

**GENERATION WORK  
LEARNING COMMUNITY**

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# Port Jobs Equity Principles and Practices

## BACKGROUND

Port Jobs is committed to ensuring that racial equity drives the practices, partnerships and policies in our organization. We strive to promote racial justice awareness through staff training and hiring persons who embrace these values. We believe that to achieve racial equity we must address internalized racial oppression and institutional power dynamics, and create systems that support a racially just environment for our staff, partners, and the persons we serve.

As part of work we seek to strengthen relationships with communities most affected by structural racism. We also strive to continually learn and be transparent about areas where we need to improve. Principles guiding our work include:

- Holding ourselves accountable to learning from, engaging with, and showing up for the community;
- Using data we collect to drive racially equitable priorities and practices, and to guide tough decisions about our work and results;
- Networking with others with humility, gratitude and patience (for ourselves and others); and
- Engaging in difficult conversations that increase our organization's capacity to be an inclusive, resilient resource.

We are engaged in a journey that requires our ongoing commitment. It will require that we continually examine our work, reach, results and networks. The GIS data we are sharing below is just one example of the many steps this journey will entail.

## PURPOSE AND USE OF DATA COLLECTION

We will use information on participant residency, ethnicity, age, engagement and employment status to learn more about the young people, ages 18-29, who visit our office and later enter employment, in order to:

- Identify where our Generation Work referral partnerships are working well or need to be strengthened;
- Prioritize coaching strategies which may need to be changed to promote persistence; and
- Target our employer outreach and engagement efforts.

We will share the results of our analyses with city, county and state legislators to highlight the large numbers of young adult constituents who Port Jobs is directly serving. We hope that this awareness will contribute to the visibility

of Generation Work partnerships and lead to greater investments from funders and policymakers.

Our GIS maps use Port Jobs' visitor and hire data between 1/16/19 and 6/18/19 and feature:

- Data showing changes in the largest and growing shares of visitors and hires by ethnicity, and effect of educational level on Port Jobs visitor and hire data;
- Changes in the percent of new and returning visitors to Port Jobs;
- Average wage of persons placed in jobs by education, employer and position; and
- Visitors and hires of persons residing in King County, City of Seattle and State of Washington legislative areas.

## NEXT STEPS

During the last quarter of 2019 we will share the results of our analyses with the Generation Work Learning Partnership, Port Jobs Board, policymakers, funders and community partners. We will also conduct additional data analyses, and will overlay selected visitor and placement data on GIS maps with:

- Census data to ensure that we are meeting the most vulnerable populations in King County.
- Community based organization partnership locations to catalyze conversations about the quality of these partnerships in light of the resident population, and their capacity to drive referrals to Port Jobs.

We will use this data to implement strategies to address gaps in our Generation Work recruitment efforts, and to inform our overall work to promote employer engagement, equity and opportunity.



*Port Jobs is supporting local efforts which connect young adults to good jobs and career pathways in King County. Port Jobs is the local lead for the Seattle Generation Work partnership. The Annie E. Casey Foundation launched Generation Work in 2016 to explore new ways of connecting young Americans with the knowledge and experience they need to succeed in the job market. The initiative includes partnerships in Cleveland, Hartford, Indianapolis, Philadelphia and Seattle. All are dedicated to weaving together best practices from the adult education and training field. The particular focus is on demand-driven workforce development strategies which integrate and are driven by positive youth development practices, such as mentoring and work-based learning, to better prepare young people ages 18-29 for work.*

*Port Jobs regularly convenes Seattle Generation Work partners to share what they are learning and brainstorm ways to align, coordinate and leverage resources. In support of these efforts, Port Jobs engaged Business Government Community Connections (BGCC) to interview young adults served by Seattle Generation Work partners. The interviews garner young adult feedback about their experiences prior, during and after receiving services into Generation Work learning community meetings and planning. Results are shared to ensure young adult voice informs the work of all partners.*

*Port Jobs would like to thank the young adults who shared their experiences and offered their feedback. Your valuable input will help our partnerships and programs more effectively support the career and educational goals of young people living in the King County region.*

**For more information about Generation Work please visit <http://portjobs.org/index.php>**