

# 2019 Affirmative Action Plan Key Results

Commission Briefing

# The Purpose of the AAP

Purpose of the Port's annual Affirmative Action Plan is to:

- Ensure good faith efforts taken to recruit, hire and retain qualified women and minorities.
- Ensure employee demographics are consistent with the internal/external availability of qualified women and minorities.



# Key Results of Port's 2019 AAP

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- The Port has no underutilization of women or minorities in any EEO Job Group. Therefore, the Port does not have to set any placement goals for 2019.
- The Port's 2018 Equity Compensation Analysis found no evidence of gender or raced based differences in employee compensation.

# What is Availability?

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Availability is an estimate of the number of qualified women and minorities available for employment in an EEO Job Group. It is expressed as a percentage of:

- The external number of qualified women and minorities within an employer's recruitment area (King, Snohomish, Pierce, and Kitsap Counties).
- The number of promotable, transferable, and trainable women and minorities within an employer's workforce.

# What is a Utilization Analysis?

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- A utilization analysis is the process of comparing incumbency to availability. Essentially, it shows how well women and minorities are represented within an employer's workforce.
- An underutilization exists when the percentage of women and minorities employed in a in EEO job group is less than would be reasonably expected given their availability.

# 2019 AAP Key Successes and Opportunities

EEO job group	Total Employee s	Women			Minority		
		# of Port Employees	Availability	Difference	# of Port Employees	Availability	Difference
Officials/Administrators 1	30	11	11	--	5	6	-1
Officials/Administrators 2	115	44	44	--	35	35	--
Officials/Administrators 3	223	71	77	-6	47	56	-9
Professionals 1	321	135	142	-7	107	107	--
Professionals 2	144	82	82	--	59	59	--
Admin. Support 1	76	53	55	-2	27	27	--
Admin. Support 2	26	20	20	--	7	7	--
Admin. Support 3	22	14	16	-2	9	9	--
Skilled Craft 1	95	4	5	-1	23	23	--
Skilled Craft 2	308	15	18	-3	71	80	-9
Protective Services	343	88	103	-15	101	109	-8
Protective Services Leadership	57	8	11	-3	15	15	--
Service-Maintenance	102	29	37	-8	35	35	--
Technicians	32	18	18	--	8	8	--
Para-Professionals	79	58	58	--	33	33	--

**XX:** increased representation of women and minorities (vs. 2018).

**XX:** areas for more concerted effort recruit and hire women and minorities in these job groups.

Source: 2019 Port of Seattle Affirmative Action Plan

# AAP Results 2018 vs. 2019 Highlights

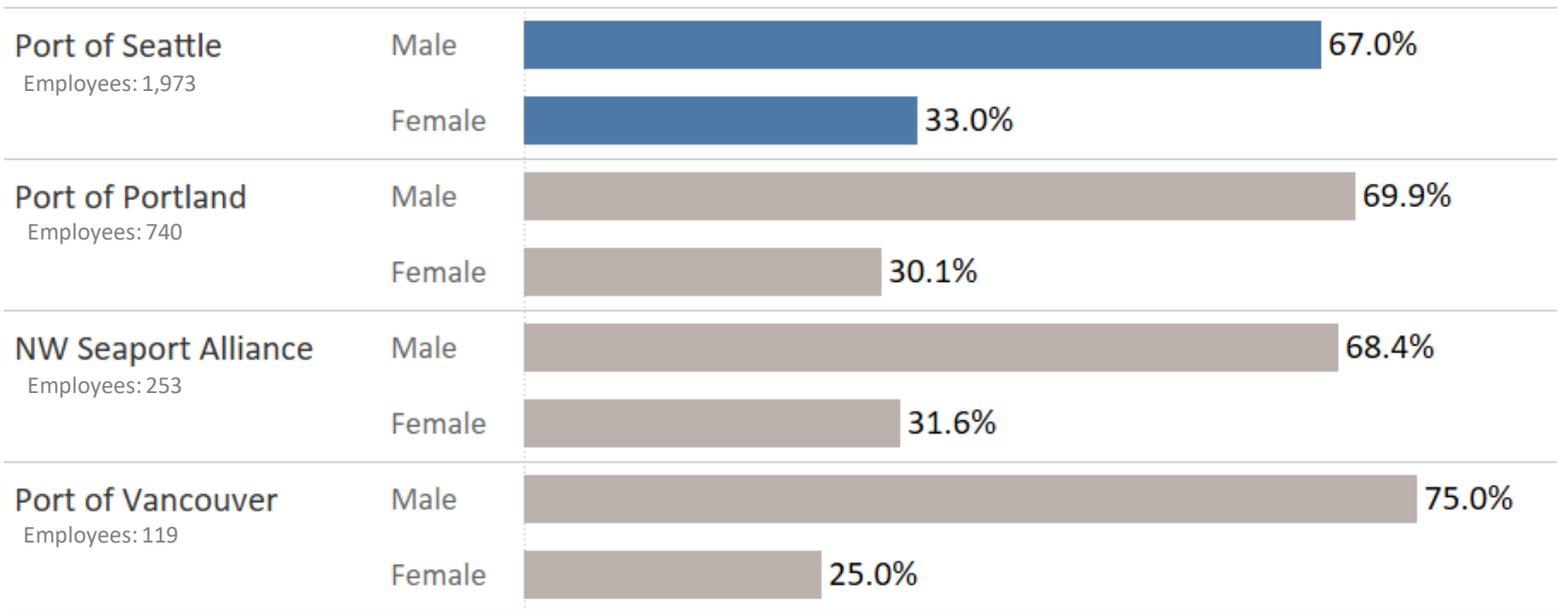
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- Official Administrator -2 increased by 6 women;
- Official Administrator - 3 increased by 6 minorities;
- Professional 1 increased by 5 minorities;
- Protected Services increased by 11 women;
- Protected Services increased by 19 minorities;
- Service-Maintenance increased by 5 women;

