

## Washington State Ferries Sustainability Action Plan: 2023-2025

January to March 2024 Performance Dashboard

Key Results	Measures Underway	Status	Trend
<b>Eliminate Greenhouse Gas and Pollutant Air Emissions</b>			
<i>Develop public anti-idling campaign for terminals and vessels.</i>	<ul style="list-style-type: none"> <li>Safety, Marine Operations, Communications, Community Engagement, and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Implement one new operational efficiency initiative (by June 30, 2024).</i>	<ul style="list-style-type: none"> <li>Marine Operations potentially moving forward trim initiative with new project manager position.</li> </ul>	Green	Steady
<i>Complete construction of two retrofitted electric hybrid Jumbo Mark II vessel.</i>	<ul style="list-style-type: none"> <li>M/V Wenatchee entered Vigor shipyard in September 2023.</li> </ul>	Green	Steady
<i>Award a contract for the construction of the Hybrid Electric Olympic Class (HEOC) vessels.</i>	<ul style="list-style-type: none"> <li>Plan in place to advertise contract in 2024.</li> </ul>	Green	Steady
<i>Complete systemwide plan for electric vehicle charging infrastructure at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<i>Implement public anti-idling campaign for terminals and vessels.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<i>Implement an additional new operational efficiency initiative (by June 30, 2025).</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Green	Steady
<b>Clean the Water</b>			
<i>Develop a water quality testing program at WSF facilities that leverages partnerships and grant opportunities to work with community and school groups.</i>	<ul style="list-style-type: none"> <li>Office of Sustainability and Environmental Services leading effort.</li> </ul>	Yellow	Steady
<i>Develop a public anti-drip, leak, and spill campaign.</i>	<ul style="list-style-type: none"> <li>Safety, Marine Operations, Communications, Community Engagement, and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Develop and implement an electronic spill kit inventory.</i>	<ul style="list-style-type: none"> <li>Office of Sustainability and Environmental Services leading effort.</li> </ul>	Green	Steady

Red = No plan or funding to meet Key Result / Not likely to meet Key Result

Yellow = No plan or funding to meet Key Result / Key Result is still achievable

Green = Established plan and funding to meet Key Result / On track to meet Key Result

**Washington State Ferries Sustainability Action Plan: 2023-2025**

January to March 2024 Performance Dashboard

<b>Key Results</b>	<b>Measures Underway</b>	<b>Status</b>	<b>Trend</b>
<i>Develop and implement an electronic stormwater inspection form.</i>	<ul style="list-style-type: none"> <li>Office of Sustainability and Environmental Services working with Marine Operations on beta version currently.</li> <li>Beta version about to launch.</li> </ul>	Green	Steady
<i>Initiate pilot programs for the use of Environmentally Acceptable Lubricants (EALs) for shoreside hydraulic equipment and cables.</i>	<ul style="list-style-type: none"> <li>Terminal Engineering leading pilot projects.</li> </ul>	Yellow	Steady
<i>Implement a water quality testing program at WSF facilities that leverages partnerships and grant opportunities to work with community and school groups.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<i>Implement a public anti-drip, leak, and spill campaign</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<b>Increase Biodiversity: Contribute to Southern Resident Killer Whale (SRKW) Recovery</b>			
<i>Help to lead the expansion of the sighting network, which feeds real-time cetacean sightings to the Whale Report Alert System used by WSF to inform vessels of cetacean presence.</i>	<ul style="list-style-type: none"> <li>WSF engaged in effort through leadership in Quiet Sound and ECHO Program.</li> </ul>	Green	Steady
<i>Integrate reduction of underwater radiated noise as a key design element in the design of new vessel builds.</i>	<ul style="list-style-type: none"> <li>New design incorporating potentially quieting integrated rudder systems.</li> </ul>	Green	Steady
<b>Increase Biodiversity: Improve Nearshore and Estuarine Habitat</b>			

<b>Red</b>	= No plan or funding to meet Key Result / Not likely to meet Key Result
<b>Yellow</b>	= No plan or funding to meet Key Result / Key Result is still achievable
<b>Green</b>	= Established plan and funding to meet Key Result / On track to meet Key Result

## Washington State Ferries Sustainability Action Plan: 2023-2025

January to March 2024 Performance Dashboard

Key Results	Measures Underway	Status	Trend
<i>Develop community engagement or educational opportunities to improve habitat at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Office of Sustainability and Environmental Services leading effort.</li> <li>Working with EcoAdapt and Hyla School on capstone project to demonstrate effects of sea level rise at Bainbridge Island Terminal.</li> <li>Working with Orca Network for new memorial signage on Tokitae related to Tokitae and to Southern Resident Killer Whale Recovery</li> </ul>	Green	Up
<i>Integrate habitat improvements into a project or develop habitat improvement at a WSF facility.</i>	<ul style="list-style-type: none"> <li>Terminal Engineering and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Implement a community engagement or educational opportunity to improve habitat at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<b>Achieve Zero Waste</b>			
<i>Include language to promote WSF's zero-waste objective in all WSF vendor contracts.</i>	<ul style="list-style-type: none"> <li>New language drafted and included in updated vendor contract. Need to expand use to all contracts. Planning, Customer, and Government Relations, Finance &amp; Administration, and Sustainability/Environmental staff leading effort.</li> </ul>	Green	Steady
<i>Develop plan to integrate water bottle filling stations at WSF facilities and on WSF vessels.</i>	<ul style="list-style-type: none"> <li>Marine Operations, Vessel Engineering, and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Develop plan for landfill diversion through recycling and compost at terminals where such vendor services are available.</i>	<ul style="list-style-type: none"> <li>Office of Sustainability and Environmental Services currently drafting plan. Waste Management and Reduction Plan currently in formatting.</li> </ul>	Green	Up
<i>End use of single-use plastics with WSF vendors and at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Planning, Customer, and Government Relations, Finance &amp; Administration, and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady

