

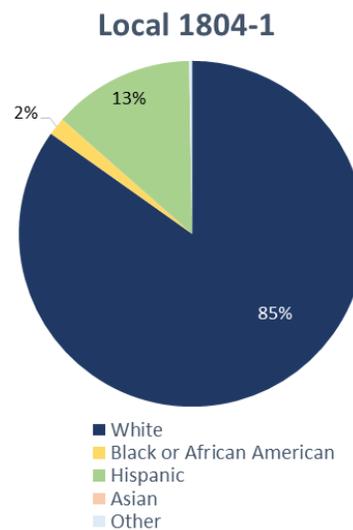
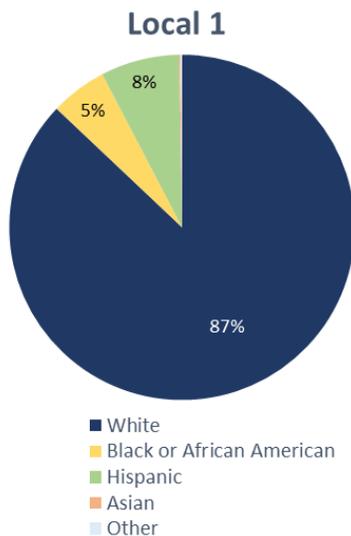
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2013-2014)

The Waterfront Commission of New York Harbor has taken great measures to combat the prevalent discriminatory hiring practices in the Port and to foster diversity and inclusion in the longshore workforce. Despite this, as illustrated below, the industry has made little progress in diversifying the membership of registered longshore workers and maintenance workers/mechanics in the various International Longshoremen’s Association (ILA) locals.

The diversity of the ILA locals is a critical component in assessing the industry’s hiring practices. In support of their purported diversity and inclusion initiatives, the ILA and New York Shipping Association, Inc. cite to the overall diversity of incoming workers. But, as illustrated below, an overwhelming majority of incoming Black/African American workers are then placed into one predominantly Black/African American local in New Jersey – ILA Local 1233. In contrast, the highly-sought checker positions are predominantly given to white males, who become members of ILA checker Local 1.

DEEP SEA LONGSHORE WORKERS – DIVERSITY

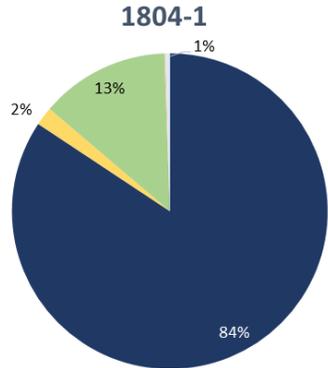
ILA Local	White		Black		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Local 1	592	87.1%	36	5.3%	50	7.4%	1	0.1%	1	0.1%	680
1233	63	8.3%	639	84.5%	45	6.0%	2	0.3%	7	0.9%	756
1235	601	72.5%	10	1.2%	206	24.8%	3	0.4%	9	1.1%	829
1814	84	77.8%	12	11.1%	10	9.3%	0	0.0%	2	1.9%	108
1588	205	73.5%	30	10.8%	38	13.6%	1	0.4%	5	1.8%	279
920	123	83.7%	13	8.8%	10	6.8%	1	0.7%	0	0.0%	147
824	72	80.9%	7	7.9%	7	7.9%	2	2.2%	1	1.1%	89
1804-1	302	84.8%	6	1.7%	47	13.2%	0	0.0%	1	0.3%	356
Total	2042	62.9%	753	23.2%	413	12.7%	10	0.3%	26	0.8%	3244



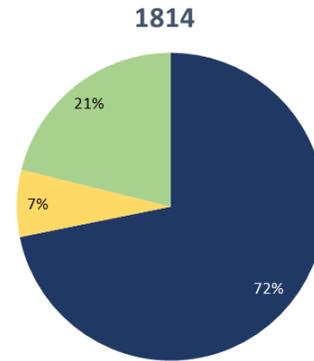
MAINTENANCE WORKERS/MECHANICS – DIVERSITY

