

PORT OF TACOMA COMMISSION
ACTION ITEM MEMO



Item No: 6B
Meeting Date: 3/21/2023

DATE: 3/8/2023
TO: Port of Tacoma Commission
FROM: Eric Johnson, Executive Director
Sponsor: Commissioner Ang
Project Manager: Sean Eagan
SUBJECT: Women's History Month and International Women's Day Proclamation

A. ACTION REQUESTED

Request approval of Proclamation 2023-02-PT recognizing March, 2023, as Women's History Month and March 8, 2023, as International Women's Day.

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 the following strategy:

Integrate the values of diversity, equity and inclusion, as well as health and safety, into the Port's culture and decision-making framework (OS-5).

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

Proclamation 2023-02-PT states that the Port recognizes March 2023, as Women's History Month and March 8, 2023, 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

March 2023 is recognized as Women's History Month and March 8, 2023, is recognized as International Women's Day.

E. FINANCIAL SUMMARY

No financial impacts.

F. ALTERNATIVES CONSIDERED AND THEIR IMPLICATIONS

1. **Alternative 1—Do nothing:** Choosing not to recognize Women's History Month and International Women's Day 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 Strategy CC-2.
2. **Alternative 2—Pass the proclamation.**

G. ATTACHMENTS

Proposed proclamation.