of the moral universe is long, but it bends towards justice' ... if we bend it. It does not happen automatically. It does not happen through some organic process. It doesn't even happen through the power of evolution. It only happens if we decide to bend the arc of the moral universe. So, this is something that has to be through an intentional act. We don't break centuries of habit and thinking unless we decide to break the chains of that history.”***

***-Washington Governor Jay Inslee,  
expounding on a quote from Reverend Dr. Martin Luther  
King Jr. at the Governor's 2022 Equity Summit***

## Background

The Governor's [Executive Order 22-02, Achieving Equity in Washington State Government](#), directed agencies to advance equity and anti-racism in the following areas: Public Contracting, Public Employment, Public Education, and Public Services.

On November 30<sup>th</sup>, approximately 2,000 community members and state employees came together in-person and virtually to identify specific performance measures and metrics the state will use to gauge how well we are advancing equity. Together, Summit participants helped lay a strong foundation for achieving equity across Washington state government, now and for generations to come, and learned how to advance belonging, equity, and justice for all, from several incredible presenters.

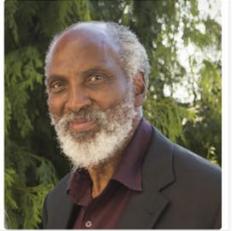
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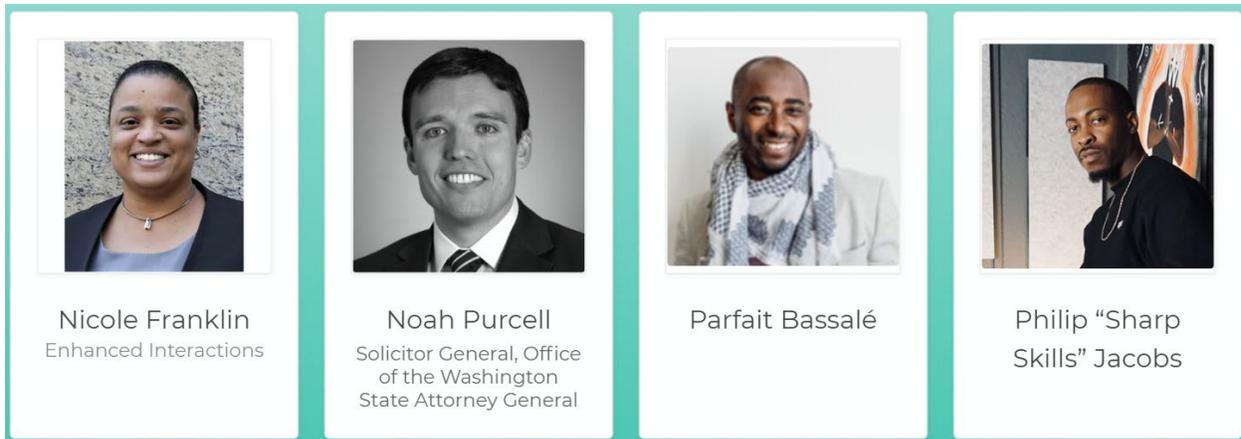
The Washington State Office of Equity is committed to hosting accessible events that promote belonging, justice, and dignity.

We thank **American Sign Language (ASL) Interpreters** (Jahmeca Osborne, [Diverse Interpretation](#) and Stephanie Freeman, [Universal Language Service](#)) and

**Communication Access Realtime Translation (CART) Captioners** (Michelle Beltran, [LNS Captioning](#) and Jamie Pellegrino, [LNS Captioning](#)) for helping us host an accessible event.

## Speakers

 <p>Clinton Johnson NorthStar of GIS</p>	 <p>Dr. Erica Hernandez-Scott Interim Executive Director Professional Educator Standards Board (PESB)</p>	 <p>John A. Powell Director, Othering and Belonging Institute</p>	 <p>Karen A. Johnson (Dr. J) Director, Office of Equity</p>
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## Photos

View the [compilation](#) of photos from the event!

## Summit Videos and Session Recordings

### Videos

In the following videos, state employees and community members shared why they believe advancing a pro-equity antiracism (PEAR) ecosystem is important for all Washingtonians. These videos were shared as pre-work to prepare people for their participation at the Summit.

- [Achieving Equity in Public Contracting](#)
- [Achieving Equity in Public Education](#)
- [Achieving Equity in Public Employment](#)
- [Achieving Equity in Public Services](#)

Note: [Why Lead with Race: Governor's 2022 Equity Summit](#) was shown at the Summit.

### Session Recordings

Recordings of the Summit plenary morning and afternoon sessions are linked below:

- [Governor's Equity Summit Morning Plenary Session](#)
- [Governor's Equity Summit Afternoon Plenary Session](#)

Recordings of the Laying the Foundation group work are linked below:

- [Finalizing the Datasets & Indicators for Determinants of Equity](#)
- [Developing Measures for Achieving Equity in Public Employment \(Morning\)](#)
- [Developing Measures for Achieving Equity in Public Employment \(Afternoon\)](#)
- [Developing Measures for Achieving Equity in Public Contracting \(Morning\)](#)
- [Developing Measures for Achieving Equity in Public Contracting \(Afternoon\)](#)
- [Development Measures for Achieving Equity in Public Services \(Morning\)](#)

**Note:** No recordings were made for the *Developing Measures for Achieving Equity in Public Education* session or the afternoon session *Achieving Equity in Public Service*.



"I'm listening to the video the Governor sent out on the Equity Summit. It is clear you put together a **worthwhile and high-quality event!** I really like the specific performance measures. The other thing I appreciated was that it was clear you had **people with many different lived experiences and professional interactions** with state government. I think by holding the summit, you took a first step in ensuring folks feel a sense of ownership, especially with the message of, "and now what will you do..." Amazing work!"

