

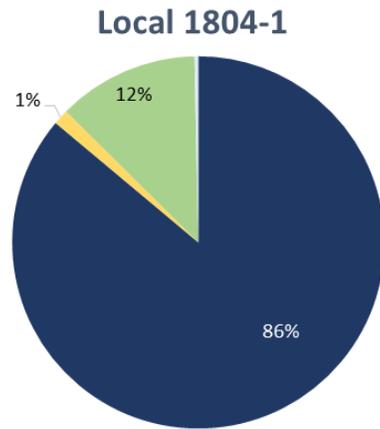
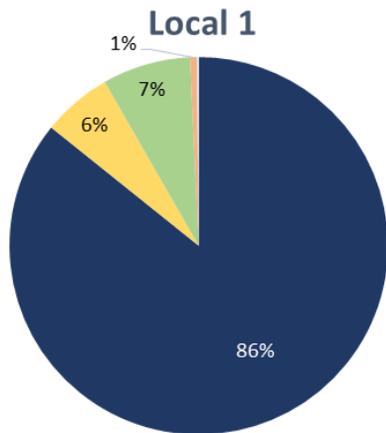
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2016-2017)

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 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	591	85.8%	41	6.0%	52	7.5%	4	0.6%	1	0.1%	689
1233	66	8.4%	666	84.8%	44	5.6%	3	0.4%	6	0.8%	785
1235	608	70.3%	31	3.6%	213	24.6%	3	0.3%	10	1.2%	865
1814	81	75.7%	14	13.1%	10	9.3%	0	0.0%	2	1.9%	107
1588	222	65.1%	65	19.1%	46	13.5%	3	0.9%	5	1.5%	341
920	131	84.0%	13	8.3%	10	6.4%	2	1.3%	0	0.0%	156
824	68	81.0%	7	8.3%	6	7.1%	2	2.4%	1	1.2%	84
1804-1	260	86.1%	4	1.3%	37	12.3%	0	0.0%	1	0.3%	302
Total	2027	60.9%	841	25.3%	418	12.6%	17	0.5%	26	0.8%	3329



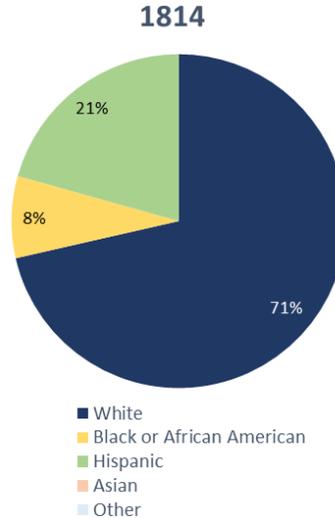
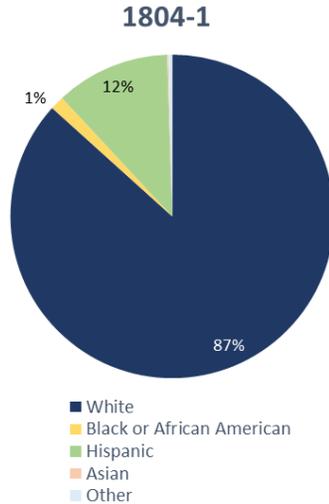
■ White
■ Black or African American
■ Hispanic
■ Asian
■ Other

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

MAINTENANCE WORKERS/MECHANICS – DIVERSITY

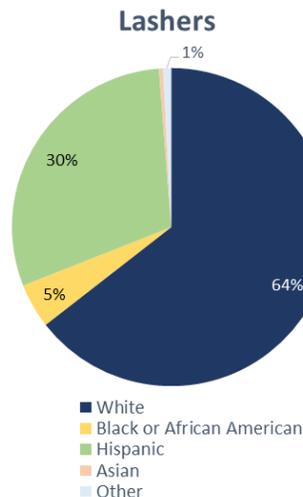
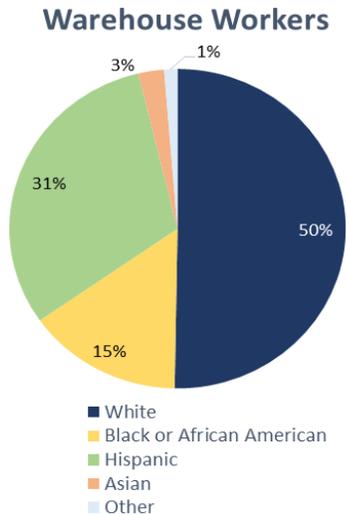
	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
ILA Local											
1804-1	690	86.7%	11	1.4%	91	11.4%	1	0.1%	3	0.4%	796
1814	45	71.4%	5	7.9%	13	20.6%	0	0.0%	0	0.0%	63
Total	735	85.6%	16	1.9%	104	12.1%	1	0.1%	3	0.3%	859

GENDER: 1 FEMALE OUT OF 859 MAINTENANCE WORKERS/MECHANICS



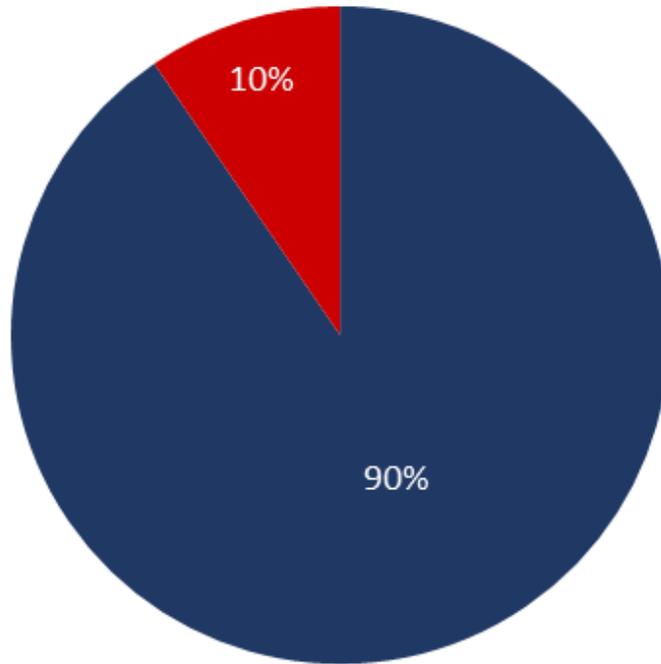
WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	550	50.3%	164	15.0%	339	31.0%	27	2.5%	14	1.3%	1094
Lashers	156	64.5%	11	4.5%	72	29.8%	1	0.4%	2	0.8%	242
Total	706	52.8%	175	13.1%	411	30.8%	28	2.1%	16	1.2%	1336



DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	587	85.2%	102	14.8%	0	0.0%	689
1233	668	85.1%	117	14.9%	0	0.0%	785
1235	812	93.9%	53	6.1%	0	0.0%	865
1814	106	99.1%	1	0.9%	0	0.0%	107
1588	310	90.9%	31	9.1%	0	0.0%	341
920	147	94.2%	9	5.8%	0	0.0%	156
824	79	94.0%	5	6.0%	0	0.0%	84
1804-1	302	100.0%	0	0.0%	0	0.0%	302
Total	3011	90.4%	318	9.6%	0	0.0%	3329



■ Male
 ■ Female