

COMMISSION AGENDA

Item No: 7A

Meeting: 9/24/2021

DATE: September 1, 2021

TO: Port Commission

FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Dick Marzano
Project Manager: Sean Eagan

SUBJECT: NATIONAL HISPANIC HERITAGE MONTH RESOLUTION

A. ACTION REQUESTED

Request approval of Resolution 2021-15-PT recognizing September 15, 2021, through October 15, 2021 as National Hispanic Heritage Month and calls upon the people of Pierce County to recognize the achievements of the Hispanic/Latino community and to celebrate the great diversity of the American people.

B. BACKGROUND

The Port of Tacoma has adopted a Diversity and Inclusion Policy which declares that the Port respects and values the rich diversity of its employees, customers, contractors and stakeholders and that it is committed to a work environment that is inclusive and values diverse thought and expression in pursuit of the organization's mission and is committed to provide a workplace environment that is free from all forms of discrimination and harassment.

On September 17, 2020, the Port of Tacoma Commission adopted Resolution 2020-06-PT identifying diversity, equity, and inclusion as core values that the Port of Tacoma shall incorporate into its Strategic Plan and into its Diversity, Equity and Inclusion initiatives. The resolution adopted the following guiding principles as the basis for the Port of Tacoma's Diversity, Equity, and Inclusion initiatives: undoing and understanding the history of racism, embracing differences, and developing leadership.

On April 16, 2021, the Port of Tacoma Commission approved a new strategic plan, which contained an organization goal of Organizational Success. Two of the identified strategies contained under this identified goal were:

1. Integrating the values of diversity, equity and inclusion, as well as health and safety, into the Port's culture and decision-making framework (OS-5); and
2. Fostering an organizational culture that attracts, develops and retains a diverse, high-performing, and engaged workforce (OS-6).

Hispanics in the New World descended from Native Americans whose indigenous civilizations developed and thrived thousands of years before Christopher Columbus reached the Americas. They joined with Europeans and Africans over five centuries to create a people unique to the New World to reflect the joining of races and cultures; and

Hispanics continue to enrich Pierce County and Washington state communities with the cultural, educational and political influences of their culture and can be seen and appreciated in all aspects of our life, from farm-worker struggles for housing and equal wages, to incredible and gifted artists, professionals, vibrant businesses, music and community festivals.

National Hispanic Heritage Month was created to showcase and highlight Hispanic contributions throughout our nation and as a reminder that Hispanics have been part of the history of this nation since the beginning. Mid-September was chosen because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Día de la Raza, which is October 12, falls within this 30 day period.

C. SCOPE

The resolution states that The Port of Tacoma recognizes September 15, 2021 through October 15, 2021 as National Hispanic Heritage Month and calls upon the people of Pierce County to recognize the achievements of the Hispanic/Latino community and to celebrate the great diversity of the American people.

D. TIMEFRAME/PROJECT SCHEDULE

September 15, 2021-October 15, 2021 is recognized as National Hispanic Heritage Month.

E. FINANCIAL SUMMARY

No financial impacts.

F. ECONOMIC INVESTMENT / JOB CREATION

Not applicable.

G. ENVIRONMENTAL IMPACTS / REVIEW

Not applicable.

H. ALTERNATIVES CONSIDERED AND THEIR IMPLICATIONS

Alternative 1—Do nothing: Choosing not to recognize National Hispanic Heritage Month could send a signal that the Port does not recognize diversity, equity, and inclusion as core values and could be perceived as inconsistent with Strategic Plan Strategies OS-5 and OS-6.

I. ATTACHMENTS

- Proposed Resolution

Resolution 2021-15-PT



A Resolution of the Port of Tacoma Commission

WHEREAS, the Port of Tacoma has adopted a Diversity and Inclusion Policy which declares the Port respects and values the rich diversity of its employees, customers, contractors and stakeholders and that it is committed to a work environment that is inclusive and values diverse thought and expression in pursuit of the organization's mission and is committed to provide a workplace environment that is free from all forms of discrimination and harassment; and

WHEREAS, Port of Tacoma Resolution 2020-06-PT identifies diversity, equity, and inclusion as core values that the Port of Tacoma shall incorporate into its Strategic Plan and into Diversity, Equity and Inclusion initiatives; and

WHEREAS, Port of Tacoma Resolution 2020-06-PT adopts the following guiding principles as the basis for the Port of Tacoma's Diversity, Equity, and Inclusion initiatives: undoing and understanding the history of racism, embracing differences, and developing leadership; and

WHEREAS, in honor of over 500 years of Hispanic cultural contributions and in recognition of its evolution into the future and the continuation of the culture; and

WHEREAS, in recognition that Hispanics in the New World descended from Native Americans whose indigenous civilizations developed and thrived thousands of years before Christopher Columbus reached the Americas; and

WHEREAS, they joined with Europeans and Africans over five centuries to create a people unique to the New World to reflect the joining of races and cultures; and

WHEREAS, Hispanics continue to enrich Pierce County and Washington state communities with the cultural, educational and political influences of their culture and can be seen and appreciated in all aspects of our life, from farm-worker struggles for housing and equal wages, to incredible and gifted artists, professionals, vibrant businesses, music and community festivals; and

WHEREAS, National Hispanic Heritage Month was created to showcase and highlight Hispanic contributions throughout our nation and as a reminder that Hispanics have been part of the history of this nation since the beginning

NOW, THEREFORE, be it resolved that:

The Port of Tacoma recognizes September 15, 2021 through October 15, 2021 as National Hispanic Heritage Month and calls upon the people of Pierce County to recognize the achievements of the Hispanic/Latino community and to celebrate the great diversity of the American people.

ADOPTED by a majority of the members of the Port of Tacoma Commission at a special meeting held on the 24th day of September 2021, a majority of the members being present and voting on this resolution and signed by the Commission Officers in authentication of its passage this 24th day of September, 2021.

PORT OF TACOMA COMMISSION

Richard Marzano, President

Donald Meyer, Vice-President

Deanna Keller, Secretary

Kristin Ang, 1st Assistant Secretary

John McCarthy 2nd Assistant Secretary

draft

Item No.: 7A
Meeting Date: Sept. 24, 2021

National Hispanic Heritage Month



Action requested



Request approval of Resolution 2021-15-PT recognizing September 15, 2021, through October 15, 2021, as National Hispanic Heritage Month and calls upon the people of Pierce County to recognize the achievements of the Hispanic/Latino community and to celebrate the great diversity of the American people