Jolene Stanislawski  
State Auditor's Office

---

"Congrats on a job well done regarding the Governor's Equity Summit yesterday. We all appreciated the great service, space, time and your hard work on **bringing all of us together** and making it happen." The rest of us are left saying, "Dr. J and her hardworking team.... They did that! Drop the mic!"

Masozi Nyirenda  
Department of Enterprise Services

---

"Just wanted to say thank you for a terrific summit last week. I can imagine it was a lot to pull together in a microscopic amount of time. What you and your team were able to deliver, though, was a day full of inspiration, information, and important conversation. We also had time to **get some important work done** while remembering there is much more to do. I appreciate all the countless hours you all put in to deliver. Nicely done!

This was also the first time I remember being at a conference organized by a state entity where the majority of **speakers and presenters were people of color**, and women in particular. It was absolutely **refreshing** and I appreciate the **intentionality** that likely went into that." –

Andrew Chin  
Department of Social and Health Services, Division of Child Support

---

"Job WELL DONE! What an **inspiring** event."

Kristin Peterson  
Department of Health

---

"Thank you for putting together the Equity Summit, that was amazing! Getting that many people into the room and organizing the logistics was also amazing, kudos to you and your team for making it a **meaningful experience and fun!**"

Pat McGregor  
Washington State Patrol

# Washington State 2023 Plan

**Note:** If you want to see the full set of measures, metrics, and PEAR actions for a section, click the section link below. [Learn](#) what participants believe it will take for Washington to become the **nation's first Belonging State**.

## Public Education

### Measure: Create and implement culturally relevant curriculum

#### Actions:

1. Establish legislative requirement and earmark funding
  2. Require culturally appropriate teaching and inclusive cultures professional development for teachers & faculty
  3. Legislate board for curriculum review criteria (board must be representative of community diversity and each school community)
  4. Integrate and require in-teacher prep & administrative programs
- 

## Public Services

### Measure: Equity in housing

#### Actions:

1. Analyze eligibility criteria, all housing support options, and align into a single set or streamline
  2. Share information with the public to make sure people get what they need and convey an understanding that all people deserve housing
  3. Create an automatic expungement process for individuals being released after serving their sentence to address barriers to housing (especially the vouchers)
  4. Amplify and scale community-based, community-rooted models
  5. Statewide zoning standards to encourage building of affordable units
  6. Align and desegregate data with housing stock and income by region and availability of matched housing and data about housing rates by race, language, and income level
- 

## Public Contracting

### Measure 1: Reduce Barriers in Contracting for Small, Women-owned, and Minority-owned Businesses

### Measure 2: Increase State Awarded Contracts & Spend for Small, Women, and Minority Businesses

### Measure 3: Education & Empowerment (External)

### Measure 4: Education & Empowerment (Internal)

#### Actions:

1. Incorporate equity review into contract/Request for Proposal (RFP) process
  2. Review procurement priorities, processes, and contracts and remove/resolve conflicting language, requirements, processes, and priorities
  3. OMWBE & community set contracting goals
  4. Develop and implement outreach plan – access to resources, technical assistance programs
  5. Examine previously “disqualified small, women, and minority businesses
  6. Budget for required PEAR training, all staff in contracting/procurement must take
  7. Solicit community feedback regarding contracting/procurement policy, incorporate feedback
- 

## Public Employment

### Measure 1: Improve hiring practices

### Measure 2: Create equity tool for all hiring and appointments

### Measure 3: Increase DEI training that includes cultural awareness for all

### Measure 4: Identify and diversify demographics of new hires, internal movement, and employment status

#### Actions:

1. Build and deploy an evaluation system to support DEI growth
2. Allocate sufficient resources to support DEI training
3. Develop and deploy survey that measures quality of training (e.g., survey measures perception and skills)



"As a long time community member, social worker, and college instructor in the King and Pierce Co. regions, I'd like to thank you for hosting an amazingly dynamic Equity Summit for the community. I am blessed to sit on the Governor's DES BDAG as well and will share the great news with the Team there. This was by far **the most comprehensive DEI (& Belonging) summit** I have ever attended."

Carl Newhouse  
Resilient Learning & Solutions, LLC

---

"The Equity Summit was quite an achievement. While facilitating our Public Services measures session I kept having two thoughts 1. "What did I get myself into this time?" and 2. "Wow, we're really doing this!". I've gotten used to having to constantly having to make the case for why this work is important and yesterday during our sessions I realized I didn't need to convince anyone about the why, we just had to provide the organization and then set the team loose to do the work.

I also appreciated the **opportunity to work with friends and partners** from other agencies. As I'm sure you know, **this work can feel isolating** and I relished the chance to work other colleagues. I feel like that **recharged my batteries** in ways I didn't know I needed. I can't believe how you all put it together in such a short time period."

Tony Griego  
Office of Administrative Hearings

---

"CONGRATULATIONS to the entire team for today's amazing summit. **I was online and glued to my screen.** Even during breakouts, the technology/online support team did a wonderful job keeping us engaged and involved. I left **feeling inspired** and more aligned in our work.

I was in the contracting group and Lenora made sure we didn't miss a beat or felt the usual digital disconnect with hybrid events."

**Faduma Fido**  
People's Economy Lab

---

"CONGRATS the Summit was well done with such flair with so little time to plan! It was IMPRESSIVE! Thank you! he quality of the speakers and learning was fabulous and the opportunity to reconnect with colleagues and friends was a blessing!"

