

# COMMISSION AGENDA

Item No: 7A

Meeting: 2/17/22

**DATE:** February 2, 2022

**TO:** Port Commission

**FROM:** Eric Johnson, Executive Director  
Sponsor: Commissioner Don Meyer  
Project Manager: Sean Eagan

**SUBJECT:** Black History Month Proclamation

## A. ACTION REQUESTED

Request approval of Proclamation 2022-01-PT recognizing February 2022, as “Black History Month.”

## 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; 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 the following strategy:

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).

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. The observance of Black History Month provides an opportunity to celebrate the many achievements and contributions made by Black Americans to our economic, cultural, spiritual, and political development; it calls our attention to the continued need to battle racism on all levels of our society and build a society that lives up to its democratic ideals.

## C. SCOPE

The proclamation states that the Port recognizes February, 2022, 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**

February, 2022 is recognized as Black History 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**

1. **Alternative 1: Do nothing:** Choosing not to recognize 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 Strategy CC-2.
2. **Alternative 2: Pass the proclamation.**

**I. ATTACHMENTS**

Proposed proclamation