# Northwest Ports Have Comparable Gender Splits

Differences in agency job type mix accounts for most gender split variation.

Listed by number of employees (large to small)

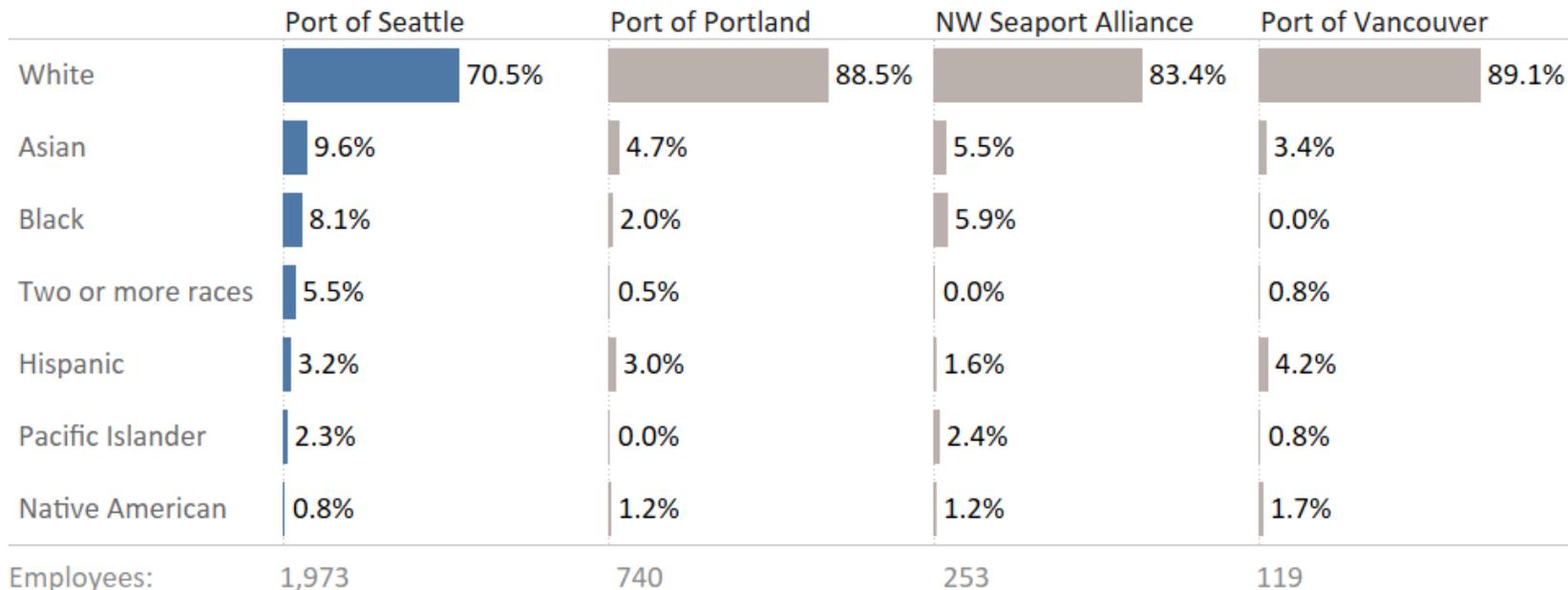


Source: agency websites.

# Ethnicity Mix Driven by Community Demographics

Port of Seattle most diverse, but reflective of Seattle metro area's population.

Sorted by ethnicity for Port of Seattle (highest to lowest)



Source: agency websites.

# Opportunities Moving Forward

- Targeted recruitment of qualified women and minorities.
- Continue to provide employee training and development.
- Continue equity and diversity training.



Questions?