**Juan Alaniz**  
Health Care Authority

# Appendixes

## Appendix A: Summit Agenda

### ***Working Together for Results***



**Governor’s Summit (EO 22-02)**  
**Greater Tacoma Convention Center**  
**1500 Commerce Street, Tacoma, WA**  
**November 30, 2022**  
**8:00 a.m. - 4:00 p.m.**



*Washington state agencies and communities working together to achieve equity in public contracting, education, employment, and services so everyone has a fair chance to live out their dreams and thrive in business, school, work, and life.*

*“Teamwork makes the dream work”*

Time	Topic	Presenter	Location
<b>7:00am: Registration and Networking (3<sup>rd</sup> Floor)</b>			
<b>8:00 am</b>	Welcome	<i>Dr. Karen A. Johnson (Dr. J)</i> <i>Director, Office of Equity</i>	Exhibition Hall B, 5 <sup>th</sup> Floor and Virtual
<b>8:05 am</b>	Opening Blessing	<i>Connie McCloud</i> <i>Culture Director, Puyallup Tribe</i>	
<b>8:15 am</b>	“The Dream”	<i>Dr. J</i>	
<b>8:30 am</b>	Governor Remarks	<i>The Honorable Jay Inslee</i> <i>Governor, State of Washington</i>	
<b>8:40 am</b>	Meet-n-Greet	<i>Dr. J</i>	
<b>9:00 am</b>	Solicitor General Remarks	<i>Noah Purcell</i> <i>Solicitor General, Office of the Washington State Attorney General</i>	

9:10 am	Introduce john a. powell	Dr. J	
9:15 am	<i>How To Make Belonging Real</i>	john a. powell Director, Othering and Belonging Institute	
<b>10:15am: Break</b> (Note: Making Connections Virtual Participation Resumes At 2:45pm)			
10:30am – 12:00pm <b>Laying the Foundation</b>	Facilitated Group Work: <i>Finalizing the Measures and the Metrics for the Measures</i>		<b>Public Education:</b> Room 404 <b>Public Employment:</b> Room 405 <b>Public Contracting:</b> Room 406 <b>Public Services:</b> Room 407
	Finalizing the Datasets & Indicators for Determinants of Equity	Clinton Johnson, NorthStar of GIS Nicole Franklin, Enhanced Interactions	<b>Law &amp; Justice:</b> Board Room North, 1 <sup>st</sup> floor
	Finalizing the Datasets & Indicators for Determinants of Equity	Clinton Johnson Nicole Franklin	<b>Community &amp; Public Safety:</b>
			Board Room South, 1 <sup>st</sup> floor
10:30am – 12:00pm <b>Making Connections</b>  <i>For in-person Making Connection attendees only</i>	Now that Directive 98-01 is Rescinded, What Now?	Solicitor General Noah Purcell	Room 317
	Internal Transformation: <i>How an Education Agency is Transforming Itself in the Name of Justice</i>	Dr. Erica Hernandez-Scott Interim Executive Director Professional Educator Standards Board (PESB)	Room 318
	The Elephant in the Room	Philip “Sharp Skills” Jacobs Rebel Firm, LLC	Ball Room A, 3 <sup>rd</sup> floor
	Achieving Equity Requires Pivots: Are You Ready?	Parfait Bassale’ Parfait Bassale’ Consulting	Ball Room B/C, 3 <sup>rd</sup> floor
	How Do We Make Belonging Real	john a. powell	Ball Room D, 3 <sup>rd</sup> floor
<b>12:00pm – 1:00pm: Catered Lunch (Exhibition Hall B- 5<sup>th</sup> Floor)</b>			

<b>1:00pm - 2:30pm</b>  <b>Laying the Foundation</b>	Facilitated Group Work: <i>Finalizing the Metrics and Actions for the Measures</i>		<b>Public Education:</b> Room 404 <b>Public Employment:</b> Room 405 <b>Public Contracting:</b> Room 406 <b>Public Services:</b> Room 407
	Finalizing the Datasets & Indicators for Determinants of Equity <ul style="list-style-type: none"> <li>• Parks</li> <li>• Recreation &amp; Natural Resources</li> <li>• Built &amp; Natural Environment</li> <li>• Neighborhoods</li> </ul>	<i>Clinton Johnson</i> <i>Nicole Franklin</i>	Board North & Board Room South, 1 <sup>st</sup> floor
<b>1:00pm – 2:30pm</b>  <b>Making Connections</b>  <i>For in-person Making Connection attendees only</i>	Now that Directive 98-01 is Rescinded, What Now?	<i>Solicitor General Noah Purcell</i>	Room 317
	Internal Transformation: <i>How an Education Agency is Transforming Itself in the Name of Justice</i>	<i>Dr. Erica Hernandez-Scott</i>	Room 318
	The Elephant in the Room	<i>Phillip “Sharp Skills” Jacobs</i>	Ball Room A, 3 <sup>rd</sup> floor
	Achieving Equity Requires Pivots: Are You Ready?	<i>Parfait Bassale’</i>	Ball Room B/C, 3 <sup>rd</sup> floor
	How Do We Make Belonging Real	<i>john a. powell</i>	Ball Room D, 3 <sup>rd</sup> floor
<b>2:30pm: Break &amp; Refreshments</b> <i>(Note: Making Connections Virtual Participation Resumes At 2:45pm)</i>			
<b>2:45 pm</b>	Report Outs to Governor Jay Inslee	<i>Dr. Karen A. Johnson</i>	Exhibition Hall B, 5 <sup>th</sup> floor and Virtual
<b>3:50pm – 4:00pm</b>	Closing Remarks	<i>The Honorable Governor Jay Inslee</i>	

**Thank you for your participation:**  
**“Ain’t No Stopping Us Now!”**

## Appendix B: PEAR Service Lines

### Pro-Equity Anti-Racism (PEAR) Service Lines

To create PEAR outcomes, we focus on PEAR Strategic Action Plan investments in **PEAR Service Lines**, 11 aspects of decision making within state agency business lines including service delivery, program development, policy development, and budgeting (RCW 43.06D.040).

