

# Designing and Implementing An Airport Social Equity Program

ACI-NA Business of Airports

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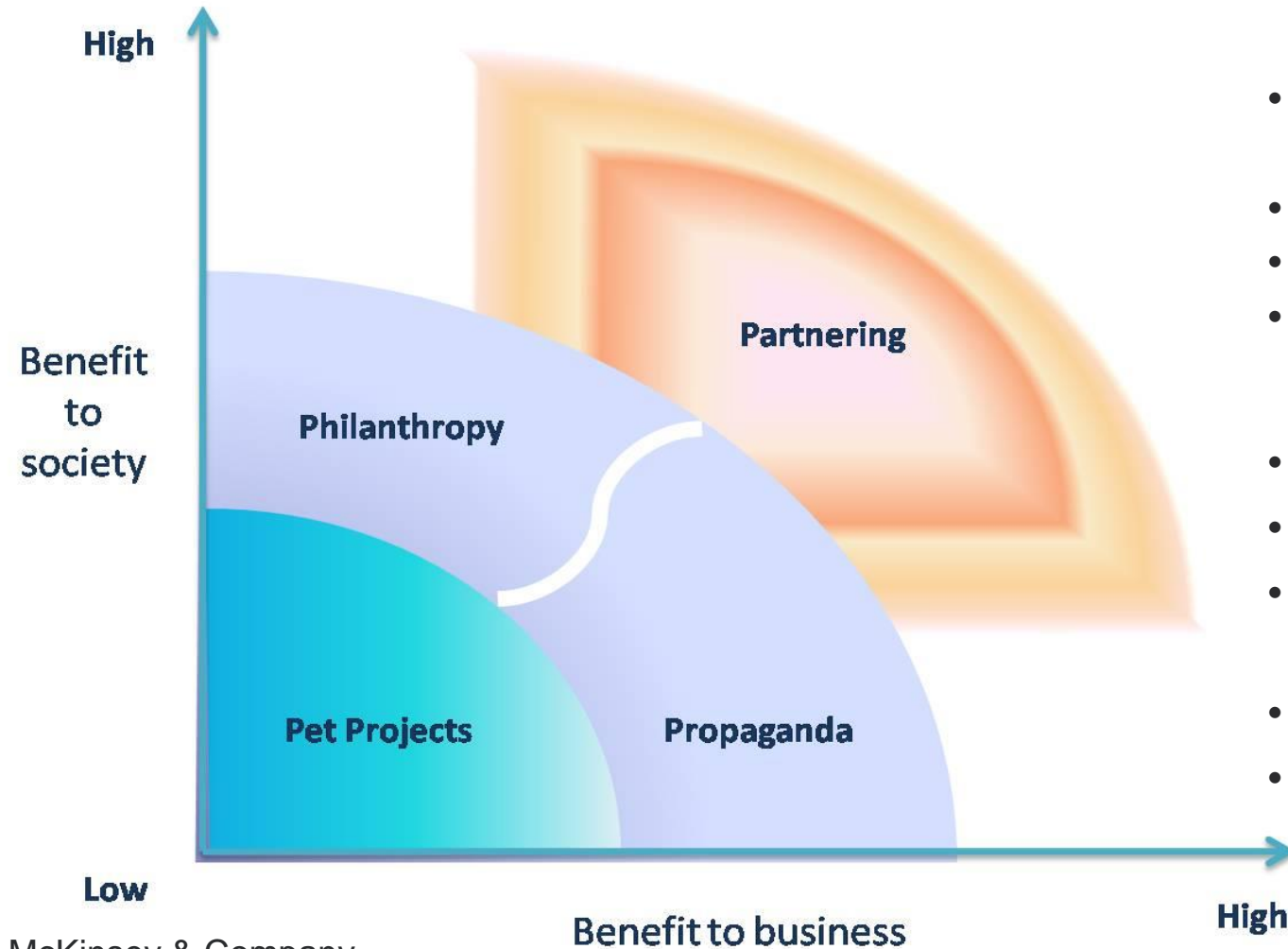
**SFO**



