

PORT OF TACOMA COMMISSION
ACTION ITEM MEMO



Item No: 6A
Meeting Date: 7/18/2023

DATE: 7/3/2023
TO: Port of Tacoma Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Kristen Ang
Project Manager: Commissioner Kristen Ang
SUBJECT: Pride month proclamation

A. ACTION REQUESTED

Request approval of a proclamation recognizing July 2023 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 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.

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 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:

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); and
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, though 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 OF WORK

The proclamation states that the Port of Tacoma recognizes July 2023 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/PROJECT SCHEDULE

July 2023 is recognized as Pierce County Pride Month.