

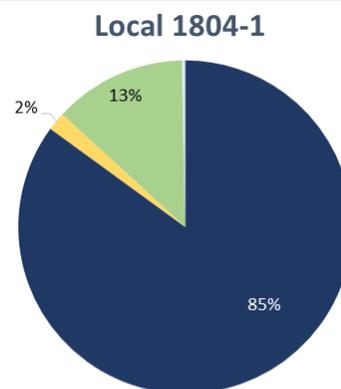
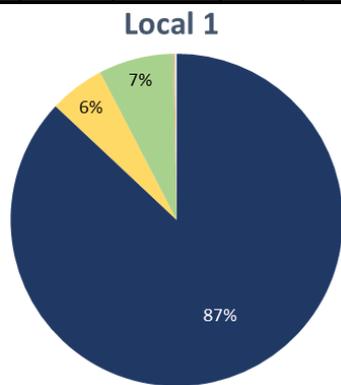
## DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2014-2015)

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 the New York Shipping Association, Inc. cite to the overall diversity of incoming longshore 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/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Local 1	582	87.0%	36	5.4%	49	7.3%	1	0.1%	1	0.1%	669
1233	71	8.9%	667	83.9%	47	5.9%	3	0.4%	7	0.9%	795
1235	632	72.4%	23	2.6%	205	23.5%	3	0.3%	10	1.1%	873
1814	85	77.3%	13	11.8%	10	9.1%	0	0.0%	2	1.8%	110
1588	214	72.1%	37	12.5%	40	13.5%	1	0.3%	5	1.7%	297
920	131	82.9%	15	9.5%	10	6.3%	2	1.3%	0	0.0%	158
824	69	79.3%	8	9.2%	7	8.0%	2	2.3%	1	1.1%	87
1804-1	284	85.0%	6	1.8%	43	12.9%	0	0.0%	1	0.3%	334
<b>Total</b>	<b>2068</b>	<b>62.2%</b>	<b>805</b>	<b>24.2%</b>	<b>411</b>	<b>12.4%</b>	<b>12</b>	<b>0.4%</b>	<b>27</b>	<b>0.8%</b>	<b>3323</b>



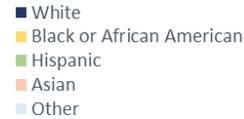
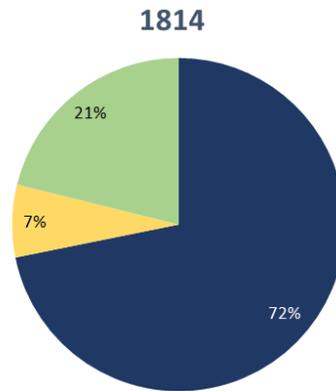
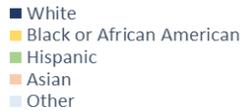
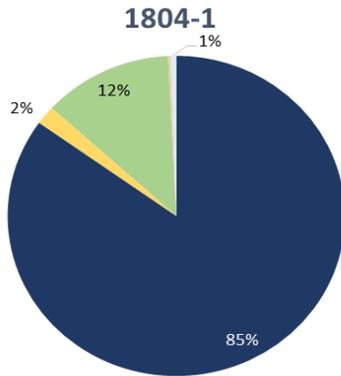
■ White  
■ Black or African American  
■ Hispanic  
■ Asian  
■ Other

■ White  
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■ Hispanic  
■ Asian  
■ Other

## MAINTENANCE WORKERS/MECHANICS – DIVERSITY

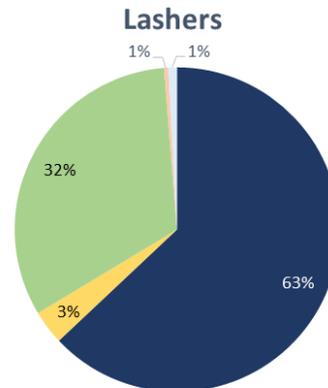
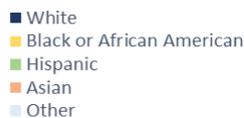
ILA Local	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1804-1	668	84.9%	15	1.9%	98	12.5%	2	0.3%	4	0.5%	787
1814	51	71.8%	5	7.0%	15	21.1%	0	0.0%	0	0.0%	71
<b>Total</b>	<b>719</b>	<b>83.8%</b>	<b>20</b>	<b>2.3%</b>	<b>113</b>	<b>13.2%</b>	<b>2</b>	<b>0.2%</b>	<b>4</b>	<b>0.5%</b>	<b>858</b>

**GENDER: 1 FEMALE OUT OF 858 MAINTENANCE WORKERS/MECHANICS**



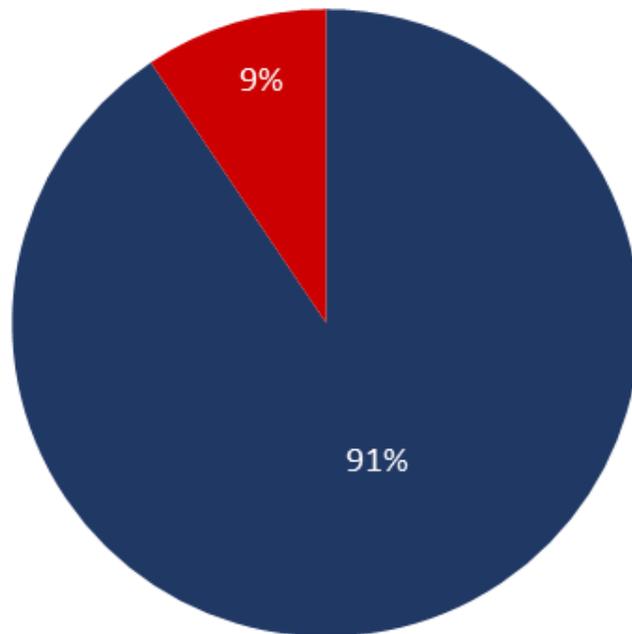
## WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	597	49.6%	217	18.0%	343	28.5%	25	2.1%	22	1.8%	1204
Lashers	148	63.0%	8	3.4%	76	32.3%	1	0.4%	2	0.9%	235
<b>Total</b>	<b>745</b>	<b>51.8%</b>	<b>225</b>	<b>15.6%</b>	<b>419</b>	<b>29.1%</b>	<b>26</b>	<b>1.8%</b>	<b>24</b>	<b>1.7%</b>	<b>1439</b>



## DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	571	85.4%	98	14.6%	0	0.0%	669
1233	680	85.5%	115	14.5%	0	0.0%	795
1235	820	93.9%	53	6.1%	0	0.0%	873
1814	109	99.1%	1	0.9%	0	0.0%	110
1588	271	91.2%	26	8.8%	0	0.0%	297
920	149	94.3%	9	5.7%	0	0.0%	158
824	81	93.1%	6	6.9%	0	0.0%	87
1804-1	328	98.2%	6	1.8%	0	0.0%	334
<b>Total</b>	<b>3028</b>	<b>90.6%</b>	<b>315</b>	<b>9.4%</b>	<b>0</b>	<b>0.0%</b>	<b>3343</b>



■ Male ■ Female