

COMMISSION AGENDA

Item No: 6A

Meeting: 7/21/22

DATE: July 5, 2022
TO: Port Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Kristin Ang
Project Manager: Sean Eagan
SUBJECT: Pierce County Pride Month - Proclamation 2022-05-PT

A. ACTION REQUESTED

Request approval of Proclamation 2022-05-PT, recognizing July 2022 as the South Sound Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calling upon the people of Pierce County to recognize the achievements of the LGBTQ+ community, to celebrate the great diversity of the American people, and to wave their flags of pride high.

B. BACKGROUND

The Port of Tacoma has adopted a Diversity and Inclusion Policy which declares:

- (1) The Port respects and values the rich diversity of its employees, customers, contractors and stakeholders.
- (2) The Port is committed to a work environment that is inclusive and values diverse thought and expression in pursuit of the organization's mission.
- (3) The Port is committed to providing a workplace environment that is free from all forms of discrimination and harassment.

In July 2020, the Port of Tacoma flew the Pride Flag over the Port Administration Building in celebration of Pierce County Pride Month.

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: (1) undoing and understanding the history of racism, (2) embracing differences, and (3) developing leadership.

On April 16, 2021, the Port of Tacoma Commission approved a new strategic plan, which contained a goal of Organizational Success. Two of the identified strategies contained under this identified goal were:

1. 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)
2. Fostering 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 calling on the nation to live up to its promise of equality, liberty, and justice for all. This has prompted many communities to recognize June as LGBTQ+ Pride Month, although Pierce County historically has recognized July as Pride Month.

Pride is a time to recall the trials the Lesbian, Gay, Bisexual, Transgender, and Queer community has endured and to rejoice in the triumphs of trailblazing individuals who have bravely fought — and continue to fight — for full equality.

The LGBTQ+ community in America has achieved remarkable 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. With that said, the United States also continues to face tragic levels of violence against members of the LGBTQ+ community.

C. SCOPE

The proclamation states that the Port of Tacoma recognizes July 2022 as the South Sound Lesbian, Gay, Bisexual, Transgender, and Queer Pride Month and calls upon the people of Pierce County to recognize the achievements of the LGBTQ+ community, to celebrate the great diversity of the American people, and to wave their flags of pride high.

D. TIMEFRAME

July 2022 is recognized as Pierce County Pride Month.

E. FINANCIAL SUMMARY

No financial impacts.

F. ALTERNATIVES CONSIDERED AND THEIR IMPLICATIONS

Alternative 1: Do nothing: Choosing not to recognize 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: Recognize July as Pride Month: While most of the United States recognizes June as Pride Month, South Sound organizations, such as the City of Tacoma, Pierce County and others recognize Pride Month in July to coincide with Pride Fest, which is typically celebrated in July.

G. ATTACHMENTS

Proposed Resolution