

DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION



2022 – 2023

ANNUAL MINORITY REPORT

**BOARD OF PILOT
COMMISSIONERS**



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**Florida Harbor Pilots Association
Annual Minority Mentoring Activities by Port**

Table of Contents

Biscayne Bay Pilots Association	1
Canaveral Pilots Association	2
Port Everglades Pilots Association	3
Port of Fort Pierce	3
Key West Pilots Association	3
Palm Beach Harbor Pilots Association	4
Pensacola Bay Pilots	5
St. Andrew Bay Pilots Association	5
St. Johns Bar Pilot Association (Jacksonville/Fernandina)	5
Tampa Bay Pilots Association	6
Florida Harbor Pilots Association	7

Florida Harbor Pilots Association
Annual Minority Mentoring Activities by Port
Submitted: September 2023

BISCAYNE BAY PILOTS ASSOCIATION – Capt. Geoffrey Pool

18 total pilots, 0 current minorities, as well as 1 minority (Hispanic American) who has retired in the last 10 years.

Current Activities:

1. The Biscayne Bay Pilots Association (BBPA) continues to focus its mentoring activity on its Andres Cancela Scholarship Fund through donations and sales of its book, “Biscayne Bay Pilots Association’s 100 Years of History.” This fund provides scholarship(s) to local minority high school students who wish to enroll in a maritime academy, which is the best first step toward becoming a harbor pilot in Florida.
2. This past year, BBPA reached out again to the admissions and financial aid departments of all maritime academies in the U.S. to assist in the location of potential recipients for the BBPA scholarship(s).
3. BBPA has continued to work with M.A.S.T. Academy in Miami (a magnet high school with a marine orientation) to award the BBPA scholarship(s) and educate students about pilotage and opportunities in the maritime industry. On March 13th and April 3rd, 2023, BBPA representatives spoke to two classes of M.A.S.T. USCG Junior ROTC students. BBPA is hoping to expand this relationship during the 2023/2024 school year to include a field trip to the Pilot Station and Port Miami.
4. BBPA continues to coordinate with the federal and six state maritime schools to host “Pilot Night” Zoom calls with interested students, faculty, and alumni. BBPA coordinated and participated in an event with New York Maritime on 3/23/2023.
5. BBPA is an active participant in the Propeller Club's Miami Chapter, which meets monthly, and the membership of which includes a wide variety of ethnic backgrounds. The pilots host an annual Propeller Club event called “Pilot Night” to explain the nature of piloting and the career path most pilots follow. One of the primary missions of the local Propeller Club is to support students at the University of Miami who are enrolled in the Rosenstiel School of Marine and Atmospheric Science, along with the new Propeller Club membership from the student body of Miami-Dade College. Many of these students go on to work in the maritime industry, where they can share their knowledge of piloting opportunities in Florida. Pilot Night was held at the Pilot Station on April 13, 2023.
6. In partnership with ILA 1416, BBPA donated to and attended the 2023 “Clarence Pittman Junior Scholarship – Night in White” event, held on 6/10/23. This event provides scholarships to local minority high achievers in the Miami-Dade County area.
7. BBPA representatives attended the US Merchant Marine Academy Florida Parents Association’s Class of 2027 Summer Send-Off on 6/24/23. BBPA spoke with several incoming freshman about internships, scholarships, and future career opportunities. The group included a female mariner from the Class of 2027.

8. BBPA contributes regularly to the FHPA annual Minority Scholarship fund.
9. BBPA is presently actively mentoring:
 - a. 2023 New York Maritime male minority mariner
 - b. 2025 USMMA male minority mariner
 - c. 2026 USMMA male minority mariner
 - d. 2027 USMMA female mariner
 - e. Potential 2029 USMMA female mariner

Future Plans:

Continue to work with local legislators, M.A.S.T. Academy, local civic organizations (especially those with a maritime affiliation), ILA 1416, Port Miami, and maritime academies nationwide to partner in the award of scholarships to local minority students who will attend maritime academies, with the goal of encouraging them to become harbor pilots in Florida. BBPA has plans to continue holding virtual calls with the state and federal maritime academies. BBPA has been able to annualize these events which allows for reaching a broader and more diverse range of candidates for Florida pilotage. BBPA will continue to build relationships with local high schools in Miami-Dade and Broward counties with in-person presentations and ship rides to help educate students about pilotage and future career opportunities in the maritime industry.

