

ACTION ITEM MEMO

Port of Tacoma Commission



Item No: 7A

Meeting Date: 6/18/24

DATE: June 6, 2024
TO: Port of Tacoma Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Kristin Ang
Presenter: Commissioner Ang
SUBJECT: Proclamation 2024-04-PT recognizing LGBTQ Pride Month

A. ACTION REQUESTED

Adopt Proclamation 2024-04-PT, recognizing LGBTQ Pride Month.

Strategic Plan Initiative: OS-5 and OS-6

B. BACKGROUND

The Port of Tacoma has adopted a Diversity, Equity and Inclusion Policy which declares that the Port respects and values the rich diversity of its employees, customers, contractors, and stakeholders. The policy confirms that the Port is committed to providing a work environment that is inclusive and values diverse thought and expression in pursuit of its mission, as well as an 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 organizational goal of Organizational Success. Two of the identified strategies contained under this identified goal were:

- Integrate the values of diversity, equity, and inclusion, as well as health and safety, into the Port's culture and decision-making framework (OS-5).
- Foster 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 for the LGBTQ community. The LGBTQ community in America has achieved 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.

C. SCOPE OF WORK

The Port of Tacoma recognizes June 2024 as Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calls upon the people of Pierce County to recognize the achievements of the LGBTQ+ community and to celebrate the great diversity of the American people.

D. TIMEFRAME/PROJECT SCHEDULE

LGBTQ Pride Month	June 2024
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E. ALTERNATIVE ANALYSIS

Alternative 1: Do nothing. Choosing not to recognize LGBTQ 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—Adopt the Proclamation.