# SFO Social Equity



# Business and Social Benefits



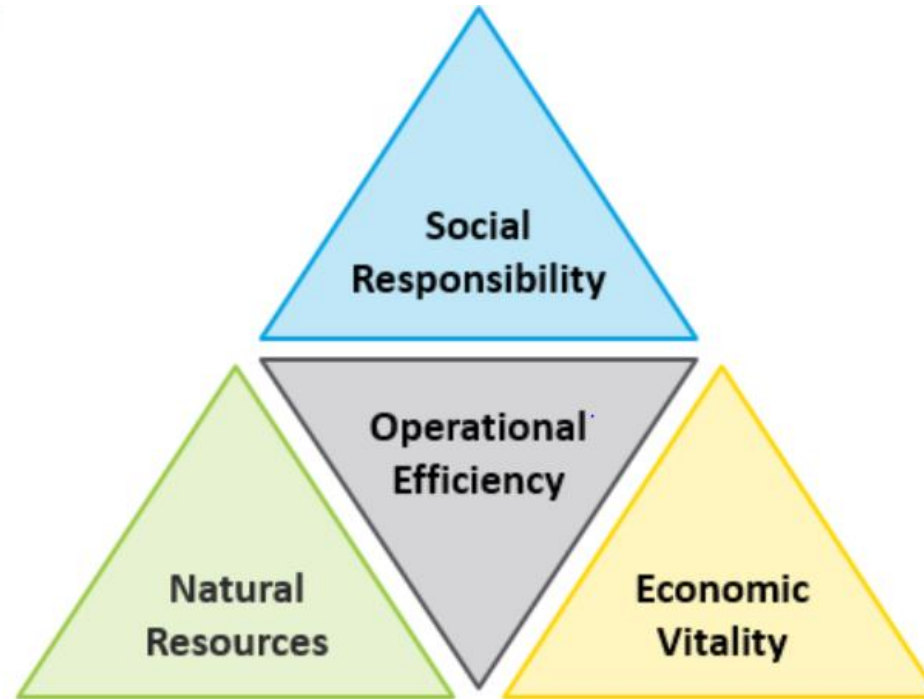
- 80% of Airport employers are having challenges with recruitment and retention
  - 67% of Airport workers couldn't afford a \$500 emergency
  - Airport isn't the first choice for employment
  - Lower ASQ scores/social media complaints
  - Not hitting all LBE goals
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- Lowest unemployment rate in 40 years, 2-3%
  - Cost of living increases
  - Financial stress impacting overall job performance
  - 600+ public capital improvement projects
  - Aviation market continuing to grow

# Social Equity Frameworks



## SDG 8: Decent Work & Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



## ACI Sustainability Framework: EONS



## SAN FRANCISCO INTERNATIONAL AIRPORT

FIVE-YEAR STRATEGIC PLAN  
2017-2021

**Goal #5:** Be a World Class Dream Team

**Goal #6:** Deliver Exceptional Business Performance

**Goal #7:** Care for and Protect our Airport and Communities



# Sustainability: Environment and Society

## **Environmental Sustainability**

**Ensuring that the wellbeing of our natural resources are maintained in the long-term**

- Zero net energy
- Zero waste
- Carbon neutrality and reducing greenhouse gas emissions
- Water conservation
- Healthy buildings

## **Social/Community Sustainability**

**Ensuring that the social wellbeing of our communities is maintained in the long-term**

- Equitable access to economic opportunities
- Decent work/job quality
- Worker rights
- Safe and secure working environments
- Economic mobility

# Diversity & Inclusion | Equity & Justice

by Dr. Dafina Lazarus Stewart

Diversity asks, “Who’s in the room?”

Equity responds: “Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”

Inclusion asks, “Have everyone’s ideas been heard?”

Justice responds, “Whose ideas won’t be taken as seriously because they aren’t in the majority?”

Diversity asks, “How many more of [pick any minoritized identity] group do we have this year than last?”





Equity responds, “What conditions have we created that maintain certain groups as the perpetual majority here?”

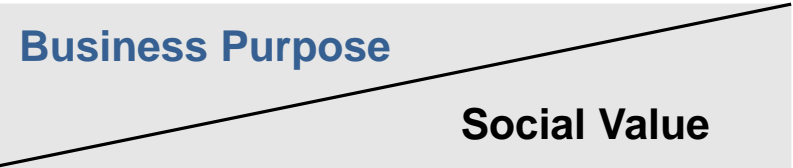
Inclusion asks, “Is this environment safe for everyone to feel like they belong?”

Justice responds, “Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”

Economic Mobility: Access → Foundation/Support → Opportunity

**Framework = Business Purpose + Social Value**  
Grounded in SFO's Mission and Core Values

<div>1. Community Partnerships</div> <div></div>	<div>Strong Reputation and Local Branding</div> <div>Engaged Communities with Increased Assets</div>	<div>2. Community Cohesion</div> <div></div>	<div>Innovation and Profitability</div> <div>Inspired, Healthy &amp; Productive Workforce</div>
<div>3. Job Quality</div> <div></div>	<div>Safe and Secure Operations</div> <div>Improved Living Standards</div>	<div>4. Economic and Workforce Development</div> <div></div>	<div>Reliable Pipeline</div> <div>Enhanced Capacity and Career Mobility</div>



# Thank you



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