CANAVERAL PILOTS ASSOCIATION – Capt. Sean Morrissey

8 total pilots (including 2 deputies), 0 current minorities, and 0 minorities who have left or retired in the last 10 years.

Current Activities:

1. Association members have leadership roles with the Propeller Club of Port Canaveral, including chairing the Club’s education committee. This committee has a focus on supporting Brevard County’s Rockledge High School HELM maritime studies program. The program is designed to create, educate, and encourage future leaders in the industry, and includes many minority students, as defined in s. 288.703(4). Pilots help plan and participate in the program’s field trips and career-shadowing opportunities, as well as volunteering to teach in the classroom. A female graduate from the class of 2023 who participated in the program was just appointed for admission to the U.S. Coast Guard Academy.
2. Association members also lead the Propeller Club’s scholarship program, which awards annual scholarships to Brevard County high school seniors planning to attend maritime academies or to pursue post-secondary education related to the maritime industry. This year’s scholarship recipients include minority students as defined above.
3. The Association provides an internship program for maritime academy cadets interested in pursuing careers as pilots. This program centers around the business of piloting and the cadets shadow the pilots on ship movements, spend time in different Canaveral Port Authority departments, and ride along on ship assist tugs.
4. Association members have developed and continue to foster mentoring relationships with high school and college students, both minority and non-minority, regarding opportunities in the piloting profession.

5. Pilots work with and support the Canaveral Port Authority's Junior Ambassador Program. This program enables students from local high schools to explore career opportunities at the Port.
6. The Association contributes regularly to the FHPA annual Minority Scholarship fund.

Future Plans:

The Canaveral Pilots plan to continue the current activities described above, while always looking for opportunities to expand the scope of their efforts.

PORT EVERGLADES PILOTS ASSOCIATION – Capt. Todd Cooper

19 total pilots (including 3 deputies), 3 current minorities (1 female, 1 Native American, and 1 Hispanic American). The Association also had a previous minority pilot (female), who retired in the last 10 years.

Current Activities:

1. The Port Everglades Pilots Association (PEPA) continues to support the local U.S. Naval Sea Cadet Corps through financial support and volunteering. Captain Cooper served as the unit's Executive Officer until January 2023 and was awarded the Meritorious Recognition Ribbon (see attached) and recognized as the Instructor of the Year for the Southeast U.S. region. The local unit currently has 66 cadets, 52 of whom are minorities. Of those 52 minorities, 15 are female. This year, 4 cadets graduated from the unit, all of whom were minorities. Two of these cadets will be attending local colleges. One Hispanic male will be attending the US Military Academy at West Point, and one Hispanic female will be attending the US Coast Guard Academy. These results clearly demonstrate the value of this program. PEPA is proud to support a program that produces such results and encourages our youth to achieve their dreams.

2. PEPA will host one of the 2023 Florida Harbor Pilots Association Minority Scholarship recipients, Mr. Oscar Gonzalez, a sophomore at Maine Maritime, later this year, for a short orientation detailing the piloting profession.

Future Plans:

PEPA will continue to support the financial needs of the local US Naval Sea Cadet unit.

PORT OF FORT PIERCE

0 total pilots, 0 current minorities, and 0 minorities who have left or retired in the last 10 years.

Current Activities:

The Port of Ft. Pierce is not actively operating at this time and has no meaningful ship traffic. When a ship does call on the Port, the cross-licensed pilots from Palm Beach cover the Port.

Future Plans:

To be determined, depending upon a resumption of full-time Port operations.

KEY WEST PILOTS ASSOCIATION – Capt. Robert Maguire

4 total pilots, 1 current minority (Hispanic American), and 0 minorities who have left or retired in the last 10 years.

Current Activities:

1. The KWPA contributes to a tuition scholarship for local minority youth learning sailing and seamanship at the Key West Community Sailing Center Summer Youth Sailing Program.
2. The KWPA contributes to a tuition scholarship for local minority youth learning fishing skills and safety, through a fundraiser called “Reel’n for a Cause.”
3. The KWPA contributes to a tuition scholarship for the Key West High School Band for local high school minority youth to further their educational needs.

Future Plans:

Continue to support local minority youth in the above-mentioned programs, as well as continue contributing to the FHPA Minority Scholarship fund.

