

CONCESSIONS • FINANCE • HUMAN RESOURCES • BUSINESS DIVERSITY

2024 BUSINESS >> of AIRPORTS

June 10 - 12, 2024 // Miami, FL // JW Marriott Miami Turnberry Resort & Spa



Business Diversity Track Working Agenda

Subject to Change

MONDAY, JUNE 10, 2024

7:30 AM – 4:30 PM

Registration

7:30 AM – 9:30 AM

Networking Breakfast

9:00 AM to 12:00 PM

World Business Partners/Associates Board Meeting

Open to all registered attendees

9:00 AM – 12:00 PM

Business Diversity Committee Meeting

Open to all registered attendees

9:00 - 9:10 am

Welcome and Introduction of Committee Members and Attendees

Julio Rodriguez, *Chair*, ACI-NA Business Diversity Committee, *Manager*, DBE Programs, Southwest Florida International Airport

9:10 – 9:55 am

FAA and DOT Update

Gene Roth, *Director*, National External Operations and Policy Program, Office of Civil Rights, FAA

Alexander Horton, *National Team Lead*, DBE/ACDBE Program Compliance Team, Office of Civil Rights, FAA
Perry Canales, **Compliance Specialist**, FAA Eastern Regional Office, Office of Civil Rights, FAA

Angela Berry-Roberson, Esq., *Senior Advisor to the Office of Civil Rights, U.S. Department of Transportation*

10:30 AM – 11:00 AM

Networking Break

11:00 – 11:15 am **Legislative Update**

Annie Russo, *Chief Political and Congressional Strategy Officer, ACI-NA*

11:15 - 11:30 am **Review of Committee 2024 Workplan**

Julio Rodriguez, *Chair, ACI-NA Business Diversity Committee*

11:30 – 11:40 am **Committee Participation Plan Revision**

11:40 – 11:55 am **ACI-NA Annual Concessions Benchmarking Results Summary**

Dafang Wu, *Director, DWU Consulting LLC*

11:55 – 12:00 pm **Other Business**

12:15 PM – 1:30 PM

Networking Lunch

1:30 PM – 2:45 PM

Ask The Experts: Understanding Program Modifications In the New Part 26 and Part 23 Final Rules

Don't miss the opportunity to learn from DOT and FAA experts about the intricacies of the program modifications for Part 26 and Part 23. This enlightening discussion will equip you with the critical knowledge and tools necessary to make changes to your DBE, ACDBE and certification programs to ensure regulatory compliance. During this session, attendees are encouraged to actively engage with the experts by posing questions, sharing insights, and discussing real-world challenges.

Gene Roth, *Director, National External Operations and Policy Program, Office of Civil Rights, FAA*

Alexander Horton, *National Team Lead, DBE/ACDBE Program Compliance Team, Office of Civil Rights, FAA*

Perry Canales, **Compliance Specialist**, *FAA Eastern Regional Office, Office of Civil Rights, FAA*

Moderated by **Mia Guerrero-Horner**, *Civil Rights Specialist Lead, DBE/ACDBE, Charlotte Douglas International Airport*

2:45 PM – 3:15 PM

Networking Break

3:30 PM – 4:30 PM

Race-Neutral Airport Programs

In 49 CFR, §26.51, DOT requires that recipients of federal funding "...meet the maximum feasible portion of your overall goal by using race-neutral means of facilitating race-neutral DBE participation." 49 CFR, §23.25 states "Your ACDBE program must include race-neutral measures that you will take. You must maximize the use of race-neutral measures, obtaining as much as possible of the ACDBE participation needed to meet overall goals through such measures." Given recent legal challenges to supplier diversity programs, airports are focusing on expanding their race-neutral programs.

Join industry experts for a discussion of best practices and workable strategies to ensure regulatory compliance and withstand potential legal scrutiny.

Valerie Churchwell, *Deputy Director, Equal Opportunity Department Business Relations Division*, Phoenix Sky Harbor Airport

Adrina Gibson, *Director, Division of Small Business Opportunity*, City and County of Denver

Tamela Lee, *Vice President of Business Diversity and Development*, Dallas Fort Worth International Airport

Moderated by **Cindy Olivares**, *Principal*, Airport Concession Consultants (ACC)

5:00 PM – 6:30 PM

Welcome Reception

TUESDAY, JUNE 11, 2024

8:00 AM – 4:00 PM

Registration

8:00 AM – 9:00 AM

Networking Breakfast

9:00 AM – 9:30 AM

Welcome and Opening Remarks

9:30 AM – 10:30 AM

General Session 1: AI and You. How and Why You Will Naturally Co-exist
Rocky Ozaki, *Founder & CEO*, NoW of Work

10:30 AM – 11:00 AM

Networking Break

11:00 AM – 12:00 PM

Joint Meeting: Business Diversity and Finance Committees
Environmental, Social, and Governance (ESG) Reporting

Investors, insurance companies and rating agencies are asking more questions about ESG when airports sell bonds and look for insurance. Only a few airports issue annual ESG reports, while most do not know what information to track and report. ACI-NA established a Task Group to develop potential ESG metrics to help airports understand what they might consider tracking even if an airport does not publish an ESG report. The panel will discuss the current ESG disclosure environment and the importance of collecting and including small and minority business information.

