

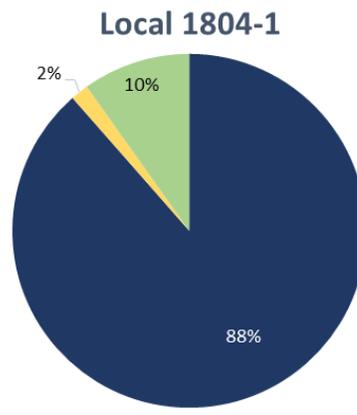
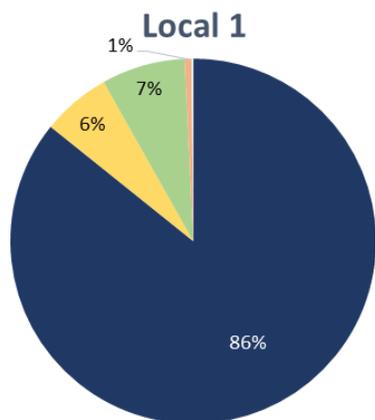
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2018-2019)

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	579	85.8%	41	6.1%	50	7.4%	4	0.6%	1	0.1%	675
1233	64	8.0%	682	85.6%	42	5.3%	3	0.4%	6	0.8%	797
1235	621	71.1%	33	3.8%	204	23.4%	5	0.6%	10	1.1%	873
1814	88	67.7%	24	18.5%	15	11.5%	0	0.0%	3	2.3%	130
1588	229	65.6%	65	18.6%	47	13.5%	3	0.9%	5	1.4%	349
920	144	84.2%	14	8.2%	10	5.8%	3	1.8%	0	0.0%	171
824	62	80.5%	7	9.1%	5	6.5%	2	2.6%	1	1.3%	77
1804-1	108	88.5%	2	1.6%	12	9.8%	0	0.0%	0	0.0%	122
Total	1895	59.3%	868	27.2%	385	12.1%	20	0.6%	26	0.8%	3194



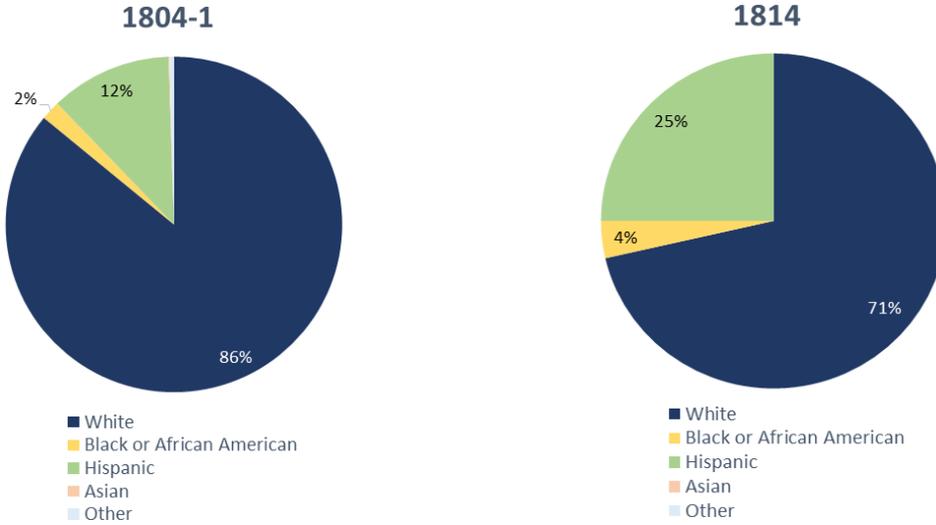
■ White
■ Black or African American
■ Hispanic
■ Asian
■ Other

