

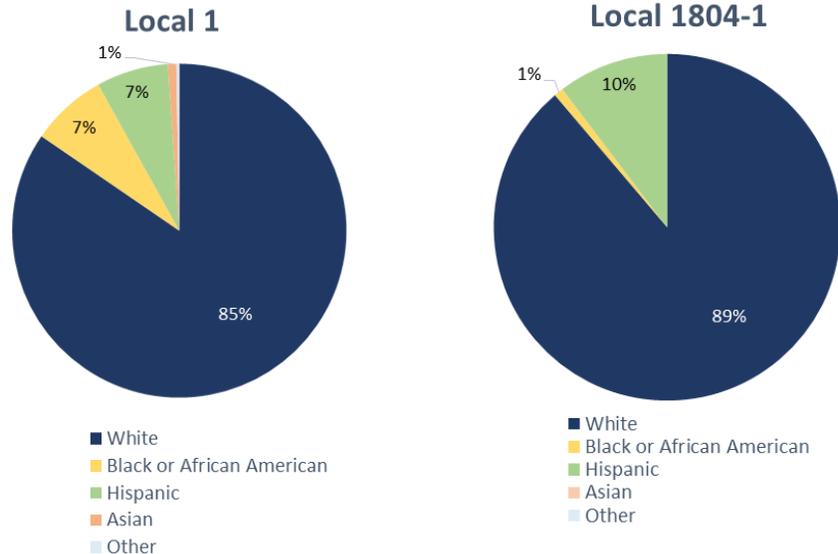
DIVERSITY AND INCLUSION IN THE PORT WORKFORCE (2019-2020)

Since its revitalization in 2008, 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 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

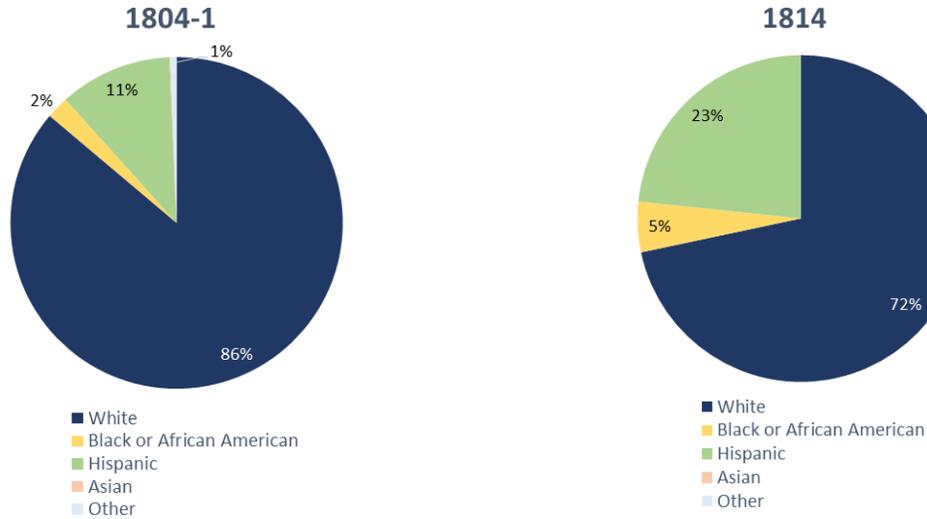
ILA Local	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Local 1	619	84.6%	54	7.4%	51	7.0%	6	0.8%	2	0.3%	732
1233	67	8.0%	716	85.9%	42	5.0%	3	0.4%	6	0.7%	834
1235	640	72.4%	33	3.7%	195	22.1%	6	0.7%	10	1.1%	884
1814	94	66.7%	27	19.1%	16	11.3%	2	1.4%	2	1.4%	141
1588	239	65.1%	72	19.6%	47	12.8%	4	1.1%	5	1.4%	367
920	149	83.2%	16	8.9%	11	6.1%	3	1.7%	0	0.0%	179
824	82	76.6%	11	10.3%	7	6.5%	5	4.7%	2	1.9%	107
1804-1	103	88.8%	1	0.9%	12	10.3%	0	0.0%	0	0.0%	116
Total	1993	59.3%	930	27.7%	381	11.3%	29	0.9%	27	0.8%	3360



MAINTENANCE WORKERS/MECHANICS – DIVERSITY

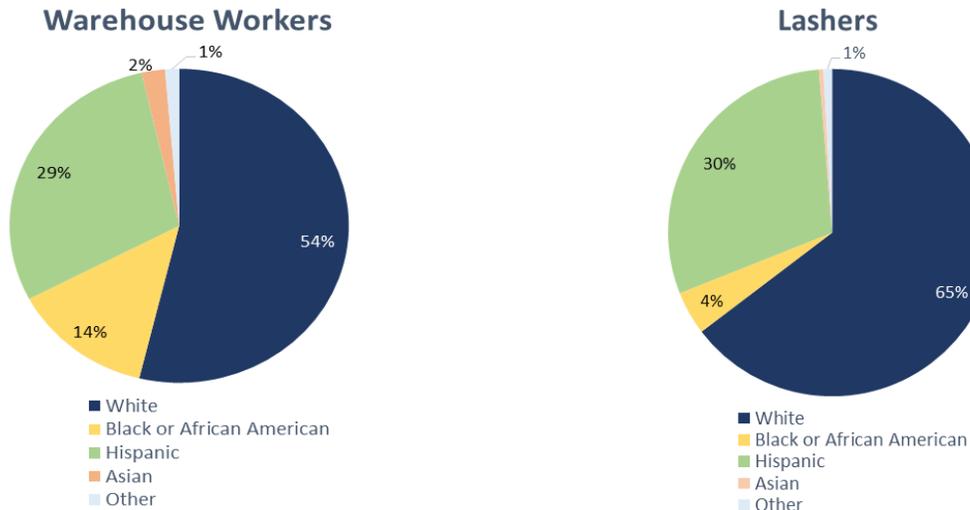
	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
ILA Local											
1804-1	872	86.2%	22	2.2%	111	11.0%	1	0.1%	6	0.6%	1012
1814	43	71.7%	3	5.0%	14	23.3%	0	0.0%	0	0.0%	60
Total	915	85.4%	25	2.3%	125	11.7%	1	0.1%	6	0.6%	1072

GENDER: 1 FEMALE OUT OF 1,072 MAINTENANCE WORKERS/MECHANICS



WAREHOUSE WORKERS/LASHERS – DIVERSITY

Category	White		Black/African American		Hispanic		Asian		Other		Total
	#	%	#	%	#	%	#	%	#	%	
Warehousemen	602	53.8%	151	13.5%	326	29.1%	25	2.2%	15	1.3%	1119
Lashers	150	64.7%	10	4.3%	69	29.7%	1	0.4%	2	0.9%	232
Total	752	55.7%	161	11.9%	395	29.2%	26	1.9%	17	1.3%	1351



DEEP SEA LONGSHORE WORKERS – GENDER

Union Local	Male		Female		Not Identified		Total
	#	%	#	%	#	%	
Local 1	617	84.3%	115	15.7%	0	0.0%	732
1233	720	86.3%	114	13.7%	0	0.0%	834
1235	832	94.1%	52	5.9%	0	0.0%	884
1814	135	95.7%	6	4.3%	0	0.0%	141
1588	329	89.6%	38	10.4%	0	0.0%	367
920	168	93.9%	11	6.1%	0	0.0%	179
824	101	94.4%	6	5.6%	0	0.0%	107
1804-1	116	100.0%	0	0.0%	0	0.0%	116
Total	3018	89.8%	342	10.2%	0	0.0%	3360