Christopher Poinsette, *Chief Financial Officer / Executive Vice President*, Finance & ITS, Dallas Fort Worth International Airport

Sheri Ernico, *Director*, Jacobs

Moderated by **Melinda Pagliarello**, *Managing Director, Environmental Affairs*, ACI-NA

12:00 PM – 2:00 PM

Networking Lunch

2:00 PM – 3:15 PM

Title VI Complaint Procedures and Investigations

Title BI of the Civil Rights Act prohibits discrimination based on race, color, or national origin in programs and activities receiving federal financial assistance. This session will help airport professionals better understand the procedures involved in handling complaints, including what is covered, the “who and how” of filing, investigation procedures, reporting and documentation.

Holli Harrington, *Senior Director, Equity and Opportunity (Equity Officer)*, Indianapolis Airport Authority

Yovannie Rodriguez, Esq., *Chief Administrative Officer*, Greater Orlando Aviation Authority

Moderated by **Ryan Veney**, *ACDBE/DBE Administrator*, Birmingham Airport Authority

3:15 PM – 3:45 PM

Networking Break

3:45 PM – 5:00 PM

It's The (New) Law: Challenges to Supplier Diversity Programs

The airport industry has an impressive record of creating business opportunities for traditionally underrepresented groups, primarily due to the Disadvantaged Business Enterprise (DBE) program required for federally funded projects, as well as the Airport Concessions Disadvantaged Business Enterprise (ACDBE) program. But these programs, as well as many local supplier-diversity programs, are being challenged in courts nationally. What is the current status of such litigation around the country? What should airports consider to be better prepared for potential legal challenges?

Daniel Reimer, *Principal*, DSR, LLC

Amber Floyd, *General Counsel*, Memphis-Shelby County Airport Authority

Moderated by **Leila Lahbabi**, *Deputy General Counsel*, ACI-NA

WEDNESDAY, JUNE 12, 2024

7:30 AM – 4:00 PM

Registration

8:00 AM – 9:00 AM

Networking Breakfast

9:00 AM – 10:00 AM

General Session 2: Generation Them: Navigating a Multi-Generational Workforce

Kristin Scroggin, *Managing Partner & Lead Trainer*, genWHY Communications Strategies

10:00 AM – 10:30 AM

Networking Break

10:30 AM – 11:30 AM

Joint Meeting: Business Diversity and Commercial Management Committees Enhancing Outreach to and Engagement with Airport Concessions Disadvantaged Business Enterprises

This session delves into effective outreach to Airport Concessions Disadvantaged Business Enterprises (ACDBEs). Panelists will discuss airport considerations for optimizing outreach budgets, fostering local engagement

while honoring national availability, and ensuring fair RFP processes. Attendees will gain actionable strategies and practical recommendations to strengthen outreach efforts in airport concessions, going beyond mere compliance to embracing meaningful opportunities.

Bridget Biagas, *Vice President of Partner Relations and Business Diversity, Hudson Group*

Jasmyne Turman, *Office of Civil Rights Manager, Charlotte Douglas International Airport*

Moderated by **Thiané Carter**, *Director of Small Business Programs, Raleigh Durham Airport Authority*

11:30 AM – 12:30 PM

**Joint Meeting: Business Diversity and Commercial Management Committees
Airport Childcare Initiatives: Innovative Strategies for Employee
Attraction and Retention**

Explore the intersection of childcare, employee benefits, and retention strategies within the unique context of airport campuses. Discover how innovative childcare programs contribute to a supportive work environment, fostering employee satisfaction and loyalty, and provide crucial support and flexibility to the unique needs of employees with varying schedules and backgrounds. Join the conversation and discover how your organization can attract and retain talents by prioritizing the diverse needs of your workforce without violating federal regulations.

Matthew Heil, *Special Projects Administrator, Phoenix Sky Harbor International Airport*

Kate Sullivan, *Chief Commercial Officer, Philadelphia International Airport*
Moderated by **Chris Czarnecki**, *Director PDX Aviation Business, Properties, and Airline Affairs, Port of Portland*

12:30 PM – 1:30 PM

Networking Lunch

1:30 PM – 2:45 PM

Recognizing and Addressing Unconscious Bias

Recognizing unconscious bias is important for promoting fairness and equity in business dealings. Unconscious bias refers to the attitudes or stereotypes that affect understanding, actions, and decisions in an unconscious manner. These biases can result in favoring certain vendors over others, making assumptions about a contractor's capabilities based on demographic factors, or overlooking qualified candidates due to preconceived notions. By taking proactive steps to recognize and address unconscious bias, organizations can create a more inclusive and equitable business environment that fosters fair opportunities for all.

R. Corey Edwards, *Employee Development Specialist, Miami-Dade County*
Moderated by **Tanisha Lewis**, *Vice President of Inclusion, Diversity and Social Impact, Metropolitan Washington Airports Authority*

2:45 PM – 3:15 PM

Networking Break

3:15 PM – 4:30 PM

Peer Learning- Addressing Challenges And Sharing Success Stories

Join us for a facilitated discussion where business diversity professionals from airports and business partners throughout the country share their professional challenges, along with the invaluable lessons learned through developing solutions. In this thought-provoking session, we will explore the power of peer learning in overcoming obstacles and driving personal and collective growth.

Julio Rodriguez, *Chair*, ACI-NA Business Diversity Committee, *DBE Manager*,
Lee County Port Authority

Miía Anderson, *Vice Chair*, ACI- NA Business Diversity Committee, *Senior Director, Airport Access & Business Opportunity*, Denver International Airport

5:30 PM – 6:00 PM

Awards Gala Reception

Business or cocktail attire suggested

6:00 PM – 9:00 PM

Awards Gala Dinner

Business or cocktail attire suggested