ILA Local	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1804-1	618	84.3%	14	1.9%	97	13.2%	1	0.1%	3	0.4%	733
1814	51	71.8%	5	7.0%	15	21.1%	0	0.0%	0	0.0%	71
Total	669	83.2%	19	2.4%	112	13.9%	1	0.1%	3	0.4%	804

GENDER: 1 FEMALE OUT OF 804 MAINTENANCE WORKERS/MECHANICS



- White
- Black or African American
- Hispanic
- Asian
- Other

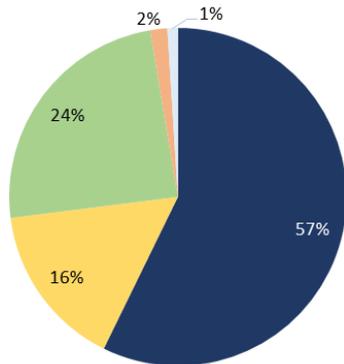


- White
- Black or African American
- Hispanic
- Asian
- Other

WAREHOUSE WORKERS/LASHERS – DIVERSITY

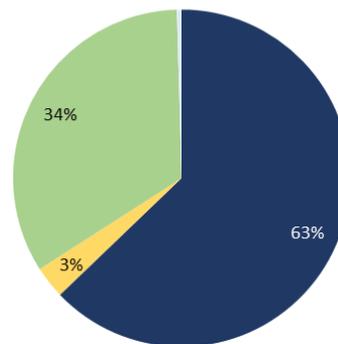
Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	632	57.2%	174	15.8%	269	24.4%	18	1.6%	11	1.0%	1104
Lashers	142	62.8%	7	3.1%	76	33.6%	0	0.0%	1	0.4%	226
Total	774	58.2%	181	13.6%	345	25.9%	18	1.4%	12	0.9%	1330

Warehouse Workers



- White
- Black or African American
- Hispanic
- Asian
- Other

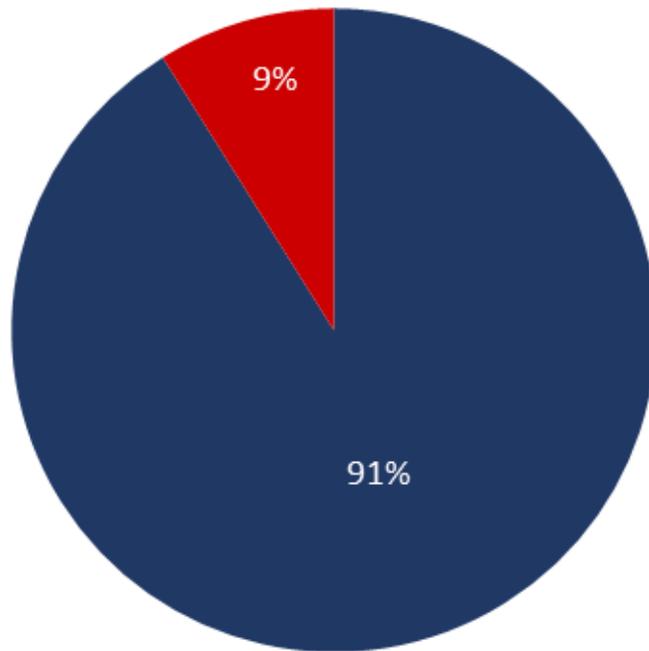
Lashers



- White
- Black or African American
- Hispanic
- Asian
- Other

DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	588	86.5%	92	13.5%	0	0.0%	680
1233	647	85.6%	109	14.4%	0	0.0%	756
1235	780	94.1%	49	5.9%	0	0.0%	829
1814	107	99.1%	1	0.9%	0	0.0%	108
1588	256	91.8%	23	8.2%	0	0.0%	279
920	138	93.9%	9	6.1%	0	0.0%	147
824	83	93.3%	6	6.7%	0	0.0%	89
1804-1	356	100.0%	0	0.0%	0	0.0%	356
Total	2955	91.1%	289	8.9%	0	0.0%	3244



■ Male ■ Female