#### The 11 PEAR Service Lines are:

##### Leadership, Operations & Services:

Advance PEAR practices and systems at all levels of state government through transparent and accountable organizational development and adaptive change agent leadership.

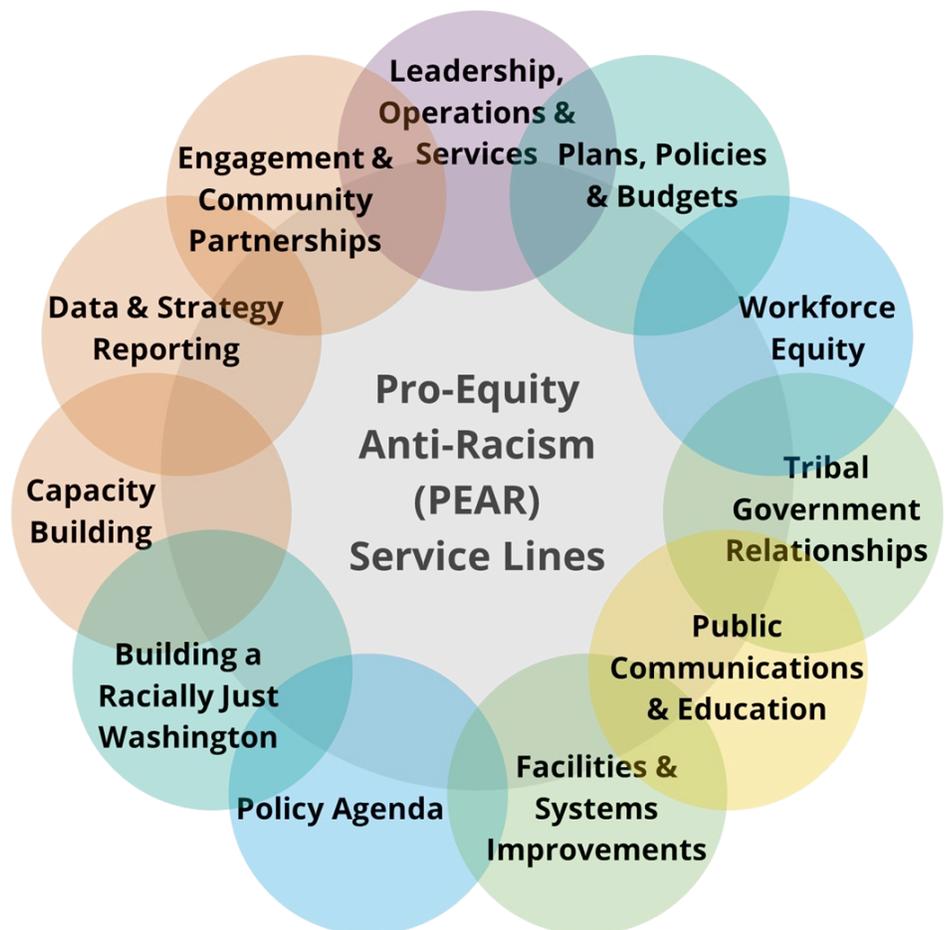
##### Plans, Policies & Budgets:

Incorporate PEAR values into plans, policies, and budgets to meet the needs of employees and the communities we serve, eliminating disparities where the needs are greatest.

##### Workforce Equity:

Develop a PEAR organizational culture by building a diverse (including racially and ethnically diverse) and culturally responsive pipeline for employees at all levels and create opportunities for each employee to bring their full self to work and feel welcomed, supported, and valued.

**Tribal Government Relationships:** Invest in Tribal governments and enterprises, and Tribal organizations that progressively inform our state's PEAR decision-making lens and cultivate equitable, racially just and accessible participation with recognition of the unique histories of Tribes and AI/AN people, their connection to traditional territories



and the significance of the connection between the land and cultural ways of life practiced since time immemorial.

**Public Communications & Education:** Advance our state's capacity to better communicate and educate our communities and employees in ways that are equitable, racially just, accessible, and cultivate a sense of belonging.

**Facilities & Systems Improvements:** Design and develop facilities improvements, public works projects, and business diversity programs that center the values and priorities of our employees and the communities we serve.

**Policy Agenda:** Address **root causes of disparities** through policies, practices, and systems to end disparities, including racial and ethnic disparities, and improve outcomes statewide across state government, particularly in hiring and promotions; state spend for public works, goods and services (including client services), and procurement; and access to services.

**Building a Racially Just Washington:** Use PEAR strategies and tools to eliminate racial inequities and improve outcomes for all racial groups, with an intentional focus on where the needs are greatest.

**Capacity Building:** Intentionally develop organizational capacity to support the implementation of the PEAR framework in all agency-decision making.

**Data & Strategy Reporting:** Invest in data and strategy reporting systems to ensure that we drive equitable outcomes by investing where the needs are greatest and hold state agencies accountable for eliminating disparities in their business lines.

**Engagement & Community Partnerships:** Build partnerships with communities and employees that inform and support Washington state's PEAR ecosystem.

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<sup>i</sup> Tribal governments are distinct sovereign nations with inherent authority to govern their own people, lands, and resources. Tribal governments as sovereign nations have a unique relationship with the state and the federal government that is not based upon race. Federally recognized Tribes have the right and authority to regulate activities on their land independent from state government. However, tribes and the state frequently collaborate and cooperate in areas of mutual interest through consultation and government-to-government protocols as required by Chapter 43.376 RCW. It is of the utmost importance that Tribal sovereign nation status is honored throughout this process.