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

MAINTENANCE WORKERS/MECHANICS - DIVERSITY

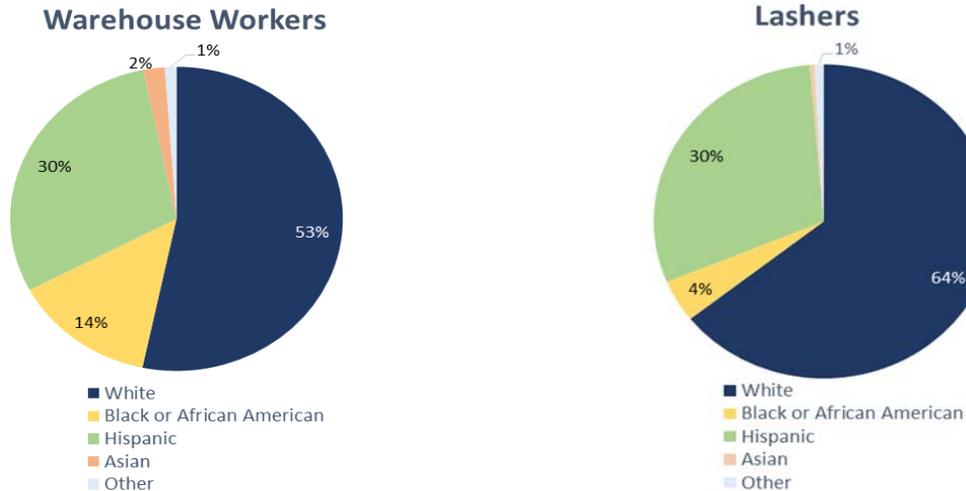
	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
ILA Local											
1804-1	832	86.0%	18	1.9%	113	11.7%	1	0.1%	4	0.4%	968
1814	40	71.4%	2	3.6%	14	25.0%	0	0.0%	0	0.0%	56
Total	872	85.2%	20	2.0%	127	12.4%	1	0.1%	4	0.4%	1024

GENDER: 1 FEMALE OUT OF 1,024 MAINTENANCE WORKERS/MECHANICS



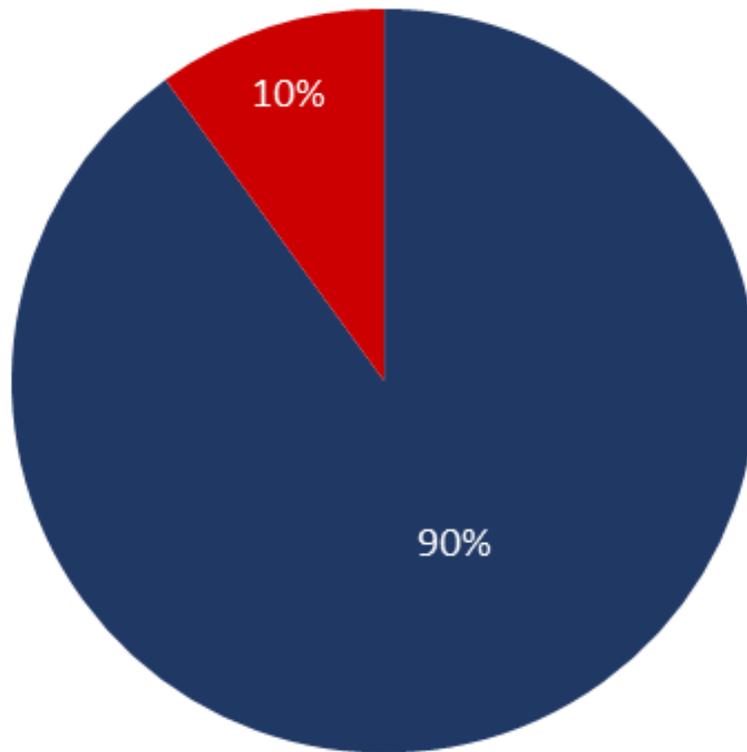
WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehouse workers	615	53.3%	161	14.0%	341	29.5%	24	2.1%	13	1.1%	1154
Lashers	148	64.3%	10	4.3%	69	30.0%	1	0.4%	2	0.9%	230
Total	763	55.1%	171	12.4%	410	29.6%	25	1.8%	15	1.1%	1384



DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	574	85.0%	101	15.0%	0	0.0%	675
1233	682	85.6%	115	14.4%	0	0.0%	797
1235	819	93.8%	54	6.2%	0	0.0%	873
1814	126	96.9%	4	3.1%	0	0.0%	130
1588	319	91.4%	30	8.6%	0	0.0%	349
920	161	94.2%	10	5.8%	0	0.0%	171
824	72	93.5%	5	6.5%	0	0.0%	77
1804-1	122	100.0%	0	0.0%	0	0.0%	122
Total	2875	90.0%	319	10.0%	0	0.0%	3194



■ Male ■ Female