

Minutes of the MNAA
Diversity and Workforce Committee



Date: October 9, 2019 Place: Nashville International Airport Board Room
Nashville, Tennessee

Time: 9:40 a.m.

Committee Members Present: Christy Smith, Chair; John Doerge; and Jamari Brown

Committee Members Absent: A. Dexter Samuels, Board Chair; and Trey Harwell, Board Vice Chair

Others Present: Doug Kreulen; Cindy Barnett; and Angela Edwards

I. Call to Order

Chair Smith called the meeting of the Diversity and Workforce Development (DWD) Committee to order on October 9, 2019, at 9:59 a.m., pursuant to Public Notice dated October 4, 2019.

II. Approval of Minutes

Chair Smith called for approval of the Minutes of the June 12, 2019, Diversity and Workforce Development Committee Meeting. A motion was made by Commissioner Brown and seconded by Commissioner Doerge. The motion carried by vote of 3 to 0.

III. Chair's Report

Chair Smith had no Chair's Report.

IV. Items for Approval

None

V. Information Items

A. Workforce Development Update

Ms. Gale LaRoche, VP, Chief Administrative Officer, briefed the Committee on this item. Ms. LaRoche reported on talent acquisition. There were 322 active employees, up from 307 in June

2019. Three employees were promoted in the areas of Business Development, Maintenance and Public Safety.

In the leadership group, five individuals had been hired in the areas of D&E, Commercial Development, Administration, Finance and Maintenance.

Ms. LaRoche reported on Workforce Diversity. She presented a chart of FY19/20 Workforce Diversity that includes the American Community Survey (ACS) Davidson County Labor Force, ACS Nashville Metropolitan Statistical Group (MSA) Labor Force, MNAA Total Employees and MNAA FY19/20 new hires of which there were seventy-three. There have been increases in female hires, along with Black or African American hires, as well as other minorities such as Hispanic or Latino and Asian.

Staff provided the Commissioners with an Equal Employment Opportunity (EEO) Report prior to the meeting. Of the seventy-three new hires, 63% were male, 37% were female, 63% were white, 26% were black, and 11% were Latino or Asian. After questions and discussions, Ms. LaRoche spoke about Talent Development.

MNAA's Apprenticeship Program was approved by the Department of Labor in May of 2019. MNAA is the first company in middle Tennessee that has partnered with Tennessee College of Applied Technology (TCAT). Ms. LaRoche introduced Nathan Garrett, Vice Chancellor of the Tennessee Board of Regents. Ms. LaRoche thanked him for partnering with MNAA on this project. Ms. LaRoche reported she had visited the facility and was very impressed with the machinery and resources available to train the students. President Kreulen stated he also wanted to thank Dr. Shauna Jackson with Nashville State Community College (NSCC). The criminal justice program at NSCC has been a great partner in hiring additional police officers. Ms. LaRoche stated MNAA is working with many different agencies in the outreach effort. New hires are anticipated to be on board by December 2019 and start the program at TCAT in February 2020. MNAA is in the process of applying for a workforce federal grant in an amount not to exceed \$25K from the Northern Middle Tennessee Workforce Board to help with the costs of the program.

MNAA issued an RFP for a Leadership Development Program. Twelve proposals were received, and the winning respondent was DY Enterprises. The Leadership Development Program was created to help with succession planning.

MNAA will be hosting an American Association of Airport Executives Certified Member (CM) class in January 2020. Currently there are forty-four people enrolled; forty being employees and four augmented staff.

MNAA has participated in eight talent outreach events during the months of August and September. Karisse Spray, AVP, Human Resources, spoke to students at TCAT Murfreesboro to update them about the BNA Vision, our upcoming Maintenance Apprenticeship Program and opportunities to promote from Traffic Enforcement Officer to Police Officer.

Ms. LaRoche reported that our Airport Police department has eight new graduates from the Tennessee Law Enforcement Academy (TLETA). They are Officers Bass, Copeland, Parmer, Heard, Nauert, Sheriff, Prober and Lisi. Ms. LaRoche congratulated the graduates on their achievement.

This item was presented for information purposes only with no action required.

B. Business Diversity Development Update

Ms. Davita Taylor, AVP, Procurement, briefed the Committee on this item. Ms. Taylor presented a chart comparing FY15 through FY20YTD SMWBE spend. SMWBE spend has increased from \$11M in FY15 to \$47.2M in FY19. The percentage of SMWBE expenditures were 21% FY20YTD.

Ms. Taylor pointed out that FY20YTD is through August 2019 (two months) and is already greater than the entire years of FY15 and FY16. MNAA is very excited about these numbers. Total spend FY15 through FY20YTD was \$134M.

Ms. Taylor reported that staff from MNAA attended the Airport Minority Advisory Council (AMAC) Conference from August 20-23, 2019. Topics and best practices from annual conference were:

- Concessions – types of concessions deals, specifically joint ventures; car rental
- Airport Industry Innovations/Future – how ACDBEs and SMWBEs can participate
- P3 & Other Structures – how to set goals and monitor
- Capacity Building – funding sources
- Digital Marketplace – how ACDBE's can play a part in that
- Ground Transportation – how Uber and Lyft are affecting business
- Goal Setting and Prompt Pay
- Emerging Leaders – developing pipelines; leadership programs; standardized track

Atlanta will be hosting the 2020 Annual Conference and Nashville will host the 2021 Annual Conference. Nashville will host the preview reception in Atlanta next year and Ms. Taylor's team has started planning calls.

This item was presented for information purposes only with no action required.

C. Disparity Study Update

Ms. Taylor briefed the Committee on this item. The disparity study is approximately 75% completed. The statistical and anecdotal data collection including all surveying of vendors has concluded and the analysis is underway. Chapters in draft review include anecdotal, statistical, private sector, legal, policy and program chapters. First draft of the final study with recommendations should be completed by early to mid-November 2019. Staff is in the initial phase of planning the rollout that is expected to happen in December 2019 or January 2020, contingent on draft reviews.

This item was presented for information purposes only with no action required.

VI. Adjourn

There being no further business, Chair Smith declared the meeting adjourned at 10:19 a.m.


Amanda C. Farnsworth, Board Secretary