Tribes share responsibility for the health, safety, and welfare of their citizens and their communities with state and federal governments. Tribal Members, American Indians and Alaska Natives are dual citizens, as members of their Tribe and the State of Washington. Both governments share the responsibility to ensure equity and justice for AI/AN Washingtonians.

## Appendix C: Summit Definition Sheet

### 1. **Pro-equity:**

“...[T]he **proactive** way of doing equity work involves starting from the knowledge that we live in a society permeated by racism and bigotry, so we should be looking to combat or control for that in every **action** — no matter whether there’s an “incident” or not.”

- [Caroline Hill, founder of 228 Accelerator](#)

### 2. **Anti-racism:**

“Anti-racism is a process of **actively** identifying and opposing racism. The goal of anti-racism is to **challenge** racism and **actively** change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in **action**. It is about **taking steps** to eliminate racism at the individual, institutional, and structural levels.”

- [Verywell Mind](#)

### 3. **Universal Access** (working definition):

Barrier-free access for all people to and delivery of Washington state government services, programs, activities, employment, and communications, including but not limited to disability access and accessibility and language access.

- For more info: [Universal Access & Belonging | Office of Equity \(wa.gov\)](#)

### 4. **Belonging:**

“Is both objective and subjective; it is the expressive or communicative message that a group belongs. Belonging is realized fully when included groups have more than a voice – they are actually able to reshape the institution together with existing stakeholders.”

- [On Belonging | Othering & Belonging Institute \(berkeley.edu\)](#)

## Appendix D: Measures, Metrics, & Actions

### Public Education

#### **Measure 1: Create and Implement Culturally Relevant Curriculum**

Lens: pro-equity; anti-racism; belonging

*Metric 1: Access to ethnic studies, AP African American history and since time immemorial*

PEAR Service Lines:

- **Plans, Policies & Budgets:** Legislative requirement & earmarked funding
- **Capacity Building:** Professional development for teachers & administrative staff

*Metric 2: Cultural relevance is integrated into all curriculum*

Pear Service Lines:

- **Plans, Policies & Budgets:** Legislated board for curriculum review criteria
- **Facilities & Systems Improvements:** Integrated/required in-teacher prep & administrative programs

*Metric 3: Family and Student Inclusion*

PEAR Service Lines:

- **Public Communications & Education:** Curriculum review board required to be representative of community diversity and each school community

#### **Measure 2: Equity in Pre-K-12 Funding**

Lens: pro-equity; anti-racism; universal access

PEAR Service Lines:

- **Plans, Policies & Budgets:** Revise the funding for general education to equitably distribute the money based on the students in all schools within the state
- **Data & Strategy Reporting:** Monitor the equitable distribution of funds within the district
- **Engagement & Community Partnerships:** Define the student needs (multilingual learners (MLL); Black, Indigenous, People of Color (BIPOC); Special Education Demographics (SPED) and determine equity in spending for student need groups

### Public Services

#### **Measure 1: Equity in Housing**

Lens: pro-equity; anti-racism; universal access; belonging

*Metric 1: Proportion of Washingtonians with a fixed, regular, and suitable housing*

Suitable housing: housing reasonably suited to the person's circumstances—including economic circumstances—and meeting applicable standards of health and safety

PEAR Service Lines:

- **Plans, Policies & Budgets:** Analyze all the different eligibility criteria for the different housing support options and align into a single set or more streamlined set of criteria
- **Plans, Policies & Budgets:** Create an automatic expungement process for individuals being released from incarceration after serving their sentence to address barriers to housing (especially the vouchers). The expungement process that exists is a heavy lift for those that cannot afford a lawyer or the cost to be granted expungement

- **Public Communications & Education:** Share information with the public and make sure people get what they need and convey an understanding that all people deserve housing where they are safe, warm, and cared for

*Metric 2: Proportion of Washingtonians who spend no more than 30% of their household income on rent or mortgage costs.*

PEAR Service Lines:

- **Engagement & Community Partnerships:** Amplify and scale community-based, community-rooted models. Affordable housing equal to the rate of the community living and working in the community (which may be defined differently than broadly "affordable")
- **Plans, Policies & Budgets:** Statewide zoning standards to encourage building of affordable units, including single and multifamily owner-occupied homes and rental units, particularly in areas with access to transit and services, etc.
- **Data & Strategy Reporting:** Alignment and desegregated data with housing stock and income by region and availability of matched housing. Data about housing rates by race, language in addition to income level.

## Public Contracting

### **Measure 1: Reduce Barriers in Contracting for Small, Women-owned, and Minority-owned Businesses**

Lens: pro-equity

*Metric 1: All contracts/request for proposals (RFPs) are developed through an equity lens.*

PEAR Service Lines:

- **Plans, Policies & Budgets:** Add time in project timeline for an equity review process
- **Workforce Equity:** A person in an equity role reviews & approves contracts/RFP

*Metric 2: Align Agency procurement priorities, processes, and contracts*

- **Plans, Policies & Budgets:** Review procurement priorities, processes, and contracts and remove/resolve conflicting language, requirements, processes, and priorities

*Metric 3: Percentage of utilization of mandatory contracts with small, women-owned, and minority-owned businesses*

### **Measure 2: Increase State Awarded Contracts & Spend for Small, Women-owned, and Minority-owned Businesses**

Lens: pro-equity

*Metric 1: Number of agencies and higher ed institutions with set contracting goals (percentage of contracts, amount of contracts)*

PEAR Service Lines:

- **Plans, Policies & Budgets:** Office of Minority and Women's Business Enterprises to set contracting goals in partnership with community
- **Engagement & Community Partnerships:** Community are partners in setting contracting goals
- **Data & Strategy Reporting:** Review existing data and monitor

### Measure 3: Education & Empowerment (External)

Lens: universal access

*Metric 1: Percentage of small and minority businesses that are supported in contracting process*