PALM BEACH HARBOR PILOTS ASSOCIATION – Capt. Matthew Rigby

4 total pilots, 0 current minorities, as well as 1 minority (female) who has left in the last 10 years (Note: One of our two pilot boat drivers is a female, who has been employed with the Association for over 25 years).

Current Activities:

1. The Palm Beach Harbor Pilots participated in Career Day at Wellington High School representing the US Merchant Marine and Florida State Harbor Pilots. The pilots met with the entire Junior and Senior Classes to discuss running a pilot station and the business of ship handling.
2. The Palm Beach Harbor Pilots Association (PBHPA) also has an Internship Program that allows midshipmen to spend from a few days to a week observing and riding alongside the pilots. Students observe piloting and ship-handling aboard various vessels, including container, Ro-Ro, sugar barges, oil, diesel, molasses tankers, and passenger and cruise ships. The interns also spend time aboard the local harbor tugs to better understand the entire Port operation. PBHPA hosted two interns and participated in the Port of Palm Beach’s 2023 annual Internship Program, which included eight high school interns.
3. PBHPA tries to keep in touch with all minorities after graduation from the academies and while at sea to review their progress and assist in guiding them towards a career in becoming a Florida harbor pilot. Please refer to the website palmbeachpilots.com for more information regarding this scholarship program.

Future Plans:

PBHPA plans to continue involvement with the Port’s Internship program. All maritime cadets from any of the seven maritime academies are welcome to perform an internship here, and often do. The Palm Beach Pilots occasionally meet with minority juniors or seniors from local high schools when given the chance. The Palm Beach Pilots discuss the profession of piloting and show films about the industry and about the education and life at the maritime academies. Educating the students about the possibility of attending one of the seven maritime academies points them toward the quickest road to becoming a harbor pilot.

PENSACOLA BAY PILOTS – Capt. Matt Meilstrup

1 total full-time pilot, 0 current minorities, 1 cross-licensed pilot (female), and 0 minorities who have left or retired in the last 10 years.

Current Activities:

The Pensacola Bay Pilots have continued their ride-along program with the local US Coast Guard units. There are four Coast Guard vessels and two shoreside stations at NAS Pensacola - two of which are aids to navigation units. The pilot actively solicits these units to invite active Coast Guard members to accompany Capt. Meilstrup and launch, board and observe the transit, thus becoming better acquainted with the services that pilots provide. This program is popular amongst the participants, and several have expressed interest in the pilot and/or tug professions. They use their observation time to discuss local conditions experienced during the transits and apply this to their piloting of Coast Guard vessels in and out of Pensacola Bay and to becoming more proficient mariners. The local USCG riders have been ethnically diverse and of both sexes.

Future Plans:

The Pensacola Bay Pilots will continue the ride-along program and continue contributing to the FHPA Minority Scholarship fund.

ST. ANDREW BAY PILOTS ASSOCIATION – Capt. Zachary Condon

2 total pilots (including 0 deputies), 0 current minorities, and 0 minorities who have left or retired in the last 10 years.

Current Activities:

The St. Andrew Bay Pilots Association (SABPA) supports AMI Kids Panama City Marine Institute. The Institute's mission is to redirect and motivate at-risk youth, many of whom are minorities.

Future Plans:

SABPA plans to continue to support the Institute through donations, educational classroom visits, and ride-along trips on the pilot boat, as well as to continue to contribute to the FHPA Minority Scholarship fund.

ST. JOHNS BAR PILOT ASSOCIATION (Jacksonville/Fernandina) – Capt. Brian Seuter

13 total pilots (including 0 deputies), 0 current minorities, and 0 minorities who have left or retired in the last 10 years.

Current Activities:

1. The St. Johns Bar Pilot Association (SJBPA) hosted one of the 2023 Florida Harbor Pilots Association (FHPA) Minority Scholarship recipients, Ms. Brooke Foran, an incoming freshman at Maine Maritime, for a three-day orientation on the work of a pilot. Ms. Foran was introduced to all aspects of the pilot organization, including participation in about 40 vessel ride-alongs with various pilots.

2. Capt. Brian Seuter, the designated SJBPA member for this purpose, sent out information packages pertaining to Florida harbor pilots, including information on how to pursue a pilot career in Florida, to four people, all of whom were women and/or minorities.

