

ACTION ITEM MEMO

Port of Tacoma Commission



Item No: 7A
Meeting Date: 2/1/24

DATE: January 18, 2024
TO: Port of Tacoma Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Dick Marzano
Project Manager: Commissioner Marzano/Sean Eagan
SUBJECT: Black History Month Proclamation 2024-01-PT

A. **ACTION REQUESTED**

Request approval of Proclamation 2024-01-PT recognizing National Black History Month
Strategic Plan Initiatives: OS-5 and OS-6

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 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:

- 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
- Fostering an organizational culture that attracts, develops and retains a diverse, high-performing, and engaged workforce (OS-6).

Black History Month grew out of the establishment, in 1926, of Negro History Week by Carter G. Woodson and the Association for the Study of African American Life and History. In 1976,

President Gerald Ford issued the first Black History Month proclamation, calling upon the Americans to celebrate this observance each February.

C. **SCOPE OF WORK**

The proclamation states that the Port of Tacoma recognizes February 2024, as National Black History Month and calls upon the people of Pierce County to recognize the achievements of the African American community, to celebrate the great diversity of the American people, and to continue our efforts to create a world that is more just, peaceful, and prosperous for all.

D. **TIMEFRAME/PROJECT SCHEDULE**

National Black History Month February 2024

E. **ALTERNATIVE ANALYSIS**

Alternative 1—Do nothing: Choosing not to recognize National Black History 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—Approve the proclamation.