PEAR Service Lines:

- **Leadership, Operations & Services:** Hire outreach/assistance positions
- **Plans, Policies & Budgets:** Develop and implement outreach plan – access to resources, technical assistance programs, and host open-houses
- **Data & Strategy Reporting:** Examine previously “disqualified” small, women-owned, and minority-owned businesses
- **Engagement & Community Partnerships:** Identify medium and messaging and connect with community

### Measure 4: Education & Empowerment (Internal)

Lens: universal access

*Metric 1: 100% of agency staff engaged in contracting/procurement receive PEAR training*

PEAR Service Lines:

- **Plans, Policies & Budgets:** Budget for required training, partner with communications to incorporate feedback in adjusting contracting/procurement policies, or when forming new policy
- **Workforce Equity:** Evaluate PEAR training for effectiveness
- **Capacity Building:** High volume of PEAR training

*Metric 2: Percentage of agency contracting/procurement policies that are informed by community feedback*

- **Public Communications & Education:** Solicit community feedback regarding contracting/procurement policy
- **Data & Strategy Reporting:** Track & monitor training, track & measure community feedback/policy chain
- **Engagement & Community Partnerships:** Incorporate community feedback and check in periodically

## Public Employment

### Measure 1: Improve Hiring Practices

*Metric 1: Percentage of agencies tracking demographic data in hiring process (i.e., diversity in candidate pools)*

Lens: pro-equity; anti-racism; belonging

*Metric 2: Percentage of agencies tracking applicant flow data*

Lens: pro-equity

*Metric 3: Percentage of agencies that have assessed their hiring posts with qualifying credential requirements (required education/credentials that create barriers for applicants)*

Lens: pro-equity

## **Measure 2: Create Equity Tool for all Hiring and Appointments**

*Metric 1: Increased diversity of applicant pools*

Lens: pro-equity; anti-racism; universal access; belonging

*Metric 2: Reduced drop-out rate of people of color in recruitment*

Lens: pro-equity; anti-racism; universal access; belonging

*Metric 3: Number of state agencies using tool*

Lens: pro-equity; anti-racism; universal access; belonging

*Metric 4: Increased hiring of under-represented communities*

Lens: pro-equity; anti-racism; universal access; belonging

## **Measure 3: Increase DEI training that includes cultural awareness for all**

*Metric 1: Number of employees attending training/building capacity*

Lens: pro-equity; anti-racism; universal access; belonging

*Metric 2: Number of agencies and amount of resources allocated to support training*

Lens: pro-equity; anti-racism; belonging

*Metric 3: Number of training opportunities and individualized training plans*

Lens: pro-equity

*Metric 5: Establish baseline to evaluate quality of training*

Lens: pro-equity

PEAR Service Line:

- **Leadership, Operations & Services:** Build and deploy an evaluation system to support DEI growth
- **Plans, Policies & Budgets:** Allocate sufficient resources to support DEI training
- **Data & Strategy Reporting:** Develop and deploy survey that measures quality of training (e.g., survey measures perception and skills)

## **Measure 4: Identify and Focus on Improvement of Demographics for New Hires and Internal Movement and for Employment Status (Full-time/Part-time & Seasonal/Temporary)**

*Metric 1: Match state employee demographics to state labor force demographics: race, gender, sexual orientation, and disability status.*

Lens: pro-equity; anti-racism; universal access; belonging

## Appendix E: Washington as a Belonging State

View the [Summit Morning Plenary Session](#) to learn about "Belonging" from **john a. powell**.

### What will Washington look like when you have achieved becoming a state of belonging? What will the essential systems look like? What policies will be in place?

More open conversation on our differences and similarities, less fear about doing this.

That there are places, group, things to join so I feel connected and engaged. That I am stepping forward to ask questions and approach others with my questions and I am welcomed/supported in doing this by others. That all people can easily engage in community spaces that meet personal needs that are basic and enriching, (such as early childhood ed). That this is as easy to do as going to the mailbox, no barriers to this, no need to jump through hoops.

That there is open space to share lived experiences, a space for us to share who we are and see others, share in each other's struggle.

I see neighborhoods with different affordability of homes. People who are personally accountable. People to be authentic. Demand of the system you are in. Some people cannot demand; this is a barrier still to overcome. People don't feel that they can belong. A WA where we all belong is where everybody can trust that when they go into an agency they will be treated and know in their heart that they will be treated right.

Access to shelter and education. Meeting needs (Hierarchy of Needs). Understanding that there are enough resources, the issue is the dissemination of resources; power structure of who makes the decision. Eliminating barriers that thwart access to resources.

Belonging will bring tolerance, patience for others, systems and structures will have co-creation in mind, everyone will already have a seat at the table, start with belonging in neighborhoods because it can also create better opportunities to jobs or education (create systems that allow people access to mortgages so they can get into better neighborhoods), access for everyone to have access to their basic needs first of all, co-creating a statewide basics guidelines, one fund for property taxes to rethink how we distribute that into the education school that is not based solely on neighborhood's property taxes.

Respecting everybody equally, Safe/secure spaces for all, Belonging across the entire state with so many differences across the state; ensuring that it feels the same in all places, continuing the work to ensure that there is a sense of belonging across systems and policies, ensure that there are structures/policies/systems that are not so rigid as to not be able to be flexible for change, ensure that there is more inclusiveness with policy/system changes; making sure there is better representation and not just those at the top, ensure Equity Impact assessments are done before policies/systems are finalized

Thinking about the 'hands across America' campaign, showing connectedness; having no one unhoused; having space for everyone; inequity of first nations people - need for clean water, preventing purchase of native land, having support to battle large corporations; we would need fewer regulations to mandate the systems change; a baseline = everyone who seeks any license or

permission in the state requires a grounding in tribal sovereignty and tribal rights (drivers, fishing, boating, property purchase as examples) to acknowledge land and history and current status of tribes

No hierarchy; true power sharing; giving power to everyone, making sure we all have a voice that is heard and valued; people actually really hear what you have to say with genuine interest and curiosity; people really see you; easier pathway for people/ease of access; rethinking of what leadership is; true co-creation of policies by people who are directly affected by a policy

It looks like a place where no one has to "code switch". Belonging is intrinsic to all decision making. Policies centered around belonging. Having everyone co-creating policies from the ground up.

