

# ACTION ITEM MEMO

Port of Tacoma Commission



Item No: 7A  
Meeting Date: 3/19/24

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**DATE:** March 5, 2024  
**TO:** Port of Tacoma Commission  
**FROM:** Eric Johnson, Executive Director  
Sponsor: Commissioner Kriston Ang  
Project Manager: Commissioner Kristin Ang/Sean Eagan  
**SUBJECT:** Women's History Month - Proclamation 2024-02-PT

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A. **ACTION REQUESTED**

Request approval of Proclamation 2024-02-PT recognizing Women's History Month and International Women's Day.

**Strategic Plan Initiative:** 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-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:

- 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).

International Women's Day has been observed since 1911 as an occasion to learn from past struggles to help focus efforts on ending gender discrimination. Women's History Month had its

origins as a national celebration in 1981 when Congress authorized and requested the President to proclaim the week beginning March 7, 1982 as “Women’s History Week. Since 1995, presidents have issued a series of annual proclamations designating the month of March as “Women’s History Month.” Women’s History Month and International Women’s Day celebrate the collective power of women, pays tribute to their achievements, and recognizes the remaining challenges to further efforts for women’s rights and gender equality, encouraging and mobilizing all people to contribute for positive change.

C. **SCOPE OF WORK**

The Port of Tacoma recognizes March 2024, as Women’s History Month and March 8, 2024, as International Women’s Day and calls upon the people of Pierce County to recognize the achievements and many contributions of women to our community, our nation and our world.

D. **TIMEFRAME/PROJECT SCHEDULE**

Women’s History Month	March 2024
International Women’s Day	March 8, 2024

E. **ALTERNATIVE ANALYSIS**

*Alternative 1*—Do nothing: Choosing not to recognize Women’s 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.