

**Exh. JNS-4
Docket TP-220513
Witness: Jaclynn Simmons**

**BEFORE THE WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

PUGET SOUND PILOTS,

Respondent.

DOCKET TP-220513

EXHIBIT TO TESTIMONY OF

JACLYNN SIMMONS

**STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION**


Diversity, Equity & Inclusion (DEI) Donations Expense Account Adjustments

February 10, 2023

Line No.

Table 1 DEI Donations	
Income Statement	\$ -
PSP Proforma	\$ 20,000
Total Income Statement	\$ 20,000
Total Staff Adjustment	\$ (20,000.00)

Table 2 DEI Donations			
Date of Payment	Source	Description	Amount
	General Ledger	PSP response DR6c	\$ -
General ledger shows no activity in this account			

Support	Support
<p>PSP Response to DR 6b Policy</p>  <p>Puget Sound Pilots Diversity, Equity, and Inclusion (DEI) Policy</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Objectives</p> <p>Puget Sound Pilots will work to create inclusive pathways into the maritime industry and the Puget Sound Pilots corps by:</p> <ul style="list-style-type: none"> • 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. <p>Oversight</p> <p>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.</p> <p>Updated: February 10, 2022</p>	<p>RESPONSE TO UTC STAFF DATA REQUEST NO. 6:</p> <p>b. PSP plans to have two separate GL accounts related to work around DEI. The DEI - Donations expense account consists of expenditures related to PSP's charitable initiatives that strengthen diversity, equity, and inclusion in the maritime field. PSP has an interest in increasing representation in the maritime industry of historically underrepresented groups of people. The DEI - Donations account includes support for schools, scholarships, training programs, and maritime industry awareness development programs at institutions like Seattle Maritime Academy, <i>Coastal</i> Maritime, the Maritime High School, and out-of-state maritime academies from which PSP recruits potential pilot candidates.</p> <p>PSP anticipates instituting a second GL expense account related to DEI called DEI - Training. This account would reflect expenses made to comply with staff and pilot training obligations outlined in PSP's DEI policy.</p> <p>b. PSP DEI Policy attached.</p> <p>c. GL Account Information attached.</p>

67