

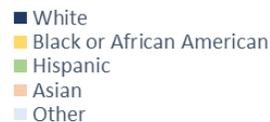
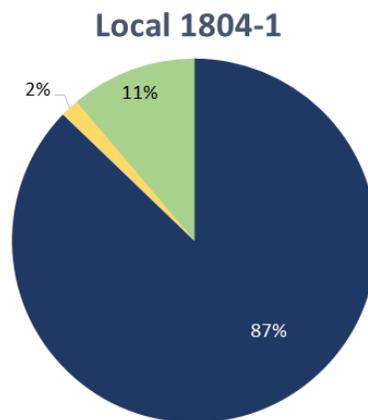
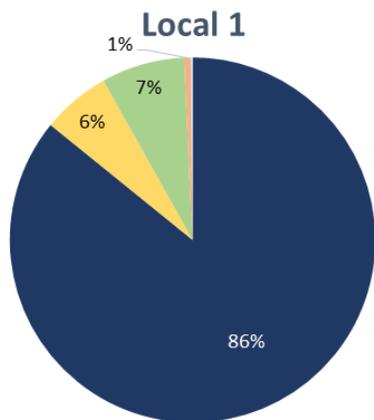
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2017-2018)

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

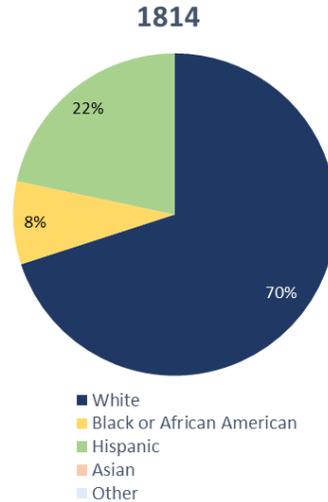
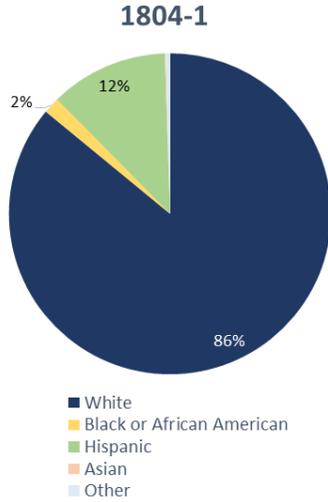
ILA Local	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Local 1	582	85.8%	41	6.0%	50	7.4%	4	0.6%	1	0.1%	678
1233	64	8.3%	655	85.2%	41	5.3%	3	0.4%	6	0.8%	769
1235	596	72.2%	30	3.6%	186	22.5%	3	0.4%	10	1.2%	825
1814	85	69.1%	22	17.9%	13	10.6%	0	0.0%	3	2.4%	123
1588	219	65.6%	63	18.9%	44	13.2%	3	0.9%	5	1.5%	334
920	143	84.6%	14	8.3%	10	5.9%	2	1.2%	0	0.0%	169
824	65	81.3%	7	8.8%	5	6.3%	2	2.5%	1	1.3%	80
1804-1	109	87.2%	2	1.6%	14	11.2%	0	0.0%	0	0.0%	125
Total	1863	60.0%	834	26.9%	363	11.7%	17	0.5%	26	0.8%	3103



MAINTENANCE WORKERS/MECHANICS - DIVERSITY

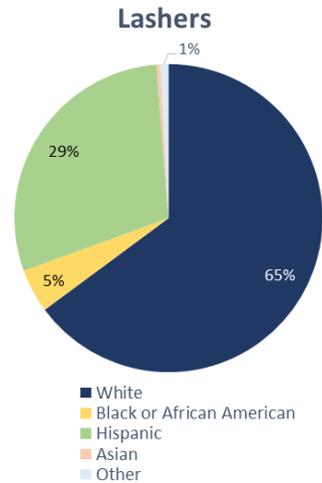
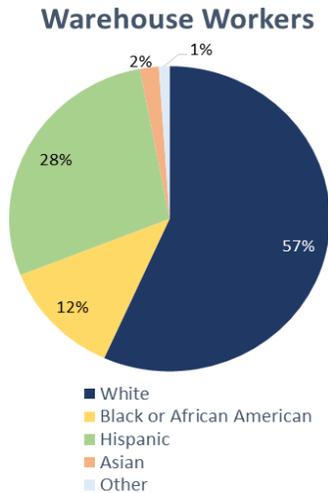
	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
ILA Local											
1804-1	834	86.0%	16	1.6%	115	11.9%	1	0.1%	4	0.4%	970
1814	42	70.0%	5	8.3%	13	21.7%	0	0.0%	0	0.0%	60
Total	876	85.0%	21	2.0%	128	12.4%	1	0.1%	4	0.4%	1030

GENDER: 1 FEMALE OUT OF 1,030 MAINTENANCE WORKERS/MECHANICS



WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	682	56.7%	148	12.3%	337	28.0%	23	1.9%	13	1.1%	1203
Lashers	155	64.9%	11	4.6%	70	29.3%	1	0.4%	2	0.8%	239
Total	837	58.0%	159	11.0%	407	28.2%	24	1.7%	15	1.0%	1442



DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	577	85.1%	101	14.9%	0	0.0%	678
1233	655	85.2%	114	14.8%	0	0.0%	769
1235	773	93.7%	52	6.3%	0	0.0%	825
1814	119	96.7%	4	3.3%	0	0.0%	123
1588	304	91.0%	30	9.0%	0	0.0%	334
920	159	94.1%	10	5.9%	0	0.0%	169
824	75	93.8%	5	6.3%	0	0.0%	80
1804-1	125	100.0%	0	0.0%	0	0.0%	125
Total	2787	89.8%	316	10.2%	0	0.0%	3103

