

DIVERSITY OUTREACH REPORT – DECEMBER 2015

Port Agent's Report to BOPC of SFBP Diversity Outreach and Mentoring Activities:

1. SFBP renewed its long commitment to provide financial support for California Maritime Academy programs that focus on academic success for underrepresented populations, including the funding of two San Francisco Bar Pilots Pioneer scholarships named in honor of Willie Brown, a pioneer in San Francisco and California politics and a long time ardent supporter of the pilots and maritime safety, and Capt. Nancy Wagner, the first woman pilot in the United States, who served as a San Francisco Bar Pilot from 1990 until her retirement earlier this year and as a Pilot Commissioner from 2001 through 2008; and of the San Francisco Bar Pilots Association Endowment to provide funding of scholarships for economically disadvantaged students.

2. SFBP's Diversity Committee is pursuing short term goals of identifying and mentoring qualified female and minority candidates for the June 2017 exam, and longer term goals of addressing 10- and 20-year pipelines to familiarize and encourage female and minority students with study and career paths leading to the maritime pilot profession.

3. Committee Members' activities:
 - met with Dr. Ramona Bishop, Superintendent, Vallejo Unified School District to discuss outreach efforts for 20-year pipeline; additional meetings and presentations planned for 2016

 - participated as conference panelist to address diversity issues at Women's International Shipping & Trading Association (WISTA) conference

 - toured Houston Unified School District's Maritime High School to explore potential for establishing similar program here

 - addressed cadets at Texas (A&M) Maritime Academy regarding diversity issues and career paths to piloting as a SFBP

- met with Professor Dewey at CMA to discuss diversity and the 10-year pipeline for students presently enrolled in CMA: how to identify and mentor students from underrepresented populations; and the 20-year pipeline, including his conversation with Dr. Bishop, who has turned around Vallejo public high schools using a narrow-focus academy model
- met with SF Port Commissioner and ILWU's International Secretary-Treasurer Willie Adams to discuss diversity outreach efforts, potential role ILWU could play
- met with Port of SF Executive Director Monique Moyer and staff to discuss potential support for diversity outreach efforts
- developing outline and mentoring program for prospective pilot trainee training program candidates from underrepresented populations, including potential career paths, prerequisites to enter training program, and familiarization with pilot career, the SFBP organization and the SFBP Pilot Facility
- exploring potential career paths towards becoming a SFBP for female and minority candidates with relevant vessel operation experience leaving the Army COE, USCG and Navy
- working with CMA's new Education Opportunity Program to educate underrepresented populations on career paths to becoming a SFBP. Program currently has 24 low-income first-year students and is expected to grow to 100 students over the course of the next 4 years
- working with CMA's The CSU Louis Stokes Alliance for Minority Participation (CSU-LSAMP), an NSF-funded program intended to support underrepresented students and others facing barriers to success in Science, Technology, Engineering and Mathematics (STEM) disciplines to develop opportunities for presentations and mentoring by SFBP

