

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

January to March 2025 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>Fleet Operations, External Relations, and Quality, Health, Safety, and Environment staff leading effort.</li> <li>External Relations planning social media effort to coincide with Earth Day 2025.</li> </ul>	Green	Steady
<i>Implement one new operational efficiency initiative (by June 30, 2024).</i>	<ul style="list-style-type: none"> <li>Fleet Operations moving forward trim initiative.</li> <li>Not implemented on timeline. Organizational changes as well as project prioritization has delayed effort.</li> </ul>	Red	Steady
<i>Complete construction of two retrofitted electric hybrid Jumbo Mark II vessel.</i>	<ul style="list-style-type: none"> <li>One vessel to be complete by end of biennium and other to be in shipyard.</li> </ul>	Red	Steady
<i>Award a contract for the construction of the Hybrid Electric 160-Auto Ferry vessels.</i>	<ul style="list-style-type: none"> <li>Plan in place to advertise contract by end of biennium.</li> </ul>	Green	Steady
<i>Complete systemwide plan for electric vehicle charging infrastructure at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Selected for WSDOT research funding application in partnership with University of Washington Mobility Innovation Center to launch of pilot planning study of Bremerton Transit Center as an electromobility hub. Partnering with Kitsap Transit and City of Bremerton for the effort.</li> <li>WSDOT Innovative Partnerships to work with WSF to develop charging infrastructure plan that integrates with community need and ongoing statewide highway efforts.</li> </ul>	Green	Up
<i>Implement public anti-idling campaign for terminals and vessels.</i>	<ul style="list-style-type: none"> <li>Not currently underway.</li> </ul>	Green	Steady
<i>Implement an additional new operational efficiency initiative (by June 30, 2025).</i>	<ul style="list-style-type: none"> <li>Additional initiative not identified.</li> </ul>	Red	Steady
<b>Clean the Water</b>			

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<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>Quality, Health, Safety, and Environment leading effort with support from External Relations.</li> <li>Currently hiring additional staff to allow for Biology Program Lead to move forward with this effort.</li> </ul>	Yellow	Steady
<i>Develop a public anti-drip, leak, and spill campaign.</i>	<ul style="list-style-type: none"> <li>Fleet Operations, External Relations, and Quality, Health, Safety, and Environment staff leading effort.</li> <li>External Relations planning social media effort to coincide with Earth Day 2025.</li> </ul>	Green	Steady
<i>Develop and implement an electronic spill kit inventory.</i>	<ul style="list-style-type: none"> <li>Quality, Health, Safety, and Environment leading effort.</li> </ul>	Green	Steady
<i>Develop and implement an electronic stormwater inspection form.</i>	<ul style="list-style-type: none"> <li>Quality, Health, Safety, and Environment working with Marine Operations on beta version currently.</li> <li>Beta version launched.</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 cancelling pilot projects.</li> </ul>	Red	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>	Green	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 ongoing effort through leadership in Quiet Sound and ECHO Program.</li> </ul>	Green	Complete

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Key Results	Measures Underway	Status	Trend
<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	Complete
<b>Increase Biodiversity: Improve Nearshore and Estuarine Habitat</b>			
<i>Develop community engagement or educational opportunities to improve habitat at WSF facilities.</i>	<ul style="list-style-type: none"> <li>Quality, Health, Safety, and Environment 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> <li>Working with Fautleroy Creek advocates as part of the Fautleroy Terminal Project to improve nearshore habitat, and support community education.</li> <li>Currently hiring additional staff to allow for Biology Program Lead to move forward with this effort.</li> </ul>	Green	Steady
<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 Quality, Health, Safety, and Environment staff leading effort.</li> <li>Projects not currently identified for current biennium.</li> <li>Working with Fautleroy Creek advocates as part of the Fautleroy Terminal Project to improve nearshore habitat, and support community education.</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>EcoAdapt and Hyla School completed sea level rise project at Bainbridge Island Terminal.</li> </ul>	Green	Steady
<b>Achieve Zero Waste</b>			

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Key Results	Measures Underway	Status	Trend
<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. External Relations, Finance, Administration and Employee Services, and Quality, Health, Safety and Environment 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>Vessel Engineering and Quality, Health, Safety, and Environment staff leading effort, which will be slated for the 2025-2027 biennium.</li> </ul>	Green	Up
<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>Waste Management and Reduction Plan published April 2024.</li> </ul>	Green	Complete
<i>End use of single-use plastics with WSF vendors and at WSF facilities.</i>	<ul style="list-style-type: none"> <li>External Relations, Finance, Administration and Employee Services, and Quality, Health, Safety, and Environment staff leading effort.</li> <li>Sodexo piloting reusable cup effort on Seattle-Bainbridge route.</li> </ul>	Yellow	Steady
<i>Implement plan to include water bottle filling stations at WSF facilities and on WSF vessels.</i>	<ul style="list-style-type: none"> <li>Plan will be implemented in 2025-2027 biennium.</li> </ul>	Red	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>Currently implemented back-of-house vendor composting for Seattle-Bremerton, Seattle-Bainbridge, and Fautleroy-Vashon-Southworth.</li> <li>Working to expand back-of-house vendor composting on routes with galley service.</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>External Relations and Quality, Health, Safety, and Environment staff leading effort.</li> <li>Currently hiring additional staff to allow for Biology Program Lead to move forward with this effort.</li> </ul>	Yellow	Steady

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<i>Develop WSF community engagement commitment.</i>	<ul style="list-style-type: none"> <li>External Relations leading effort.</li> </ul>	Green	Steady
<i>Develop a programmatic systemwide plan to address the “Complete Streets” initiative.</i>	<ul style="list-style-type: none"> <li>External Relations, Terminal Engineering, and Quality, Health, Safety, and Environment staff leading effort.</li> </ul>	Green	Complete
<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>External Relations leading effort.</li> <li>No funding for this biennium.</li> </ul>	Red	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>External Relations and Quality, Health, Safety, and Environment staff leading effort.</li> <li>External Relations completed and shared video of environmental team, 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 leading effort.</li> </ul>	Red	Steady
<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>Finance, Administration and Employee Services, 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>External Relations staff and Diversity Advisory Group leading effort.</li> </ul>	Green	Steady

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<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> <li>United States Coast Guard (USCG) has made changes.</li> </ul>	Green	Steady
<i>Develop an updated employee Code of Conduct that addresses diversity, equity, and inclusion.</i>	<ul style="list-style-type: none"> <li>Finance, Administration and Employee Services and Diversity Advisory Group leading effort.</li> </ul>	Green	Steady
<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>External 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> <li>USCG has made changes.</li> </ul>	Green	Steady
<i>Implement an updated employee Code of Conduct that addresses diversity, equity, and inclusion.</i>	<ul style="list-style-type: none"> <li>Finance, Administration and Employee Services 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>External Relations, Finance, Administration and Employee Services, and Diversity Advisory Group leading effort.</li> <li>Demographic data on WSF workforce recently supplied to legislature.</li> </ul>	Green	Steady

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