

Agenda – Joint Diversity Committee (JDC)

August 8, 2017

1:00 PM

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

1. Welcome and Introductions
2. Progress since last meeting
 - Joint Transportation Committee Budget Bill
 - Pilotage Best Practices Study
 - Diversity Activities Funding
 - Pilot Training Program
 - Outreach Collateral Updates
 - WSF Internship Program Overview
 - Port Outreach Activities
3. Possible JDC activities
4. Prioritize Activities (let the group collaborate to set priorities)
 - Brochure/website development?
 - Someone to help us with diversity program development?
5. Develop Diversity Goals
 - Short Term - 1-3 years
 - Intermediate - 4-10 years
 - Long Term - 10-20 years
6. Action Plan
7. Next meeting

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1. Welcome and Introductions

Present: Sheri Tonn (BPC Chair, JDC Co-Chair), Linda Styrk (PSP, JDC Co-Chair), Sara Thompson (Dept. of Ecology/BPC), Majken Ryherd and Teresita Torres (PSP-Waypoint Consulting), Maggie Williams (KALM Seas Insurance), Clare Petrich (Port of Tacoma), Beth Osborne and Livia Lam (Senator Patty Murray's Office, DC), Spencer Cohen (Community Attributes)

Telecon: Emily Reiter (Saltchuk)

Absent: Deb Dempsey (Retired Columbia River Bar pilot), Anne McIntyre (Columbia River pilot), Amy Scarton and Liz Kosa (WSF), Eric vonBrandenfels (PSP), Phil Morrell (TOTE/BPC),

2. Progress since last meeting

- Pilotage Best Practices Study (Spencer Cohen)
 - Project timeline - Mid-July thru end of January. Full report due in December with a presentation to the Joint Transportation Committee on January 8th. Aggressive timeline.
 - Report will contain best practice recommendations for:
 - Initiatives to promote diversity
 - Tariff rate setting
 - Governance
 - Selection of Board
 - Recruitments
 - Assessment of current conditions
 - Met with PSP, BPC, PMSA, NWSA

- 6-8 cases studies
- Diversity activities funding
 - BPC submitted items for funding to OFM
 - Allotted 20K per year in 2018 and 2019 for Diversity
 - In addition, bumped up allotment for next exam to reduce cost of taking exam (\$5,000/2016)
 - Late 2018/early 2019 for next exam offering
 - Stipend 6K/mo is the stipend and min to get by on
 - Cost of exam could be a barrier
 - 25 routes for federal pilotage endorsements

3. Barriers to diversity in pilot candidate pool

a. Qualifications threshold

- i. See a lot of women exiting to shoreside positions in mid-career
- ii. Of the people that are diverse, what are the barriers
- iii. Need to get a better understanding of what's possible
- iv. Deb Dempsey thought is getting at them more in high school
- v. For the ports, because of union contracts, if they have an intern, they have to pay prevailing wage; non-profit does not.
- vi. JDC challenge is how to deliver on activities because we are all volunteers, so perhaps consider a maritime academy intern.
- vii. Pilot for a day video to get younger kids excited & exposed

b. Identify 5 key barriers

- i. Ignorance – You don't know, what you don't know
 1. Exposure at high school, academies, sea scouts, etc.
- ii. Qualifications thresholds
- iii. Economic situation
 1. Economic deficit
 - a. Personal situation
 - b. Level of advantage/disadvantage
 - c. Study partners (scoops)
 2. Economic uncertainty
 - a. Duration of the program (26 charts)
 - b. Difficulty of exam (difficult to study in off time)
 - c. Financial risk (career on hold to pursue)

- d. Training stipend relative to current job
 - e. Total compensation package when done
 - iv. Work environment
 - a. Schedule
 - b. Lifestyle
 - c. Weather
 - d. Reception to diversity; inclusiveness
 - e. Safety
 - v. Maritime Industry-wide Issue
 - 1. An overarching issue
 - 2. Not to be taken on by the JDC
- 4. Prioritize activities (let the group collaborate to set priorities)
 - Brochure
 - Website development (defer to a future meeting)
 - Video development
 - Someone to help us with diversity program development?
 - Maggie/Erica survey women who got a license that didn't go to sea
- 5. Develop diversity goals
 - short term - 1-3 years
 - a. Retention of diverse pilot trainees and aspirants
 - b. Brochure (career pathways toward becoming a pilot)
 - c. Video (being a pilot awesome)
 - d. Surveys
 - i. Women pilots (Linda, Anne, Deb, Maggie, Eric)
 - ii. Cohort diversity statistics from academic institutions (Sheri, Linda, Anne/Deb)
 - iii. High School (Clare, Jaimie)
 - e. Outreach program
 - Intermediate - 4-10 years (deferred for future meeting discussion)
 - long term - 10-20 years (deferred for future meeting discussion)
- 6. Action Plan**
 - 1. Invite Harley Franco to next JDC Meeting to speak about his programs
 - 2. Survey task team for female pilot survey have outline for next meeting
 - 3. Survey task team for academic institutions have outline for next meeting

4. Survey task team for high school students have outline for next meeting
5. Brochure development task team have outline for next meeting
6. Doodle poll for next meeting targeted mid-September (Jaimie)
7. Meeting notes (Linda)
8. Propose different methods to track our projects (Sarah)

Develop and Form Partnerships

1. WSF – Amy Scarton, Liz Kosa, Tara Lindsay – WSF Internship training program, \$50/day stipend, sea project curriculum
2. USCG – Linda Sturgess, COTP
3. Port of Seattle – outreach programs to attract diversity in maritime
4. Port of Tacoma – interns brought in for a few months, maintenance
5. Maritime educational institutions
6. Military Sealift Command (MSC)
7. MARAD (Annual Meeting Oct 26-28 in Travers City, Mich)
8. AWO – Charlie Costanzas
9. Seattle Central Maritime
10. Ballard High Schools
11. Marja, head of WSTA
12. Beth Kilpatrick, Marsh Insurance Broker

7. Next meeting – Target mid-September (send doodle poll)

Develop Questions for Brochure or Surveys

Brochure Questions Ideas?

1. What does pilot do?
2. Where does a Puget Sound work?
3. Why become a pilot?
4. How do I become a pilot?
5. Description of Puget Sound Pilots (organization)?
6. Description of Washington State Board of Pilotage Commissioners?
7. What do pilots make?
8. What other benefits to pilots get? (medical, pension ,vacation)
9. What is the schedule of a pilot?
10. What does it take to become a pilot?

Survey Questions Ideas?

1. How did a person become interested in pilotage?
2. At what point do women/diversity candidates tend to shift to shoreside?
3. Why did those people go shoreside?
4. Who are target audiences?
5. How to get exposure to people who don't have exposure to a seagoing career?
6. What are CMA's stat's for diversity in the deck license track program?
7. What is the composition of existing cohorts of different programs?
8. How do we broaden the pilot pool intake from all maritime channels?