



Senior Director of Equity, Diversity and Inclusion

Recruitment Announcement



ABOUT THE POSITION

As a member of the Port's executive team, the Senior Director of Equity, Diversity and Inclusion is responsible for ensuring an organization-wide commitment to eliminate institutional racism and promote equity, diversity and inclusion across the Port. The Senior Director will collaborate with internal and external partners and stakeholders to advance equity, diversity and inclusion as a shared value throughout the organization and region.

This position is at-will.



KARRAS
CONSULTING

1802 BLACK LAKE BLVD SW, SUITE 101 • OLYMPIA, WA 98512
360-867-1410 • WWW.KARRASCONSULTING.NET

Essential Functions:

Leadership & Management

- The Sr. Director, Equity, Diversity & Inclusion leads the Port's commitment and strategy to be an equitable, diverse and inclusive organization.
- Leads and manages the Equity Department, providing direction that champions the Port's values, strategies and objectives especially as they relate to equity, diversity and inclusion.
- Provide leadership and strategic direction for the Port's Equity, Diversity and Inclusion efforts, both internal and external.
- Partners with lines of business, ensuring externally facing equity goals and objectives are incorporated into business plans.
- As a member of the Port's Executive Leadership Team, ensures that equity, diversity and inclusion is infused in the Port's culture, strategies and goals.
- Collaborates with Port leadership and community stakeholders to establish equity as a norm and shared value across the organization and community.
- Leads and inspires staff and teams to build the port's equity strategy, and go beyond minimum compliance to pursue the port's mission as an economic driver in the region.
- Provides transparent and accountable leadership, by sponsoring and leading innovative efforts that meet Port objectives and regional initiatives.
- Introduces and leads implementation of innovative strategies, structures and processes that engender excellent performance, collaboration, development and accountability.
- Provides guidance to the Port's employee resource groups and Diversity & Development council as key stakeholders in the Port's decisions.
- Directs the development, tracking and reporting of Port goals and metrics to evaluate equity, diversity and inclusion efforts and monitor progress to ensure the Port is meeting its goals.
- Manages the use of the Port's equity process tool, overseeing its implementation and use, and evaluating results of the equity pilot program.



Equity, Diversity and Inclusion Strategy & Policy

- Designs, shapes and implements an overarching equity, diversity and inclusion vision and strategy for the Port to be an organization that works to eliminate systemic organizational marginalization and promotes equity, diversity and inclusion practices that are evidenced through culture and leadership.
- Guides and supports the Port's efforts in being a diverse and inclusive organization while holding the Port accountable as it learns from past experiences.
- Directs the development and implementation of a Port of Seattle Equity Policy and continuously evaluates its effectiveness.
- Monitors progress toward equity, diversity and inclusion vision and achievement of related goals and strategies.
- Develops and supports organizational policies and practices that advance a culture of equity, diversity & inclusion.
- Effectively partners with Port leaders to leverage commitment and support for equity work and provide strategic direction for integrating equity into processes and programs while defining and working to eliminate institutional racism in core processes and decision making.
- Identifies and implements key equity, diversity and inclusion initiatives with a focus on building an inclusive culture.
- Stays abreast of current events, research and best practices in diversity, equity and inclusion and ensures the Port's culture, strategies and practices reflect these changes.

Communication & Relationship Building

- Works with external relations and others as necessary, Develops communication and feedback mechanisms to ensure the Port is able to identify, discuss and address equity issues impacting the Port's communities, partners and staff.
- Builds strong partnerships within the Port as well as with our community partners and stakeholders.
- Effectively partners with Port leaders to leverage commitment and support for Diversity, Equity and Inclusion work and provides strategic direction for integrating Diversity, Equity and Inclusion into processes and programs while defining and working to eliminate institutional racism in core processes and decision making.
- Engages Port communities and advocacy groups to inform and guide the improvement of the Port's policies, practices and procedures related to equity, diversity and inclusion.
- Serves as a liaison with other local, state and federal government agencies on equity related topics and issues.
- Works with external relations and others as necessary to communicate and partner with internal and external stakeholders.



