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PROCLAMATION

OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Hispanic and Latino communities have been nationally recognized for their histories, cultures, and influence since President Lyndon Johnson proclaimed "National Hispanic Heritage Week" on September 17, 1968; and

WHEREAS, observance was expanded by President Ronald Reagan to cover a 30-day period starting on September 15 and ending on October 15, on August 17, 1988 and on September 14, 1989, President George H.W. Bush became the first president to declare the 31-day period from September 15 to October 15 as National Hispanic Heritage Month; and

WHEREAS, September 15 was chosen as the first day of observance because it coincides with the Independence Day celebrations of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. It also coincides with Mexico's independence on September 16 and Chile's on September 18 - all who declared their independence from Spain in 1821 and Belize who declared their independence from Great Britain on September 21, 1981; and

WHEREAS, the theme for 2022's observance is "Unidos: Inclusivity for a Stronger Nation." The theme invites us to connect with our Hispanic Heritage and Community and encourages us to ensure that all voices are represented and welcomed to help build stronger communities and a stronger nation; and

WHEREAS, the Employee Resource Group, ERG, Latinos Unidos at the Port of Seattle exists to create a sense of connection and community for Latino employees, their allies, and their communities through connection, education and advocacy; and

WHEREAS, the Latino population in King County increased from 5.5 percent in 2000 to 10.3 percent in 2020 and from 7.5 percent to 13.4 percent in Washington State; and

WHEREAS, the Port continues to take proactive steps to increase diversity at the Port of Seattle amongst all diverse populations; and

WHEREAS, once a year, all Port employees are asked to voluntarily self-identify their race. According to current data, 6.9 percent of employees self-identify as Hispanic/Latino - this is up 1.2 percent from 2021; and

WHEREAS, this data reflects that the Port is increasing Latino representation, but it still has work to do. The Port continues to review and revise policies and practices through an equity lens, partnering with Workforce Development to build talent pipelines, increasing recruitment and outreach efforts in Latino communities, and providing recognition, training and learning activities to managers and employees about the importance of diversity, equity, and inclusion; and

WHEREAS, representation matters.

NOW, THEREFORE, the Port of Seattle Commission hereby recognizes September 15 - October 15th as Latino Heritage Month at the Port of Seattle.

Proclaimed by the Port of Seattle Commission this 13th Day of September, 2022.

Port of Seattle Commission

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