Everybody situated in a way to succeed and a healthy place to live, that is safe and affordable; allows agency and dignity. Economic security and wealth equity, equitable homeownership. Food security that includes personal food security and food supply chain security. Access to broadband and education for all. Fund schools equitably instead of through property taxes. Care and dignity for our senior citizens. Policies should start with co-designing and co-creating them to tend to populations that need them most. Use plain language and also make decisions taking into account seven generations (three generations before, the current generation, and three generations after).

People can navigate and have the structures to seamlessly navigate services. Hire practices in synch with community and who we are. Using open and honest communication to bring people to the table, broaden out the discussion and who is at the table. Create communications that we can all access to create a sense of belonging so that everyone has access. A place that has shared goals and shared values. How do we redesign government based on a better understanding of community needs and values. Making sure the right people are at the table to meet those goals. How do we get everyone to agree? We can't always get everyone to agree but we need for everyone to be heard.

Access to healthcare and education regardless of identity or socio-economic status. There are process out there now, but they are often not accessible to all. Programs to assist families with finances and to help better their own education and their dependents. Access to those resources. Access is a big issue. Having a world where we matter. Where I matter. Resources are known to all and are easily accessible to all. Free education - ability to take whatever path you choose. Salaries for teachers are weighted higher to reflect the importance of their positions. Should be equated with doctors. Especially in female dominated fields. Secretaries and other supporting roles. Seeing growth with nursing. Need to see growth in other areas. Pay equity. Those of us who do work in government, we should mirror the communities we serve, not just entry-level, but all the way up through leadership. Should be able to serve communities. Where the public can walk in and see someone who looks like them and speaks their language.

Addressing homelessness by focusing on mental and addictive issues rather than pushing to someone else/different cities. Being more proactive in providing services to the community early on. How do you honor a person's wishes/values even if they may not be the best for them? State to provide for basic human needs in a respectful and culturally appropriate way.

When people are in need there are not so many conditions, requirements that prevent meeting that need. The ideal state is that the base level is taken care of: housing, health, exposure, hunger. To have programs that prevent suffering.

A system that unties all the red tape. Eliminate the phrase "But that's the way we've always done it." Make sure the systems include everybody.

There's vibrancy where people are living their best lives. People are engaged and doing things that are in service to themselves. We are not just surviving, but we are thriving. Nirvana - green space, inclusion of everybody.

Solving generational poverty. Try to lift up others and be a guiding voice for others on how to navigate systems to break the curse of generational poverty. To be a mentor to people outside of our circle and our circumstance. Wanting to remember where I came from and not going back.

Move from reactive to proactive.

Happy place - my voice was heard and taken into account - opportunity to actuate, and figure things out - if you believe it you can achieve - i can stand alone or stand by myself and not be alone - feel supported - less isolated feeling -

Everyone should have a home - a place where they can feel safe - affordable healthcare that fits the needs of the individual - no one should have to ask -

Expanding universal access - move away from hard stops

Every person has housing, healthcare, education, food, employment, love, JOY, security. Systems are co-created by the people. Policies are reimagined for their purpose, funding is reimagined and freed up from old systems/policies. No wrong door to access support

Start by recognizing and addressing individual bias so we are able to provide the services individuals and communities need - housing, food, education, etc.

Reduce policing, increase care, universal basic income, we can discuss economic policies (and all policies) without demonizing the other, constitutional convention - can we transform the foundational document of the state, flourish - defining what it means, what it would look like for WA state, people being well, people being healthy, people having access to those things that make/keep them healthy, eliminate correctional industries, WA would look like a garden being cultivated, a stewardship,

Agencies reflect what the community looks like where we work; [policy change- will look at lived experience as equal to years of education; how do I bring more people into what I enjoy and use this as a model for other areas of equity (horses and property); have years of experience count as much as education-policy issue; services for those that have real needs and that looks different to everyone, how do we provide access to food, health; get back to Love, loving each other.

Belonging - people can access and receive the help and services - healthcare, jobs, education, housing - when they need it and to the degree, they need it. Give people the ability to live the life they deserve to live and are capable of living.

The population of the leadership/people who hold power/people who work in state agencies/workgroups in the workplace would be reflective of the population they serve.

Changing hiring and recruitment practices/policies, also expanding the boundaries of what we think of as our area of employment - expanding employment opportunities beyond our physical borders of Washington to create more diversity.

But also, how do we create access to technology, education - how do we work downstream? Create modeling - kids at work events - not necessarily our own advantaged children but bringing in groups of disadvantaged children to bring them in, model successful people of color, find ways to mentor them and show them examples.

Equitable access to healthcare, housing, jobs, education, etc.

No homelessness

Systems in place to support the life cycle in its entirety, from birth to the grave, including support for the family unit

Collective, uniform systemic support for all of Washington (currently eastern WA, western WA, south WA etc are all very different)

-K-14 education as the end product of belonging

-Reality - so many structure intentionally put into place / until we recognize and acknowledge and tear those down

-Local gov's have put those in place

-GI Bill / but no access to loans, redlining neighborhoods and some not accessing GI bill

-anybody that interacts w families see both mothers and fathers as viable options instead of just mothers

-people impacted by policies are able to contribute to the development of those policies

Washington State will be a place with more voices. Comprehensive services would be in place to assist all people to live in dignity and to accomplish what they aspire. Policies may include universal health care, universal basic income, reparations for past wrongs, targeted mental health services, and support for programs that support people and households to thrive. Infrastructure that supports all users.

