

## Resolution 2020-06-PT



### Port of Tacoma Diversity, Equity and Inclusion Resolution

WHEREAS, the Port of Tacoma respects and values the rich diversity of our Pierce County community at large — including the rich diversity of our employees, customers, contractors and other partners; and

WHEREAS, the Port of Tacoma stands in support of social justice; and

WHEREAS, the Port of Tacoma acknowledges and deplores the history of systemic racism in the United States; and

WHEREAS, the Port of Tacoma strongly condemns racism in all forms, including institutionalized racism which has especially targeted Black, Indigenous, and people of color for far too long; and

WHEREAS, the Port of Tacoma values diverse thought and expression in pursuit of its mission and goals, and is committed to an inclusive work environment; and

WHEREAS, the Port of Tacoma is committed to providing a work environment that is free from all forms of discrimination, oppression and harassment; and

WHEREAS, the Port of Tacoma values equity and inclusion, which includes all people of any race, age, disability or health status, ethnicity, sexual orientation, gender identity, national origin, religion, and other legally protected status; and

NOW THEREFORE, it is resolved that the Port of Tacoma Commission:

Adopts 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;

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

Directs and empowers its leaders and employees to implement Diversity, Equity and Inclusion initiatives.

ADOPTED by a majority of the members of the Port of Tacoma Commission at a regular meeting held on the 17<sup>th</sup> day of September 2020, a majority of the members being present and voting on this resolution and signed by its President and attested by its Secretary under the official seal of said Commission in authentication of its passage this 17<sup>th</sup> day of September, 2020.

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John McCarthy, President  
Port of Tacoma Commission

ATTEST:

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Don Meyer, Secretary  
Port of Tacoma Commission