3. Capt. Seuter is actively mentoring two female mariners now. One of these mariners took the deputy pilot exam in March 2023 and scored very well. The other is gaining sea time, and she is already studying to take a future deputy pilot exam.
4. SJBPA hosted two minority cadet midshipmen in 2022 for a ride-along and other training opportunities.

Future Plans:

SJBPA will continue to contribute to the FHPA annual Minority Scholarship fund and intends to make its annual \$500 contribution to the Organization of Black Maritime Graduates. In addition, SJBPA intends to continue its cadet ride-along program, as well as all the outreach efforts listed above. It is also a goal of SJBPA to speak to the Global Logistics students at Riverside High School and promote maritime careers and piloting in 2023-2024.

TAMPA BAY PILOTS ASSOCIATION – Terry Fluke, Executive Director

18 total pilots (including 2 deputies), with 2 current minorities (1 female and 1 African American). The Association also had a previous minority pilot (Hispanic American), who left in the last 10 years to become the President of the American Pilots Association.

Current Activities:

1. The Tampa Pilots Association will host one of the 2023 Florida Harbor Pilots Association (FHPA) Minority Scholarship recipients, Ms. Devin Noone, a senior at SUNY Maritime, for a three-day orientation in September detailing the piloting profession.
2. The Tampa Pilots Association conducts a formal, one-week Maritime Internship Training Program that provides the opportunity for students from a maritime institution to increase their understanding and awareness of the roles and responsibilities of the licensed Harbor Pilots of Tampa Bay, which include preserving and protecting the Tampa Bay ports, population, and environment. The Association hosted two non-minority students within the past year.
3. The Tampa Pilots Association participated in the Jefferson High School 2022 Maritime Career Expo. The Expo provides an opportunity for a meet-and-greet between Port partners and maritime students from the schools' maritime programs. The Expo also allows maritime students from grades 9-12 and Port Tampa Bay Partners to network in order for students to gain a greater understanding of careers in the maritime industry. This year, Tampa minority pilot Capt. Tevin Freeman participated in the Expo and was well-received by the students.
4. The Tampa Pilots Association participates as a sponsor of the Propeller Club Port of Tampa Partnership with the Hillsborough County School System. The Propeller Club Education Committee distributes scholarships to students attending national maritime and college institutions in 2023. Recipients are minority and non-minority and selected based on both academic qualifications and financial need.

Future Plans:

The Tampa Bay Pilots will continue involvement with the Jefferson High School Maritime Magnet Program, which serves primarily minority students. This involvement includes their annual Expo, classroom teaching opportunities, and hosting students for a "Day with the Pilots," all of which have been successful. We will also continue the current activities described above and to respond to any additional requests from the Maritime Magnet Program.



Florida Harbor Pilots Association

Current Activities:

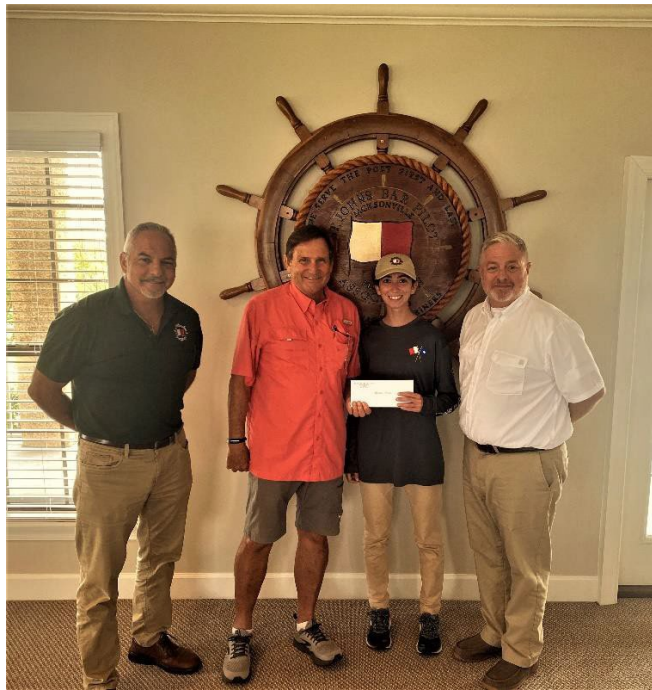
All 10 of our active Pilot Associations fully fund our annual Minority Scholarship program. This year, because of the continuing generosity of all our Pilots, as well as the overwhelming popularity of this program, FHPA was pleased to be able to offer three minority scholarships, instead of two. The applicants, who show enthusiasm and aptitude for a possible career as a state harbor pilot, were chosen from one of the seven national maritime academies. The selected recipients each receive a \$2,500 scholarship, plus all their pre-approved travel expenses to attend a training session with one of the local Pilot Associations in Florida. During the training, the cadets get hands-on experience and are exposed to many aspects of a harbor pilot's career.