THE IDEAL CANDIDATE

The ideal candidate will have skills, abilities, experience and demonstrated success in the following areas:

- Demonstrated commitment and passion for equity, diversity and inclusion.
- Brings strategic vision of equity, diversity and inclusion as an organization-wide initiative.
- Experience managing change within a complex organizational structure.
- Proven effective leadership skills including the ability to inspire, engage and develop others.
- Knowledge of local, state and federal laws, policies, rules, regulations, and guidelines related to equity, diversity and inclusion.
- Results-driven orientation with a demonstrated ability to develop strategies, plans, research and programs on equity, diversity and inclusion that utilize best practices in the field.
- Creative problem solver, bringing fresh ideas and innovative approaches.
- Strong cultural competence that includes understanding of ethnic cultures and organizational culture as well as how equity fits within the cultures.
- Strong knowledge of diversity, equity, and inclusiveness and best practices.
- Knowledge of social and environmental justice and its impacts on community-based advocacy organizations that serve the needs of marginalized communities.
- Knowledge and understanding of equity work performed at public employers,
- Understanding of institutional racism theory and its application to government entities.
- Proven ability to bring people and organizations together to work toward a common goal.
- Systems, strategic and critical thinking skills.
- Highly effective communication and listening skills, including persuasion, negotiation and presentation skills.
- Strong diplomacy skills.
- Ability to build strong relationships and influence staff at all levels of the organization as well as external to the Port.
- Ability to work through differing, often competing, directions and navigate a path forward that aligns interests.
- Ability to engender trust and respect.



DESIRABLE QUALIFICATIONS

The ideal candidate will have a combination of education and experience equivalent to:

- Bachelor's degree in public administration, business, sociology or related field
- 10 years of increasingly responsible professional experience in government, community, or educational programs related to equity, diversity and inclusion. Experience should include developing, leading and implementing broad based equity, diversity and inclusion initiatives and changes within an organization
- 3 years of staff leadership and management experience
- Graduate degree and experience working with community based advocacy organizations serving marginalized communities is preferred



APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume detailing size and scope of leadership and management experience.

If you have questions regarding this announcement, please call Marissa Karras at (360) 956-1336. The position will remain open until filled; however, the screening process will move quickly.

Please submit your application materials as soon as possible but no later than February 11th, 2019 by visiting www.karrasconsulting.net and clicking on "view open positions."

The salary range for this position is a minimum of \$161,734 – a midpoint of \$202,168. Salary determination is based on the knowledge, skills and experience of the successful candidate. The Port offers competitive a total rewards package including healthcare, paid time-off, retirement, life insurance and more.

The successful candidate must pass a Transportation Security Administration background check. Will also be fingerprinted for a criminal history background check with the FBI. Hire date will be contingent on obtaining a Port of Seattle ID Badge.

The Port of Seattle is an Equal Opportunity, Affirmative Action Employer and is committed to diversity in the workplace. People of color, women, veterans, and individuals with disabilities are encouraged to apply. Assistance will be provided in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

ABOUT THE PORT OF SEATTLE

The Port of Seattle plays a key role in bringing international trade and travel to the Pacific Northwest. The Port provides maritime and airport operations for the King County area. Port-related economic activity contributes to over 200,000 jobs in the greater Seattle area and our Century Agenda vision seeks to add 100,000 more.

The Port of Seattle operates Seattle-Tacoma International Airport (Sea-Tac), serving nearly 47 million passengers and more than 425,000 metric tons of air cargo in 2017. The airport has experienced increasing growth over each of the last six years. Sea-Tac served a record number of passengers for several years to become the 9th largest airport in the United States.

The Port of Seattle and Port of Tacoma are currently working together as the innovative Northwest Seaport Alliance, unifying the management of the two ports' marine cargo terminals and related functions to continue our leading role in international trade.

The Port of Seattle manages two passenger cruise terminals that make Seattle the preferred choice for Alaska or Pacific Northwest cruises. Over one million visitors are expected during this year's cruise season. Recreational boating is another major part of the Port. The Port operates four marinas with nearly 1700

slips. The Port also manages Fishermen's Terminal, the homeport of the North Pacific fishing fleet, which provides over 40 percent of the nation's landed catch.

The Port operates its own Stormwater Utility, committed to improving water quality in Puget Sound. It owns and manages 23 parks and operates a large maintenance department.

Our region is growing and changing, putting new pressures on the environment. The Port of Seattle targets its investments and programs to reduce the impacts of development and protect our natural resources. As environmental stewards, we embrace our responsibility to our citizens, to the livability of this region, and to the future.

Five commissioners elected at large by the voters of King County serve four-year terms and establish Port of Seattle policy. The Executive Director, in carrying out these policies, leads over 2,100 employees.

The Port's Century Agenda supports the triple bottom line of business development, environmental sustainability and social responsibility. The Port's goal is to serve as the gateway of choice and create a vibrant economic engine that drives job creation throughout the region. For more information, visit www.portseattle.org