Red = No plan or funding to meet Key Result / Not likely to meet Key Result

Yellow = No plan or funding to meet Key Result / Key Result is still achievable

Green = Established plan and funding to meet Key Result / On track to meet Key Result

## Washington State Ferries Sustainability Action Plan: 2023-2025

January to March 2024 Performance Dashboard

Key Results	Measures Underway	Status	Trend
<i>Implement plan to include water bottle filling stations at WSF facilities and on WSF vessels.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Yellow	Steady
<i>Implement plan for landfill diversion through recycling and compost at terminals where such vendor services are available.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> <li>WSF will be included in Ecology and WSDOT EPA CPRG application for funding related to organic waste reduction.</li> </ul>	Green	Up
<b>Enhance and Support Thriving Communities: Increase Community Engagement and Cultivate Partnerships</b>			
<i>Engage existing community stakeholder groups to establish partnerships in regards to the development of water quality testing and habitat improvements at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Community Engagement and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Develop WSF community engagement commitment.</i>	<ul style="list-style-type: none"> <li>Community Engagement and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Develop a programmatic systemwide plan to address the "Complete Streets" initiative.</i>	<ul style="list-style-type: none"> <li>Planning, Customer, and Government Relations, Terminal Engineering, and Sustainability/Environmental staff leading effort.</li> </ul>	Yellow	Steady
<i>Complete origin and destination study to understand where customers are coming from and going to in order to better understand those we serve and identify opportunities for improved community engagement.</i>	<ul style="list-style-type: none"> <li>Planning, Customer, and Government Relations leading effort.</li> </ul>	Yellow	Steady
<b>Enhance and Support Thriving Communities: Create a Culture of Sustainability</b>			
<i>Include a standing sustainability update/story within WSF's internal employee newsletter.</i>	<ul style="list-style-type: none"> <li>Communications and Sustainability/Environmental staff leading effort.</li> <li>Communications completed and shared video of Office of Sustainability and Environmental Services, which is also now active on WSF Environmental webpage.</li> </ul>	Green	Steady
<i>Create Envision worksheet templates for each terminal asset type.</i>	<ul style="list-style-type: none"> <li>Terminal Engineering and Sustainability/Environmental staff leading effort.</li> </ul>	Green	Steady

Red = No plan or funding to meet Key Result / Not likely to meet Key Result

Yellow = No plan or funding to meet Key Result / Key Result is still achievable

Green = Established plan and funding to meet Key Result / On track to meet Key Result

## Washington State Ferries Sustainability Action Plan: 2023-2025

January to March 2024 Performance Dashboard

Key Results	Measures Underway	Status	Trend
<b>Enhance and Support Thriving Communities: Become an Anti-Racist Organization</b>			
<i>Incorporate legislative direction on diversity, equity, and inclusion into WSF recruitment, hiring, training, and retention.</i>	<ul style="list-style-type: none"> <li>Human Resources and Diversity Advisory Group leading effort.</li> </ul>	Green	Steady
<i>Create internal communications aimed at raising awareness of WSF diversity, equity, and inclusion efforts, the passenger Code of Conduct, and the actions of the Diversity Advisory Group.</i>	<ul style="list-style-type: none"> <li>Communications staff and Diversity Advisory Group leading effort.</li> </ul>	Green	Steady
<i>Complete changes to language used in position descriptions, policies, and procedures to correct non-inclusive and/or racist language.</i>	<ul style="list-style-type: none"> <li>Executive Team and Diversity Advisory Group leading effort.</li> <li>Connecting with the International Maritime Organization (IMO) who is in the midst of a similar effort.</li> </ul>	Green	Up
<i>Develop an updated employee Code of Conduct that addresses diversity, equity, and inclusion.</i>	<ul style="list-style-type: none"> <li>Human Resources and Diversity Advisory Group leading effort.</li> </ul>	Green	Up
<i>Complete demographic analysis of the communities and customers we serve.</i>	<ul style="list-style-type: none"> <li>Demographic study complete and posted publicly: <a href="#">Washington State Ferries Passenger Demographic Survey Report, December 2023</a></li> </ul>	Green	Complete
<i>Work with elected officials, and state and federal agencies to encourage changes to language used in state and federal maritime regulations, policies, procedures, and documentation.</i>	<ul style="list-style-type: none"> <li>Planning, Customer, and Government Relations and Diversity Advisory Group leading effort.</li> <li>Connecting with the International Maritime Organization (IMO) who is in the midst of a similar effort.</li> </ul>	Green	Up
<i>Implement an updated employee Code of Conduct that addresses diversity, equity, and inclusion.</i>	<ul style="list-style-type: none"> <li>Human Resources and Diversity Advisory Group leading effort.</li> </ul>	Green	Steady
<i>Develop and make public statistics concerning the horizontal and vertical representation of BIPOC individuals within WSF.</i>	<ul style="list-style-type: none"> <li>Communications, Human Resources, and Diversity Advisory Group leading effort.</li> <li>Demographic data on WSF workforce recently supplied to legislature.</li> </ul>	Green	Up

Red = No plan or funding to meet Key Result / Not likely to meet Key Result

Yellow = No plan or funding to meet Key Result / Key Result is still achievable

Green = Established plan and funding to meet Key Result / On track to meet Key Result