



Agenda – Joint Diversity Committee (JDC)

November 15, 2019, 9am – 11am

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

Conference Bridge: (206)389-8599, Code: 2062643552#

1. Welcome and Introductions
2. Membership
3. Review 2019 Activities
 - a. March 2019 – Women in Maritime Leadership Conference
 - b. March 2019 – Van Asselt Elementary School Visits
 - b. April 2019 - Equity Leaders Workshop
 - c. July 2019 – Women Offshore’s UNITE Conference
4. Review and Update the Diversity Action Plan and JDC Goals
5. Next Steps Forward
 - a. Action Items
 - b. Next Meeting

Meeting Notes – Joint Diversity Committee (JDC)

November 15, 2019, 9-11 am

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

1. Welcome and Introductions:

Present: Sheri Tonn (BPC, JDC Co-Chair), Linda Styrk (PSP, JDC Co-Chair) Eric vonBrandenfels (PSP), Sara Thompson (BPC, Dept. of Ecology), Amy Scarton (WSF), Mark Gleason (USI), Jolene Hamel (BPC), Jaimie Bever (BPC)

Telecom: Emily Reiter (Saltchuk)

Absent: Deb Dempsey (Columbia River Bar Pilots, retired)

2. 2019 Membership:

Captain vonBrandenfels suggested having PSP pilot Captain Sandy Bendixen engage with the JDC and attend a meeting. Amy Scarton shared that WSF has a WSF Diversity, Inclusion and Workforce Development Committee and invites guest participants. She will see if we could get on their agenda for a future meeting. Sara Thompson mentioned the Washington Equity and Inclusion Conference (free) hosted by the state coming up on Jan 21-22, 2020. It was agreed that the 2019 JDC Committee roster would also be the roster for 2020 and will be updated on the website.

3. Review 2019 Activities:

a. Conferences attended – Sheri Tonn attended Women Offshore UNITE Conference in Houston. About 200 women working on the water internationally were in attendance. Next year the 2-day conference will again be at Rice University in Houston during July. Sheri felt it was the best opportunity to get in front of women mariners. Jaimie Bever attended the CalMaritime Conference Women in Maritime Leadership. The BPC is unable to attend the MARAD Women on the Water Conference in Galveston this year. It is a concern that because the MARAD diversity advisor was so impressed with the UNITE conference, they may fund that instead of Women on the Water at the maritime academies. It really is a different audience and both have good contacts and are important for us to attend.

b. March 2019 – Captain vonBrandenfels visited Van Asselt Elementary School. One insight is that the students don't know how to swim and that is one of the barriers to pursuing a career on the water; fear of drowning. He also went to a career day in Puyallup. Elementary and junior high kids were really fun to work with and expose them to the idea of a job as a mariner. Amy Scarton shared that WSF has invited high school to spend an entire day on the ferries. Sheri Tonn highlighted Chief Leschi school in Tacoma and the Puyallup Tribal Council. Met yesterday with them and tribal geoduck divers who are very oriented to the water. Mark Gleason raised the Olympic Coast

National Marine Sanctuary (Mark on advisory board as a back-up) and talked about PTAs as a good pathway to get an audience with kids to get them interested in maritime. It was noted that not all schools have PTAs however.

c. April 2019 – Captain vonBrandenfels, PSP Vice President Captain Ivan Carlson, BPC Pilot Commissioner Captain John Scragg, BPC Pilot Commissioner Captain Mike Anthony, and BPC Executive Director Jaimie Bever attended Equity Leaders Workshop. Once people become pilots, PSP can't force them to take any trainings however perhaps the BPC could consider equity training for pilot trainees. Linda Styrk and Captain vonBrandenfels shared their experience attending Cultures Connecting Leadership workshop. Lots of good feedback. Linda suggested that if this type of course could get programmed in to the trainees curriculum, given the interest by WSF and PSP pilots, it would be good to open up the workshop to other groups around the table to help pay.

WSF has ethics, sexual harassment, equity and inclusion, and basic leadership classes that they are required to have new employees take. However, they can't be taken on-line out in the fleet. WSF had been struggling with how to do this, but they realized that anytime someone is coming in for another meeting they could have them come in early or stay late and provide them with a computer and have them sit and do the training. Since BPC issues a state pilots license every 5 years, they could consider requiring specific training not only for trainees but also pilots renewing their state pilot license. Amy said there is the MLS, the marine learning system, which can be loaded on the computers and don't require internet access like LMS does.

JDC Budget

BPC has a very small JDC budget of 5K and a separate travel budget – also very small. When it comes time to pay into SILA premiums again, BPC will need to tap into the multi-modal account. All of WSDOT is looking for \$450M just this year due to Initiative 976 passing and this is a concern for future budgeting. BPC trying to use just the travel budget at this time that only supports 2 conferences per year. UNITE is definitely one we want to go to, then we will have to choose the second one between Cal Maritime or MARAD.

Recruiting

We had one woman take the 2018 exam, and unfortunately, she was not successful in the written portion of the exam. She may or may not take it again. SE Alaska, Sandy Hook and Mississippi have a very different training program, which is why they may be having better success at recruiting females. Income disparity is a substantial issue which we continue to discuss.

4. Review and Update the Diversity Action Plan and JDC Goals

Diversity Program Report Format Suggestions:

- Separate out past and future accomplishments
- Present as a timeline of work progress
- The format looks better and working toward a better visual

Review Goals:

The first goal, ***Increase Ethnic and gender diversity of licensed pilots in Washington State***, is really an umbrella goal over the others below it.

Do we have a vision – to reflect the communities we serve? Vision to have a pilotage corps that better reflects the diversity of the community. Discussed how we define the community we serve:

- Washington, the world, just maritime?
- Pull from the pilotage act some of the preamble language
- Mark Gleason offered to help draft a vision statement

The second goal, ***Participate in efforts to develop a diverse pool of applicants with required qualifications for pilotage***, was discussed as to how we could widen the net to increase the diverse pool of candidates.

The BPC has a 5-year plan that includes some of these goals, but does not have a specific 5-year plan for our Diversity Action Plan. This is a public document that is supposed to give information to the legislature. Sheri Tonn really likes the idea of viewing as a 5-year plan because that is the period we can really affect, not so much the next 2 years. The BPC did their first one in 2014, so 2019 would be 5 years. Jaimie Bever liked the idea of doing a 5-year look back.

The JDC should make recommendations to the Board and then the Board should weigh in on any changes. BPC will look at who will be on the Exam Committee, perhaps bigger than previous. In the past, changing exam qualifications has received resistance. There was a lot of discussion of workforce development within WA state and creating career pathways for WA state residents.

5. Next Steps Forward

a. Action Items

Jaimie Bever will revise the Diversity Action Plan for input
Jaime Bever work with Mark Gleason on draft vision statement
Jaimie Bever will follow-up on elementary school photos
BPC to look at Exam Committee makeup, perhaps bigger than in the past
Linda Styrk to report JDC update at Board meeting, be prepared to highlight that the JDC suggests more diversity of perspective on Exam Committee
Linda Styrk will see how we can connect the Maritime Blue

b. Next Meeting

Captain vonBrandenfels will invite Capt. Bendixen to attend Jan meeting
Jolene Hamel will send out a Doodle Poll for Jan meeting (meet quarterly in 2020)