



Meeting of the MNAA Management Committee

May 13, 2026

BNA

Call to Order

May 13, 2026

Public Comment

Tennessee Code Annotated, Title 8, Chapter 44, Part 1

MNAA Policy ID: 33-007, Public Comment Policy, effective September 8, 2025

No Public Comment Requests Received by Monday, May 11, 2026, 9:00 am

Approval of Minutes

Meeting of the MNAA Management Committee

March 11, 2026

Chair's Report

Nancy Sullivan, P.E.

Management Committee Chair

Items for Approval

May 13, 2026 - None

Information Items

May 13, 2026

- 2026 Affirmative Action Program (AAP) Update
 - Report prepared by Ogletree Deakins

Information Item

John Cooper, C.M., SPHR, MBA
EVP, Chief Administrative Officer

2026 BNA AAP Key Takeaways & Going Forward

Key Takeaways:

- Minorities & Women – no analysis for Hiring, Terminations and Promotions due to revocation of EO 11246
- Individuals with Disabilities (IWDs) – Calendar Year 2025 -- 4.24% (.01% decrease)
 - 2.76% short of 7% goal
- Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) - Protected Veterans -- 16%
 - Well above Dept of Labor Goal = 5.1%

Going Forward:

- Increase frequency of workforce surveys to self-identify as IWD from every three years to an annually
- Continue partnerships with both Veterans' and Workforce Development Organizations (i.e; Operation Stand Down – TN; Urban League; Nashville State Community College)



Joint Meeting of the MNAA and MPC Management Committee

Meeting Adjourned