Schools as a resource that parents know about and can access for state services and act as a one-stop-shop for all sorts of useful information (healthcare, public benefits). Foundational resources are easily available to everyone at key points in their life (Scandinavian model of support) this is intended to increase access to power. Schools could serve as a hub for this. Government agencies co-create belonging culture for their employees that enables regular check in and evolution of the culture. The process builds habits that support this sort of intention around culture and the skills necessary for co-creation.

Poverty eliminated, everyone has basic needs met and the opportunity to achieve their goals. Individual needs will be met rather than picking options from a menu. (Housing/treatment/food assistance, etc.) Suicide and addiction rates will drop. Agency and power - instead of rules and regulations- send out employees to do their best to help. Eliminate government funding silos. State agencies would focus on building relationships with communities across programs and funding.

There are various things that should be changed related to belonging. For example, Canada and its inmates still have the right to vote. Believes Washington inmates should be able to vote which would allow them to come out of the system they can still be engaged. When you think of how many people who do not have a voice in the prison system...there are many people. Has a good friend who is in prison and unless you know someone, you don't know how disenfranchised they are. Proximity often dictates our understanding. When you come to know people, you come to know and understand their experiences. Same as for BIPOC. If you don't know someone you may not understand their experiences. The 13th Amendment was supposed to undo slavery and said, "Unless you are

convicted of a crime." If you are now free, traveling from one place to another and you don't have a job, you are criminalized, and your rights are taken away. This shows the insidiousness of policies and how they have been put into place. What will change people? Policies don't change people. One of the things that Dr. King said is we haven't changed the hearts and minds of people. When Trump came into office, people were surprised. Another word John Powell said is "racialization" because we live in a racialized society. How can we change this because it such a difficult thing to change!

Every place will smell nice. All basic needs are a right not a privilege. Caring for every human being. Policies that address the basic needs based on situatedness. Designed by the people for the people.

Belonging centralized website integrated it web solutions. Somewhere someone could go to learn what Washington has to offer with Language accesses to assist them. Agencies work together. Involve the community in programs being built by the state or federal grant programs.

Basic securities will be met. Find a different line of work. Poverty will be reduced once belonging is realized. The government agency involved cocreation before policies are met. Everyone is involved in the process. More information than just two choices for example Democratic vs Republican. All of the state social services are being used less that would mean belonging is happening. What media shows will reflect belonging inclusion. Nothing about me with me.

Living without fear. Changing our culture, walking into a room and not feeling like you're different than everyone else in the same way a white man often can, rebuilding society in a way that decenters a society created to benefit rich land-owning white men

Colorful, vivacious, loud spaces where there are all kinds of people of different ages from different spaces. We see places where services are provided where people are. Where food is a human right and people are seen and paid for what they bring.

We care about 'our children', yours, as much as mine, for the entirety of our lifetimes, through the entire lifecycle and for generations. Getting to a space where everyone is able to adequately live regardless of their job/situation, to afford housing, food, healthcare and basic needs, experiencing safety. Having a home, being free of harassment, having food security, as well as psychological safety and health. Ensuring people having basic human needs met so that they have opportunity and ability to thrive. Systems will not be informed by corporations, but people and result in a more equitable distribution of wealth.

Washington in a state of belonging looks like: everyone is listened to and invited to co-create, our systems would work with each other, people-centered, everyone would be housed and taken care of, state income tax, living wages, full fridges, full tables, resources would serve people (instead of people serving resources), housing first policies, a ton of joy and art, feasts and people loving each other's, joy, lots of different languages spoken, access to all systems for all, campaign finance reform, restorative justice (healing and not throwing people out), the people of the community make decisions, direct democracy, people here connected to the water and the land and wildlife, symbols and acknowledgement of hurt and right-doing, people no longer feeling isolated (especially youth), more, more, more.

Improve language access for customers; focus on an enterprise retention program-example project position can those resources be used at another agency within the enterprise;

# Appendix F: Virtual Engagement and Participation Data



**Office Of Equity**

TOTAL INTERACTIONS

# 76,221

Taps, Views and Votes Cast in Chime Live Event App

## KEY ENGAGEMENT METRICS

**1,154**  
Attendees Logged-On

**66**  
Average Interaction Per Attendee

## AUDIENCE INTERACTIONS

**5,278**  
Live Stream Views

**1,837**  
Biography Views

**1,030**  
Resource Views

## TOP CONTENT INTERACTIONS

**9,628** Session

**9,539** Schedule

**4,399** Speakers

**4,236** Current Subsession

**4,040** Live Stream

**2,046** Sponsors

**1,454** Event Info

## AGENDA VIEWS

- |  |  |   |
|--|--|---|
| 3472 Laying the Foundation   | 623 Report Outs to Governor Jay Inslee   | 365 Finalizing the Datasets & Indicators for Determinants of Equity                 |
| 1683 Laying the Foundation   | 468 Facilitated Group Work: Finalizing the Measures and the Metrics for the Measures Public Employment | 356 How To Make Belonging Real  |
| 1071 Making Connections  |  | 310 Welcome   |
| 762 Making Connections   | 371 Facilitated Group Work: Finalizing the Measures and the Metrics for the Measures Public Education  | 271 Finalizing the Datasets & Indicators for Determinants of Equity: Law & Justice: |
| 715 Finalizing the Datasets & Indicators for Determinants of Equity: Community & Public Safety |  |   |

## LIVE STREAM UNIQUE VIEWS

**754**  
General Session