The nominees must meet the following criteria:

- * Must be a "minority person," pursuant to s. 288.703(4), Florida Statutes.
- * Must have completed at least their first-year sea-term requirements and have a minimum 2.5 GPA.
- * Must be enrolled in one of the following U.S. maritime academies: Massachusetts Maritime Academy, Maine Maritime Academy, S.U.N.Y. Maritime, California Maritime Academy, Texas A&M University at Galveston, the U.S. Merchant Marine Academy – Kings Point, or Great Lakes Maritime Academy.
- * Must be planning to pursue a career as a state harbor pilot, preferably in the State of Florida.
- * Must write a 250-word essay explaining their interest in becoming a harbor pilot.
- * Must agree to participate in a brief internship where they will shadow the licensed state pilots at a Florida port.

From the continuing record-number of applications we receive each year, the FHPA chose the following scholarship recipients for 2023:

- Brooke Foran, a female from Florida, who is an incoming freshman at Maine Maritime. She completed her maritime internship with the Jacksonville pilots in July.
- Devin Noone, a female from Maryland, who is a senior at SUNY Maritime Academy. She will complete her maritime internship with the Tampa pilots in September.
- Oscar Gonzalez, a Hispanic male from Florida, who is a sophomore at Maine Maritime. He will complete his maritime internship with both the Port Everglades and Miami pilots later this year.



2023 Recipient Brooke Foran with Jacksonville Pilots Captains Barrie Synder, Scott O'Connor and Brian Seuter

“To the Florida Harbor Pilots Association,

Thank you so much for the opportunity to join the St. John’s Bar Harbor Pilots and for the scholarship.

Since I was unable to begin studying at an academy right out of high school, I gravitated towards the water and spent as much time on it as possible. I began as a trainee on Mystic Seaport’s Schooner Brilliant, I drove water taxis for Walt Disney World, I became a deckhand on the Schooner Tyrone, and I then moved onto Massachusetts Maritime Academy’s training vessel, Schooner Ernestina-Morrissey.

While working aboard the Ernestina-Morrissey, I was able to be part of a 5km journey from Massachusetts to Galveston, and back to MA. During all my time sailing up and down the east coast, I saw hundreds of different types of vessels. The lobster boats of Maine, schooners, square-riggers, sloops, tugs, barges, clippers, car ships, cargo vessels, tankers- you name it. And for every one of those vessels, I wondered what it would be like to drive something like that. What kind of steerages do they have? How do they navigate? What is it like to be on a metal beast with no sails? What is it like to tow? To have two engines? When I sat down and considered my career on the water, I realized I wanted to do it all. I want to experience everything I could and be a master of as many types of vessels as I can. I want to do it all. And that is why piloting became a career which shown so brightly on my radar. Pilots need to have the highest licenses. They are all highly experienced, and need to know how every type of vessel they might have to board functions. They do it all.

I cannot thank you all enough for the opportunity you presented to me. Not only will the scholarship you provided undoubtedly help me afford my studies at Maine Maritime Academy, but to be welcomed aboard as a cadet with you for a couple of days was an experience I could have only dreamed of!”

Brooke Foran
Maine Marine Academy

FHPA believes that the Minority Scholarship program is a valuable resource for exposing minorities to, and involving them in, the Florida piloting profession. We have been notified that past scholarship recipients are taking the Florida pilot exam, which gives us encouragement that the program is definitely making a positive impact.

We also often receive requests from people wanting to intern at one of our ports, and we make every effort to help facilitate those requests.

In an effort to inform more qualified candidates (especially minorities) about pilot openings in the State of Florida, FHPA advertises these openings, at its own expense, on several maritime industry websites.

Future Plans:

FHPA plans to continue with all of the aforementioned activities, as well as to assist in educating and mentoring minority individuals about the piloting profession utilizing, among other things, our full-time office and staff, social media, and all of our Florida ports.