



PUGET SOUND PILOTS
Protecting Puget Sound Since 1935

Puget Sound Pilots Diversity Equity and Inclusion (DEI) Policy

Puget Sound Pilots is committed to prioritizing all aspects of our work through a lens of equity, race, and identity. We believe that through training, reflection, and collective action, this work will foster and support an environment in which pilots, staff, and community stakeholders grow, thrive, and succeed.

Puget Sound Pilots, as public-facing representatives of Washington's international trade economy, should be aware of race and identity issues and understand how race and other elements of identity function in society and the workplace. As highly trained professional mariners, Puget Sound Pilots can serve as leaders, educators, and mentors for anyone seeking to explore a maritime career. Our hope is to be recognized as a cadre of professionals who understand and value DEI principles, and that this reputation will help attract and retain a more diverse pilot corps.

Puget Sound Pilots is an organization that recognizes the existence of cultural, systemic, and historic biases that persist in constraining diversity within Washington's maritime industry. Our leadership and pilots are committed to learning about how to make progress toward these values and implementing policies and practices to enhance diversity in Washington's maritime industry, generally, and within Puget Sound Pilots, specifically.

Objectives

Puget Sound Pilots will work to create inclusive pathways into the maritime industry and the Puget Sound Pilots corps by:

- Providing subject-matter expertise, instruction, and on-water opportunities, to regional institutions that provide maritime education opportunities to racially and culturally diverse populations.

- Conducting outreach and providing support to identified professional organizations that share PSP's DEI goals.
- Collaborate with professional organizations on initiatives that enhance DEI in the maritime industry.
- Training leadership, staff, and pilots, at least annually, in professional DEI development and education workshops within PSP to receive topical guidance for growth and learning.

Oversight

At least annually, the Puget Sound Pilots Board of Directors will evaluate the organization's progress in achieving DEI goals and review this policy to reflect current practices, new learning, and updated language.

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