Washington State Ferries Sustainability Action Plan: 2023-2025
July to September 2023 Performance Dashboard

Key Results	Measures Underway	Status	Trend
Eliminate Greenhouse Gas and Pollutant Air Emissions			
Develop public anti-idling campaign for terminals and vessels.	• Safety, Marine Operations, Communications, Community Engagement, and Sustainability/Environmental staff leading effort.	Green	Steady
Implement one new operational efficiency initiative (by June 30, 2024).	• Marine Operations potentially moving forward trim initiative with new project manager position.	Green	Steady
Complete construction of two retrofitted electric hybrid Jumbo Mark II vessel.	• M/V Wenatchee entered Vigor shipyard in September 2023.	Green	Up
Award a contract for the construction of the Hybrid Electric Olympic Class (HEOC) vessels.	• Plan in place to advertise contract in February 2024.	Green	Steady
Complete systemwide plan for electric vehicle charging infrastructure at WSF facilities.	• Not currently underway.	Green	Steady
Implement public anti-idling campaign for terminals and vessels.	• Not currently underway.	Green	Steady
Implement an additional new operational efficiency initiative (by June 30, 2025).	• Not currently underway.	Green	Steady
Clean the Water			
Develop a water quality testing program at WSF facilities that leverages partnerships and grant opportunities to work with community and school groups.	• Sustainability/Environmental staff leading effort.	Green	Steady
Develop a public anti-drip, leak, and spill campaign.	• Safety, Marine Operations, Communications, Community Engagement, and Sustainability/Environmental staff leading effort.	Green	Steady
Develop and implement an electronic spill kit inventory.	• Sustainability/Environmental staff leading effort.	Green	Steady
Develop and implement an electronic stormwater inspection form.	• Sustainability/Environmental staff leading effort.	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

Key Results	Measures Underway	Status	Trend
Initiate pilot programs for the use of Environmentally Acceptable Lubricants (EALs) for shoreside hydraulic equipment and cables.	• Terminal Engineering leading pilot projects.	Green	Steady
Implement a water quality testing program at WSF facilities that leverages partnerships and grant opportunities to work with community and school groups.	• Not currently underway.	Green	Steady
Implement a public anti-drip, leak, and spill campaign	• Not currently underway.	Green	Steady
Increase Biodiversity: Contribute to Southern Resident Killer Whale (SRKW) Recovery			
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.	• WSF engaged in effort through leadership in Quiet Sound and ECHO Program.	Green	Steady
Integrate reduction of underwater radiated noise as a key design element in the design of new vessel builds.	• Not currently underway.	Green	Steady
Increase Biodiversity: Improve Nearshore and Estuarine Habitat			
Develop community engagement or educational opportunities to improve habitat at WSF facilities.	• Sustainability/Environmental staff leading effort.	Green	Steady
Integrate habitat improvements into a project or develop habitat improvement at a WSF facility.	• Terminal Engineering and Sustainability/Environmental staff leading effort.	Green	Steady
Implement a community engagement or educational opportunity to improve habitat at WSF facilities.	• Not currently underway.	Green	Steady
Achieve Zero Waste			

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
July to September 2023 Performance Dashboard

Key Results	Measures Underway	Status	Trend
Include language to promote WSF's zero-waste objective in all WSF vendor contracts.	• New language drafted and included in updated vendor contract. Need to expand use to all contracts. Planning, Customer, and Government Relations and Sustainability/Environmental staff leading effort.	Green	Up
Develop plan to integrate water bottle filling stations at WSF facilities and on WSF vessels.	• Marine Operations, Vessel Engineering, and Sustainability/Environmental staff leading effort.	Green	Steady
Develop plan for landfill diversion through recycling and compost at terminals where such vendor services are available.	• Office of Sustainability and Environmental Services currently drafting plan.	Green	Up
End use of single-use plastics with WSF vendors and at WSF facilities.	• Planning, Customer, and Government Relations, Finance & Administration, and Sustainability/Environmental staff leading effort.	Green	Steady
Implement plan to include water bottle filling stations at WSF facilities and on WSF vessels.	• Not currently underway.	Green	Steady
Implement plan for landfill diversion through recycling and compost at terminals where such vendor services are available.	• Not currently underway.	Green	Steady
Enhance and Support Thriving Communities: Increase Community Engagement and Cultivate Partnerships			
Engage existing community stakeholder groups to establish partnerships in regards to the development of water quality testing and habitat improvements at WSF facilities.	• Community Engagement and Sustainability/Environmental staff leading effort.	Green	Steady
Develop WSF community engagement commitment.	• Community Engagement and Sustainability/Environmental staff leading effort.	Green	Steady
Develop a programmatic systemwide plan to address the "Complete Streets" initiative.	• Planning, Customer, and Government Relations, Terminal Engineering, and Sustainability/Environmental staff leading effort.	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

Key Results	Measures Underway	Status	Trend
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.	• Planning, Customer, and Government Relations leading effort.	Green	Steady
Enhance and Support Thriving Communities: Create a Culture of Sustainability			
Include a standing sustainability update/story within WSF's internal employee newsletter.	• Communications and Sustainability/Environmental staff leading effort.	Green	Steady
Create Envision worksheet templates for each terminal asset type.	• Terminal Engineering and Sustainability/Environmental staff leading effort.	Green	Steady
Enhance and Support Thriving Communities: Become an Anti-Racist Organization			
Incorporate legislative direction on diversity, equity, and inclusion into WSF recruitment, hiring, training, and retention.	• Human Resources and Diversity Advisory Group leading effort.	Green	Steady
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.	• Communications staff and Diversity Advisory Group leading effort.	Green	Steady
Complete changes to language used in position descriptions, policies, and procedures to correct non-inclusive and/or racist language.	• Executive Team and Diversity Advisory Group leading effort.	Green	Steady
Develop an updated employee Code of Conduct that addresses diversity, equity, and inclusion.	• Human Resources and Diversity Advisory Group leading effort.	Green	Up
Complete demographic analysis of the communities and customers we serve.	• Planning, Customer, and Government Relations leading effort.	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
July to September 2023 Performance Dashboard

Key Results	Measures Underway	Status	Trend
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.	• Planning, Customer, and Government Relations and Diversity Advisory Group leading effort.	Green	Steady
Implement an updated employee Code of Conduct that addresses diversity, equity, and inclusion.	• Human Resources and Diversity Advisory Group leading effort.	Green	Steady
Develop and make public statistics concerning the horizontal and vertical representation of BIPOC individuals within WSF.	• Communications, Human Resources, and Diversity Advisory Group leading effort.	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