Minutes of the MNAA Diversity and Workforce Committee

BNA Nashville International Airport

Date:	February 12, 2020	Place:	Nashville International Airport Board Room Nashville, Tennessee
Time:	10:45 a.m.		
Committee Members Present:			Christy Smith, Chair; John Doerge; A. Dexter Samuels, Board Chair; and Trey Harwell, Board Vice Chair
Committee Members Absent:			None
Others Present:			Jimmy Granbery; Bobby Joslin; Nancy Sullivan; Doug Kreulen; Cindy Barnett; and Angela Edwards

I. Call to Order

Chair Smith called the meeting of the Diversity and Workforce Development (DWD) Committee to order on February 12, 2020, at 10:51 a.m., pursuant to Public Notice dated February 7, 2020.

II. Approval of Minutes

Chair Smith called for approval of the Minutes of the October 9, 2019, Diversity and Workforce Development Committee Meeting. A motion was made by Commissioner Harwell and seconded by Commissioner Doerge. The motion carried by vote of 4 to 0.

III. Chair's Report

Chair Smith had no Chair's Report.

IV. Items for Approval

None

V. Information Items

A. Affirmative Action Plan Update

Mr. Joshua Wood, Esq. of Waller Lansden Dortch & Davis, briefed the Committee on this item. Mr. Wood completed MNAA's 2020 Affirmative Action Plan (AAP). The two placement goals for 2020

were Women in Job Group 060 (Craft Workers) and Disabled/Veterans in Job Group 030 (Technicians). Mr. Wood reported that MNAA made good faith efforts to meet and exceed the placement goals. While conducting problem area analysis at MNAA, there were no problem areas identified. Potential problem areas in compensation were initially identified, however, Human Resources performed a targeted compensation analysis and determined that none of the disparities were discriminatory. Underlying reasons for disparity could be tenure, experience, education, or several other non-discriminatory reasons.

After questions and discussions, Mr. Wood concluded his presentation.

This item was presented for information purposes only with no action required.

B. Workforce Development Update

Ms. Karisse Spray, AVP, Human Resources, briefed the Committee on this item. Ms. Spray reported on Talent Acquisition. MNAA has 328 active employees. There were 9 employees promoted in FY20. 48 employees were hired in FY20. Fourteen positions are currently advertised.

Ms. Spray presented a chart showing the FY19/20 New Hires Workforce Diversity among Males, Females, White, Black or African American, and Other as compared to the 2017 ACS Davidson County Labor Force and the 2017 ACS Nashville MSA Labor Force. MNAA is doing well in workforce diversity but still has more work to do.

Ms. Spray then spoke about talent development efforts at MNAA. The first 5 apprentices under the new Apprenticeship Program approved by the Department of Labor will start February 18, 2020 and begin school in March. BNA hosted an AAAE Certified Member (CM) class in January 2020. 38 BNA employees sat for the exam yielding 28 new Certified Members. The Airport Police Department has 2 new graduates from the Tennessee Law Enforcement Academy (TLETA).

Staff from MNAA continued its talent outreach efforts by attending Celebrate Nashville Cultural Festival, MTSU Career Fair, TSU Career Fair, and the Metro Nashville Public Schools Career Readiness Fair.

This item was presented for information purposes only with no action required.

C. Business Diversity Development Update

Ms. Gale LaRoche, VP, Chief Administrative Officer, briefed the Committee on this item. The SMWBE spend as of FY20 YTD was approximately $44.3M which translates to a 22% spend over the entire FY19. Ms. LaRoche presented a slide showing Business Diversity Development Outreach efforts from November 2019 through January 2020 and upcoming Outreach events. Most significantly, the annual event, Business Taking Off sponsored by MNAA and led by the Office of Business Diversity Development , is planned for March 27, 2020. President Kreulen stated the date for 2021 Business Taking Off would be determined after the 2020 event is over.

This item was presented for information purposes only with no action required.

D. Disparity Study Update

Ms. LaRoche stated the first draft of the Disparity Study was received by MNAA staff in early December 2019. In January 2020, the internal Disparity Study Review Team completed its review and compiled feedback. Potential discrepancies were identified with baseline data, questions surfaced on statistical analysis, and that feedback was submitted to Griffin & Strong.

Ms. LaRoche reported staff had an in-person meeting with Michele Clark-Jenkins from Griffin & Strong to go through the study and resolve the issues identified. It was a very productive meeting; the potential data issue was resolved. It was discovered that pay information was being used instead of award information. Therefore, the threshold conclusions will be removed from the report.

Next steps will be for Griffin & Strong to incorporate feedback and resolve any remaining issues and produce a final draft study. Staff hopes to submit the final study to the Board for approval in the May/June 2020 timeframe.

This item was presented for information purposes only with no action required.

VI. Adjourn

There being no further business, Chair Smith declared the meeting adjourned at 11:09 a.m.

Amanda C. Farnsworth, Board Secretary