

COMMISSION AGENDA

Item No: 5A

Meeting: 7/15/2021

DATE: June 30, 2021
TO: Port Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Kristin Ang
Project Manager: Sean Eagan
SUBJECT: PIERCE COUNTY PRIDE MONTH RESOLUTION

A. ACTION REQUESTED

Request approval of Resolution 2021-14 recognizing July 2021 as the South Sound Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calling upon the people of Pierce County to recognize the achievements of the LGBTQ+ community, to celebrate the great diversity of the American people, and to wave their flags of pride high.

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.

In July 2020, the Port of Tacoma flew the Pride Flag over the Port Administration Building in celebration of Pierce County Pride Month.

On September 17, 2020, the Port of Tacoma Commission adopted Resolution 2020-06 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).

The uprising at the Stonewall Inn in June 1969, sparked a liberation movement calling on the nation to live up to its promise of equality, liberty, and justice for all. This has prompted many communities to recognize June as LGBTQ+ Pride Month, though Pierce County historically has

recognized July as Pride Month. Pride is a time to recall the trials the Lesbian, Gay, Bisexual, Transgender, and Queer community has endured and to rejoice in the triumphs of trailblazing individuals who have bravely fought — and continue to fight — for full equality.

The LGBTQ+ community in America has achieved remarkable progress since Stonewall with historic Supreme Court rulings in recent years having struck down regressive laws, affirmed the right to marriage equality, and secured workplace protections for LGBTQ+ individuals in every State and Territory. With that said, the United States also continues to face tragic levels of violence against members of the LGBTQ+ community.

C. SCOPE

The resolution states that the Port of Tacoma recognizes July 2021 as the South Sound Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calls upon the people of Pierce County to recognize the achievements of the LGBTQ+ community, to celebrate the great diversity of the American people, and to wave their flags of pride high.

D. TIMEFRAME/PROJECT SCHEDULE

July 2021 is recognized as Pierce County Pride 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 Pride 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.

Alternative 2— Recognize June as Pride Month: While most of the United States recognizes June as Pride Month, South Sound organizations, such as the City of Tacoma, Pierce County and others recognize Pride Month in July to coincide with Pride Fest, which is typically celebrated in July.

I. ATTACHMENTS

- Proposed Resolution

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 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 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, the uprising at the Stonewall Inn in June, 1969, sparked a liberation movement — a call to action that continues to inspire us to live up to our nation's promise of equality, liberty, and justice for all; and

WHEREAS, Pride is a time to recall the trials the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) community has endured and to rejoice in the triumphs of trailblazing individuals who have bravely fought — and continue to fight — for full equality; and

WHEREAS, the LGBTQ+ community in America has achieved remarkable progress since Stonewall with historic Supreme Court rulings in recent years having struck down regressive laws, affirmed the right to marriage equality, and secured workplace protections for LGBTQ+ individuals in every State and Territory; and

WHEREAS, our Nation also continues to face tragic levels of violence against members of the LGBTQ+ community who repeatedly demonstrate resilience and determination to live freely and authentically

NOW, THEREFORE, be it resolved that:

The Port of Tacoma recognizes July 2021 as the South Sound Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calls upon the people of Pierce County to recognize the achievements of the LGBTQ+ community, to celebrate the great diversity of the American people, and to wave their flags of pride high.

ADOPTED by a majority of the members of the Port of Tacoma Commission at a regular meeting held on the **15th day of July, 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 15th day of July, 2021.

PORT OF TACOMA COMMISSION

Richard Marzano, President

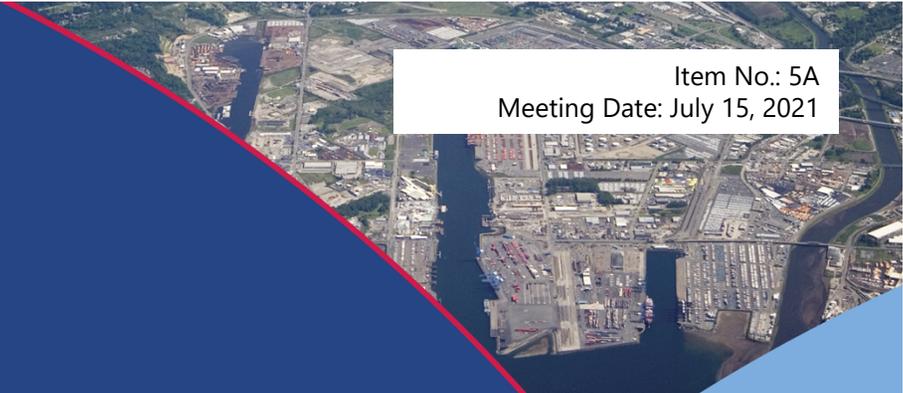
Donald Meyer, Vice-President

Deanna Keller, Secretary

Kristin Ang, 1st Assistant Secretary

John McCarthy 2nd Assistant Secretary

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Pierce County Pride Month



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