

ACTION ITEM MEMO

Port of Tacoma Commission



Item No: 7B
Meeting Date: 5/21/24

DATE: May 9, 2024
TO: Port of Tacoma Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Dick Marzano
Project Manager: Commissioner Dick Marzano/Sean Eagan
SUBJECT: Proclamation 2024-03-PT Recognizing Asian/Pacific American Heritage Month

A. **ACTION REQUESTED**
Proclamation 2024-03-PT recognizing Asian/Pacific American Heritage Month

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).

Asian American and Pacific Islander heritage in the United States was celebrated beginning in 1978 and was made into a month-long event in 1992. The month of May was chosen as Asian

Pacific American Heritage Month to commemorate the immigration of the first Japanese citizen, Nakahama Manjiro, to the United States on May 7, 1843, but also the anniversary of the May 10, 1869 completion of the first Transcontinental Railroad, built with the back-breaking labor of nearly 20,000 Chinese immigrants. 8 percent of the population residing in the Port of Tacoma port district are of Asian American or Pacific Island descent. Today more than 20 million Asian American and Pacific Islanders live in the United States.

C. **SCOPE OF WORK**

The Port of Tacoma recognizes May 2024, as Asian/Pacific American Heritage Month and calls upon the people of Pierce County to recognize the achievements and many contributions of Asian Americans and Pacific Islanders to our community, our nation and our world.

D. **TIMEFRAME/PROJECT SCHEDULE**

Asian/Pacific American Heritage Month May 2024

E. **ALTERNATIVE ANALYSIS**

Alternative 1—Do nothing. Choosing not to recognize Asian/Pacific American Heritage 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—Adopt the proclamation.