

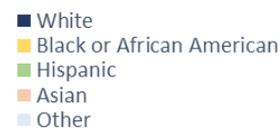
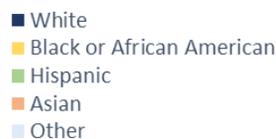
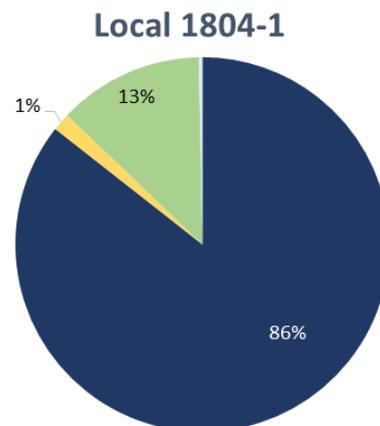
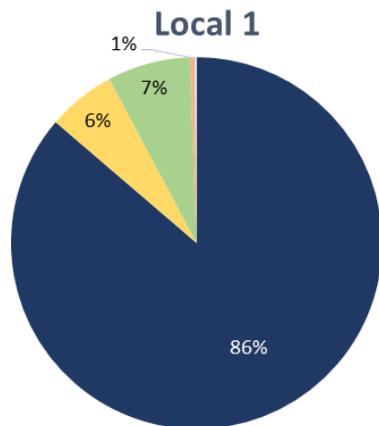
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2015-2016)

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 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

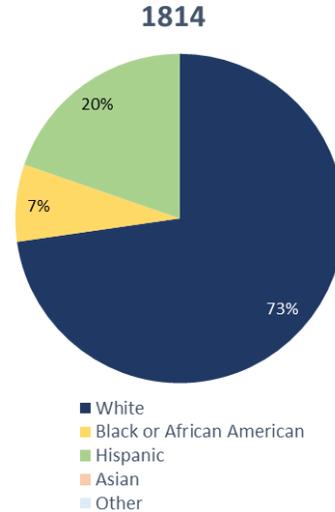
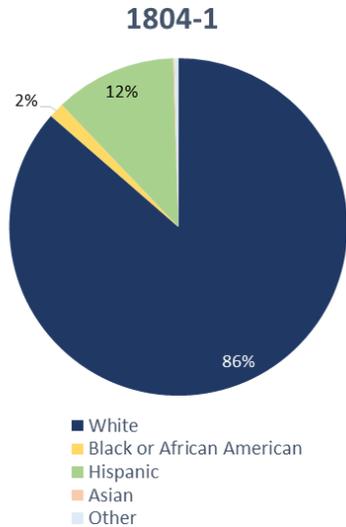
ILA Local	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Local 1	597	86.3%	41	5.9%	50	7.2%	3	0.4%	1	0.1%	692
1233	66	8.3%	673	84.9%	44	5.5%	3	0.4%	7	0.9%	793
1235	628	71.1%	34	3.9%	208	23.6%	3	0.3%	10	1.1%	883
1814	88	76.5%	14	12.2%	11	9.6%	0	0.0%	2	1.7%	115
1588	229	65.4%	66	18.9%	47	13.4%	3	0.9%	5	1.4%	350
920	134	83.8%	14	8.8%	10	6.3%	2	1.3%	0	0.0%	160
824	69	80.2%	7	8.1%	7	8.1%	2	2.3%	1	1.2%	86
1804-1	279	85.6%	5	1.5%	41	12.6%	0	0.0%	1	0.3%	326
Total	2090	61.4%	854	25.1%	418	12.3%	16	0.5%	27	0.8%	3405



MAINTENANCE WORKERS/MECHANICS - DIVERSITY

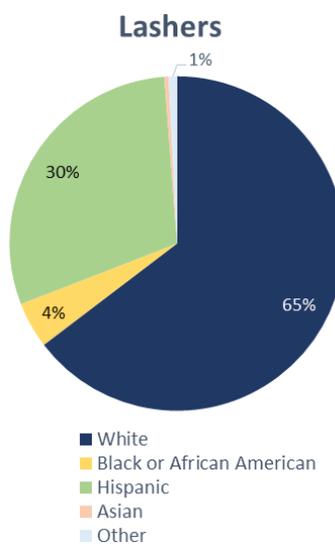
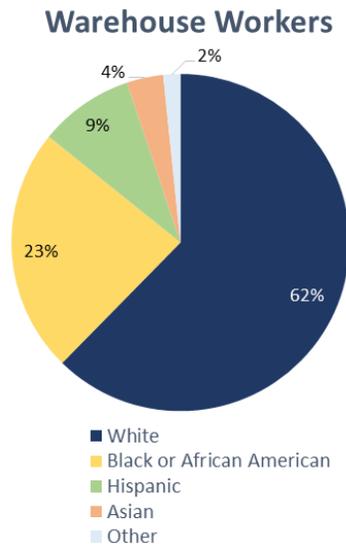
	White		Black		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
1804-1	706	86.4%	12	1.5%	95	11.6%	1	0.1%	3	0.4%	817
1814	48	72.7%	5	7.6%	13	19.7%	0	0.0%	0	0.0%	66
Total	754	85.4%	17	1.9%	108	12.2%	1	0.1%	3	0.3%	883

GENDER: 1 FEMALE OUT OF 883 MAINTENANCE WORKERS/MECHANICS



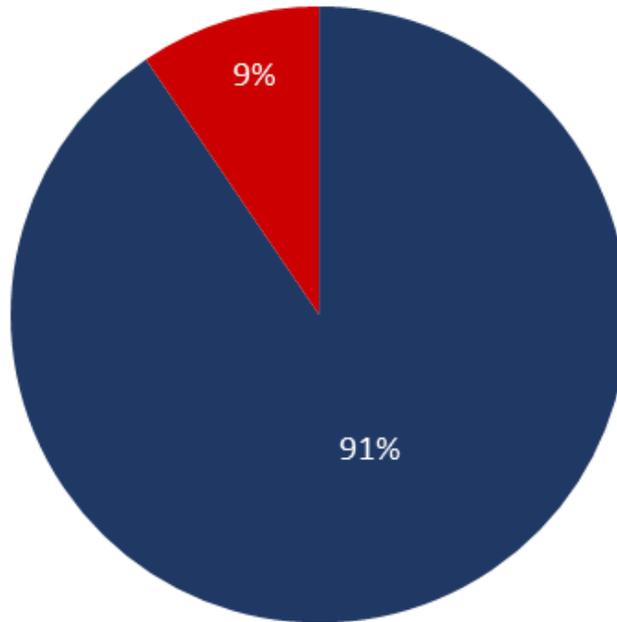
WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	571	62.3%	215	23.5%	83	9.1%	32	3.5%	15	1.6%	916
Lashers	159	64.6%	11	4.5%	73	29.7%	1	0.4%	2	0.8%	246
Total	730	62.8%	226	19.4%	156	13.4%	33	2.8%	17	1.5%	1162



DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	591	85.4%	101	14.6%	0	0.0%	692
1233	674	85.0%	119	15.0%	0	0.0%	793
1235	828	93.8%	55	6.2%	0	0.0%	883
1814	114	99.1%	1	0.9%	0	0.0%	115
1588	318	90.9%	32	9.1%	0	0.0%	350
920	151	94.4%	9	5.6%	0	0.0%	160
824	80	93.0%	6	7.0%	0	0.0%	86
1804-1	326	100.0%	0	0.0%	0	0.0%	326
Total	3082	90.5%	323	9.5%	0	0.0%	3405



■ Male ■ Female