

# 2025 BUSINESS >> of AIRPORTS



June 23 - 25, 2025 // Arlington, TX // Loews Arlington Hotel

## 2025 ACI-NA BUSINESS OF AIRPORTS CONFERENCE BUSINESS DIVERSITY TRACK AGENDA

All sessions and events will take place at the Loews Arlington Hotel.

Updated: March 17, 2025

### MONDAY, JUNE 23, 2025

- 7:30 AM - 4:30 PM     **Registration**
- 7:30 AM - 9:00 AM     **Networking Breakfast**
- 9:00 AM - 12:15 PM     **Business Diversity Committee Workshop**
- 10:30 AM - 11:00 AM     **Networking Break**
- 12:15 PM - 1:30 PM     **Networking Lunch**
- 1:30 PM - 2:45 PM     **Business Diversity Session: Building New Small Business Capacity**  
 Airports serve as economic hubs, generating billions in revenue while offering significant business opportunities. However, many small businesses struggle to navigate the complex procurement processes and regulatory requirements necessary to secure contracts. This session will explore strategies airports can implement to support small businesses, foster local economic growth, and create a more inclusive supply chain. Panelists will discuss best practices, success stories, and policy considerations that can help airports become catalysts for small business success.  
  
 Moderated by **Liz Gonzalez Tetenbaum**, *Director, Partner Relations & Business Diversity*, Hudson Group
- 2:45 PM - 3:15 PM     **Networking Break**
- 3:15 PM - 4:30 PM     **Business Diversity Session: The Changing Legal Framework for Airport DBE and ACDBE Programs**  
 The airport industry has an impressive record of creating business opportunities for traditionally underrepresented groups, due to the DBE program, the ACDBE program and non-federal/local programs. But these supplier diversity programs are facing political scrutiny and being challenged in the courts. What is the

current status of key cases? What can airports do now to be prepared to evolve their programs in response to potential regulatory and legal changes?

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

5:00 PM - 6:30 PM **Welcome Reception**

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## TUESDAY, JUNE 24, 2025

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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**

10:30 AM - 11:00 AM **Networking Break**

11:00 AM - 12:00 PM **Session 1D: Joint Session: Business Diversity and Human Resources Committees, Community Opportunity Working Group: Words Matter - Navigating Changing Regulations and Political Perspectives**

In today's evolving regulatory and political landscape, organizations must carefully navigate their language and policies for community engagement and workforce development. This session will provide critical insights into the shifting requirements affecting human resources policies, supplier programs, and community outreach efforts. Attendees will learn strategies for effectively communicating their workplace culture while mitigating risks. Join industry experts as we explore practical strategies to align your policies and communications with changing political expectations and community perspectives—because the words you choose matter.

12:00 PM - 2:00 PM **Networking Lunch**

2:00 PM - 3:15 PM **Session 2D: Developing and Marketing the Value of Supplier Diversity Programs**

Supplier diversity programs create economic opportunities, drive innovation, and strengthen corporate social responsibility. However, effectively communicating its value to stakeholders in the current political environment can be challenging. In this session, industry experts will provide insights on securing leadership buy-in, measuring success, and leveraging storytelling and data-driven approaches to promote the program's value internally and externally.

3:15 PM - 3:45 PM **Networking Break**

3:45 PM - 5:00 PM **Session 3D: Race Neutral Supplier Programs**

Given recent legal challenges to supplier diversity programs funded with federal grants as well as local revenue, airports are focusing on expanding their race-neutral programs. Join industry experts for a discussion of best practices and workable strategies to ensure compliance with evolving regulations and withstand potential legal scrutiny.

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## WEDNESDAY, JUNE 25, 2025

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8:00 AM - 4:00 PM **Registration**

8:00 AM - 9:00 AM **Networking Breakfast**

9:00 AM - 10:00 AM **General Session 2**

10:00 AM - 10:30 AM **Networking Break**

10:30 AM - 12:00 PM **Session 4D: Joint Session: Business Diversity and Commercial Management Committees: Maximizing Revenue: Innovative Sponsorship & Advertising Strategies for Airports**

Airports are increasingly turning to innovative sponsorship and advertising strategies to maximize revenue and enhance passenger experience. This session will explore how airports can effectively monetize their assets

through creative partnerships, digital and experiential marketing, and data-driven approaches. Experts will discuss best practices for leveraging technology to engage travelers, measuring return on investment (ROI), and demonstrating value to advertisers. Attendees will gain insights into emerging trends and strategies that drive successful sponsorship and advertising programs in the airport environment.

12:30 PM - 1:30 PM

**Networking Lunch**

1:30 PM - 2:45 PM

**Session 5D: Business Diversity Session: Evolving Airport Title VI Programs**

Over the last two years U.S. airports were required to submit enhanced Title VI plans for approval and then implement the approved programs to ensure compliance with federal regulations and prevent discrimination. What has happened since then? Join industry experts, and government officials for a discussion about regulatory changes, challenges encountered, and lessons learned.

2:45 PM - 3:15 PM

**Networking Break**

3:15 PM - 4:30 PM

**Session 6D: The Americans With Disabilities Act: Celebrating Progress and Planning For The Future**

This year The Americans with Disabilities Act (ADA), celebrates 35 years of ensuring equal access for individuals with disabilities at airports. This session will reflect on the progress made under the ADA, highlighting key achievements in airport accommodations, and digital accessibility. Experts and advocates will discuss ongoing challenges, exploring how policies, technology, and community partnerships can continue to break barriers and promote accessibility.

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*