

2021 ACI-NA Inclusion Champion Award for Airport and WBP/Associate Member Company Nomination Form

Nominee Organization

Hartsfield-Jackson Atlanta International Airport (ATL)

Nomination Category

Large Hub Airport

Business Inclusion:

As an industry leader in small, minority and female business participation, ATL demonstrates its commitment to inclusion in four distinct programs: Equal Business Opportunity (EBO), Small Business Opportunity (SBO), DBE and ACDBE. In fiscal year 2020, \$97 million (19%) was paid to MBEs, \$54 million (11%) to FBEs, \$11 million (17%) to DBEs and ACDBE revenue was \$125 million (36%). The following sustainable best practices have resulted in positive participation of diverse and small businesses:

ATL's annual Small Business Development Training Program: 140 hours of intensive construction management training for over 100 small businesses since 2018. Participants learn how to build their presence, capabilities and expertise to competitively bid on ATL's capital projects.

Over 300 firms have participated in ATL's bi-monthly Behind the Scenes, launched in 2018. These innovative sessions assist firms in navigating the process of doing business with ATL. Topics vary in each segment.

A Joint Venture (JV) is required on all economically feasible projects \$5 million or greater. Firms must have different race ownership, gender ownership, or both. Diverse firms participating in these JV relationships gain prime contractor level experience by working directly with a large contractor.

Biannual Contractor Roundtables promote communication between ATL leaders and its contractors. To level the playing field for diverse contractors, ATL recently reduced the retainage requirements on eligible capital projects.

ATL was one of 39 airports participating in the first nationwide Airport Rental Car Supplier Diversity Outreach event, April 2019. Enterprise, Advantage EZ Rent a Car, Hertz, Budget and Airport Rent a Car were among the participating agencies. The 2021 is event planned for April 27, 2021.

ATL was one of the FIRST to provide the following COVID Rent Relief for Primes, Subtenants and ACDBE operators, including MAG suspension, in addition to the suspension of parking, marketing and storage/office fees.

Workforce Inclusion:

With 1,037 employees within its Department of Aviation, Hartsfield-Jackson Atlanta International Airport (ATL) remains committed to an inclusive and diverse population. Our senior leadership team of 16 consists of multiple races and a nearly even male-to-female ratio. Workforce inclusion efforts begin in the City of Atlanta Mayor's One Atlanta Office. As part of ATL's bimonthly New Employee Orientation, an iSpeakATL Cultural Competency Training segment teaches team members how to harness Atlanta's religious, cultural and linguistic diversity.

Several other required courses and training for Aviation employees promote diversity and awareness: Workplace Cultural Competency explores aspects of culture that enable others to understand the dynamics of differences; Diversity and Inclusion in the Workplace facilitates positive intergroup interaction, reduces prejudice and discrimination, and teaches individuals who are different from one another how to work together effectively; Unconscious Bias (Franklin Covey) explores ways to face bias with courage and create the space where everyone is respected, included and valued; and ADA Training (open to all Airport tenant employees) instructs how to interact with individuals with disabilities, in addition to providing an overview of amenities and assistance the Airport provides.

Our Human Resources Talent Acquisition team targets online platforms where diverse candidates are active, such as LinkedIn, CareerBuilder, Indeed and various cultural organizations. Also, the City of Atlanta campaign for its Careers website encourages a diverse workforce through images of our actual employees, demonstrating our commitment to a diverse employee population. In addition, our customer service contract states that 15% of hires for customer service agents should identify as a person with a disability.

Outreach:

As Georgia's largest employer with 63,000 employees, ATL works to facilitate a steady pipeline of aviation professionals. ATL's Career Fairs provide interested job seekers throughout the region with opportunities to connect with Airport partners for employment. This signature event consistently receives support from ATL Airport stakeholders, students, teachers, public officials, and government leaders.

Prior to the pandemic, Hartsfield-Jackson hosted two job fairs annually, where nearly 70 employers and 2,500 job seekers participated. In 2021, we partnered with Goodwill of North Georgia to host our first-ever virtual Airport Career Fair. Additionally, we offered free career readiness training for those seeking a competitive edge. Goodwill granted registrants access to Career Connector, a variety of digital workshops. We recruited 2,580 job seekers and 31 participating Airport companies.

ATL also actively partners with Aerotropolis Atlanta, a public-private partnership working to enhance the regional economic competitiveness of the area around Hartsfield-Jackson. ATL supported the first virtual Aerotropolis Career Fair in September. The fair attracted 1,000 job seekers, 38 employers and 13 resource providers. ATL supported the second installment in March, garnering 428 participants and 40 employers and 15 resource providers.

Since 2016, our annual ATLNext Industry Day educates and inspires small/diverse contractors about business opportunities at ATL. Industry Roundtables allow small contractors to meet with experienced firms to have candid discussions regarding what it takes to do work at ATL. The Day also features the Maynard H. Jackson, Jr. Legacy Awards, honoring contractors, subcontractors and consultants for accomplishments and commitment to diversity. Our annual Partnering with a Purpose is another event that connects Prime contractors with qualified, diverse/small business firms.

Finally, we employ effective marketing campaigns to promote diverse participation, including social media, ATL.com, advertisements and radio promotions. Our stakeholders also promote these resources and initiatives to their communities.

List of Supporting Awards and Recognition

Awards

2018

Workforce

FAA Office of Civil Rights Advocate and Partner ADA/Sec 504 Award

FAA

2018

Development

Diversity Leadership Award

Advancing Women in Transportation (WTS) - Atlanta

2015

Business

President's Award

Airports Minority Advisory Council

2016

Business

Global Impact Award

Metro Atlanta Chamber

2017

Business

Global Hero Award

World Chamber of Commerce

2017

Business

Stand Up Award

youthSpark

2020

Workforce

Malcom Mitchell Trailblazer Award

2020
Workforce
Insider Carpool Parking Program
AERO

2020
Workforce
Community Impact Award
US Green Building Council
