



2021-2026 STRATEGIC PLAN SUMMARY

MISSION

The Port of Tacoma makes strategic investments in our harbor and community to promote prosperity, trade and jobs, while protecting and enhancing our environment.

VALUES

FOUNDATIONAL GOALS

- **Integrity and Transparency:** The Port conducts all business and decision-making with integrity and transparency, inside and outside the organization.
- **Excellence:** The Port strives for excellence throughout our workplace to best serve the needs of our team, our customers and our community.
- **Adaptability:** As an enterprise government, the Port is committed to adapting to the challenges of a dynamic workplace and market environment.
- **Stewardship:** The Port is a responsible steward of our natural environment and of the public financial resources that are entrusted to us.
- **Teamwork and Partnerships:** The Port is committed to internal teamwork and external partnerships in pursuit of a shared vision for the future.
- **Health and Safety:** The Port is committed to the health and safety of our employees, labor partners, customers and community.
- **Diversity, Equity and Inclusion:** The Port supports the principles of diversity, equity and inclusion throughout our organization and our community.



Scan this QR code or go to www.portoftacoma.strategic-plan to learn more about the Port's Strategic Plan.





Economic Vitality | Advance living-wage job creation and business development opportunities in Pierce County with a focus on marine trade and transportation.

- Strategically acquire and develop real estate to support marine trade activity of the Port and The Northwest Seaport Alliance.
- Invest in assets that support living-wage job creation throughout Pierce County.
- Develop and support land use and infrastructure policies that protect the cargo supply chain and promote a robust employment base.
- Partner with regional organizations to facilitate career development and business growth in Pierce County.



Environmental Leadership | Protect and enhance the environment of Commencement Bay and the Puyallup River by continuing to clean up contaminated land, improve habitat and water quality, and minimize air emissions from Port operations.

- Remediate contaminated Port properties in a manner that ensures protection of human health and the environment while enabling economic development.
- Reduce the air and climate pollution generated by Port and tenant activities while protecting their operations from the impacts of climate change.
- Invest in projects that improve the quality of stormwater runoff from Port properties, embody best practices and empower our tenants to comply with complex permits.
- Create wetland opportunities and improve fish habitat independent of regulatory obligation.



Organizational Success | Create and sustain a transparent culture prioritizing the Port's fiduciary role as trustee of public assets and commitment to financial responsibility.

- Provide continued solid Port financial success and fiduciary performance.
- Protect the public's investment by maintaining existing assets and positioning them for future growth.
- Ensure the Strategic Plan is the day-to-day roadmap for all decisions and actions by the organization.
- Plan, design, and construct a new Port staff workspace that also provides spaces for community engagement and mixed use opportunities.
- Integrate the values of diversity, equity and inclusion, as well as health and safety, into the Port's culture and decision-making framework.
- Foster an organizational culture that attracts, develops and retains a diverse, high-performing, and engaged workforce.



Transportation Advocacy | Promote road, rail and navigation infrastructure and technology improvements to strengthen the regional maritime industry and economy.

- Support infrastructure projects that increase Port freight mobility, prioritizing the SR 167 Gateway Project, and the Port of Tacoma Road/I-5 interchange.
- Advocate for the transportation infrastructure and system management needs of Port-related businesses in the Tideflats and Pierce County.
- Develop criteria and policies to guide decision-making for Port transportation advocacy efforts and to prioritize infrastructure investments.
- Develop and maintain an understanding of regional transportation projects that support Port-related mobility.



Community Connections | Engage and advance relationships with the Pierce County community and beyond in a timely, accessible, and inclusive way.

- Strengthen, build, and maintain relationships with a wide variety of public, community, and business stakeholders through direct engagement.
- Strengthen, build and maintain strategic relationships with federal, state and local governments, and with the Puyallup Tribe of Indians.
- Develop and implement a comprehensive communication plan to increase community awareness and understanding of the Port's mission and activities.