



MEMORANDUM

TO: Personnel & Finance Committee

FROM: Kim Jones
Airport Director

DATE: September 10, 2019

SUBJECT: Update on Airport Equity & Sustainability Initiatives

We continue to refine our Equity and Inclusion Plan (EIP) for the Airport. Because the plan is built across a multi-year spectrum it will require continual review and adaptation to meet the needs of our business unit.

Our 2020 budget requests include financial support to review, revise, and expand our EIP program to meet the changing needs of our organization and ensure improved impact with these objectives.

Some of our most important goals for 2020 are:

1. Monitor and ensure compliance with the Airport Concession Disadvantaged Business Enterprise program (ACDBE).
2. Work collaboratively with The ARC of Dane County to expand the Wings for All airport experience.
3. Expand the Airport Pet Therapy program and Fear of Flying programming.
4. Collaborate with the Tamara D. Grigsby Office of Equity and Inclusion for (2) paid summer Boy's and Girl's Club interns.
5. Continue to collaborate with the UW Madison McBurney Disability Resource Center to expand unpaid job-coach office internships.
6. Continue to fund (2) two supported employment airport team members.



7. Ensure translation options for all customer services, social media accounts, and electronic media sources.
8. Complete the installation of a terminal-wide visual paging system for hearing impaired individuals.
9. Continue to fund a terminal-wide visually impaired passenger guidance system.
10. Fund the exploration of hearing-loop or similar technologies for implementation in high-traffic airport areas.
11. Continue to implement amenities that increase accessibility, comfort and care for all persons regardless of their needs.

Moving into 2020 we have an aggressive plan to ensure sustainability success with the following goals:

1. Terminal modernization project to include a complete overhaul of building HVAC, climate control, and low-energy LED lighting.
2. Expand administration processes to include less paper-intensive processes.
3. Continue the partnership in the solar farm installation.
4. Continue to purchase alternative fuel vehicles as appropriate.
5. Continue to deploy low flow plumbing fixtures.