

Agenda – Joint Diversity Committee (JDC)

January 30, 2018

9:00 AM

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

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

1. Welcome and Introductions
2. Updates since last meeting
 - Pilotage Best Practices Study
3. Recruitment Plan for 2018 WA Marine Pilot Exam
 - Now that the date is set, what's next?
 - Outreach
 - Final Pilotage Brochure Review
4. Funding Proposal Consideration – Northwest Maritime Center, Executive Director Jake Beattie - 11am.
5. Next Meeting Details

Washington State Board of Pilotage Commissioners | Puget Sound Pilots

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1. Welcome and Introductions

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

Telecom: Scott Ferguson (BPC, Dept. of Ecology), Deb Dempsey (retired Columbia River Bar Pilot)

Absent: Amy Scarton (WSF), Elizabeth Kosa (WSF), Phil Morrell (BPC, TOTE), Emily Reiter (Saltchuk), Clare Petrich (Port of Tacoma)

We celebrated the 150th Anniversary of the Pilotage Act with cake:



2. Updates since last meeting

• **Pilotage Best Practices Study**

The Pilotage Best Practices Final Report and Recommendations was presented to the Senate Transportation Committee on January 18th 2018. One bill has been introduced since that presentation that would involve the rate setting moving to the Utilities and Transportation Commission (UTC). The BPC doesn't yet know all of the implications of the bill however the

concern with this bill is that the UTC would have access to the pilotage account. BPC proposed to change the annual report requirement of tying age to pilot names and instead using an age distribution. There was also discussion of adding gender and ethnicity data when applying for the exam, and a voluntary electronic survey of the licensed pilots to collect data on ethnicity, which addresses one of the recommendations of the study. The group also discussed train-the-trainer course and how beneficial it was. There was talk of having the pilots retake the training every few years with an added cultural competency component.

Pilot Station: A question was raised regarding the pilot station and how welcoming it was to all. Improvements had been made over the last couple years including individual privacy for bathrooms, bathroom etiquette, magazine subscriptions, fresh healthy foods. Feedback from others is that the pilot station feels professional and neutral.

Pilot Career Pathways: Why does SE Alaska have more women? Requirements are different. It was expressed that women come to a cross roads in their career regarding pursuing a pilot career or raising a family. If you reach master around 32, you have to decide if you want to continue as a master or have a family. An example was given with a woman who was ready to go to the next step to be a master but chose to go shoreside to have children.

3. Recruitment Plan for 2018 WA Marine Pilot Exam

- Now that the date is set, what's next?
- Outreach/Recruitment: GCaptain, Newsletter, WISTA, Sea Sisters. How about individual recruitment through a recruiting agency? Discussed retirement benefits and income of pilots and how to use that in recruiting. PSP was asked to draft a one-page summary of benefits similar to the one Grays Harbor has recently developed.
- Final Pilotage Brochure Review: Add exam date on front of brochure and add the pilot element to the steps. Possible partnership with WSF to bring over Ferry Captains, to discuss at future meeting when Amy or Liz is available. Any possibility of subsidizing exam fees?

4. Funding Proposal Consideration – Northwest Maritime Center, Executive Director, Jake Beattie

“Water is the common thread” Jake presented the exciting going-on's at Northwest Maritime Center is in Port Townsend as part of our shared knowledge component. They started as a Wooden Boat Society but have branched out into many components. They are best known for the Wooden Boat Festival, but they also do the Race to Alaska (R2AK) and have a fleet of about 30 boats, they offer classes and a simulator and the curious public are welcomed.

Maritime Discovery Schools Initiative, which happens in May, is an integrated curriculum to expand the maritime lens beyond the two-week experience into a “blue thread” winding through the curriculum using community to integrate maritime into the community. It is in the strategic plan of the school board and the mayor.

They are utilizing an upskill/backfill model to move from high school to mobile mariners. So far they have Port Townsend, Compass Courses, Sound Experience, Premier Pacific Seafood (catcher processor), and Un-Cruise Adventures on board. Being in Port Townsend, students can really see how maritime jobs can help mitigate rural poverty through linking people to maritime jobs. Students also get a TWIC card and mariner credential.

The program needs to deliver 194 trainings, 74 mariners (with a goal of 16 promotions) and other specifics which requires a lot of coordination and administration which is not covered by the grant so there is a 15K funding gap and that is why they have made a funding request of the JDC. PSP has been working with and supporting them for many years.

Key strategies that they use:

Recruit rural youth – these jobs solve problems for rural communities

Foster the pipeline to the pipeline

Relate and make it cool “Sell the sizzle.” Instructors youth can relate to (We wanted girls to engage, we hired women)

The JDC will need to take a look at our funding to see if this is something that we can help support.

5. Next Meeting Details

Possible dates for next meeting include February 22, March 1 and March 8. Jolene will send a doodle poll out soon.