



## MEMORANDUM

**TO:** Dane County Board of Supervisors

**FROM:** Kim Jones  
**Interim Airport Director**

**DATE:** September 13, 2018

**SUBJECT:** Update on:  
Airport Racial Equity & Inclusion Plan (EIP)  
Airport Sustainability Plan

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We continue to develop a robust EIP program 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 2019 budget requests include financial support to 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 2019 are:

1. Monitor and ensure compliance with the Airport Concession Disadvantaged Business Enterprise program (ACDBE).
2. Improve community outreach and promotion of employment opportunities at the airport – making sure to engage underserved populations.
3. Expand the collaboration with the City of Madison Police department and YMCA disadvantaged youth community outreach programs as well as schools and educational programs with high-levels of disadvantaged youth.
4. Work with the UW Madison McBurney Disability Resource Center, or similar program, to execute an unpaid job-coach office internship. In addition we will continue to work closely with the Equity and Inclusion office to develop additional internships and job shadow programs with in the airport open to participation by Airport tenants as well as the County.



We continue to move forward with our Sustainability Plan throughout the airport. Most specifically, we have accomplished the following over the last budget year:

1. Single-sort recycling stations to improve separation of landfill waste and recyclables. Improvement is estimated at more than forty-seven percent.
2. Installation of liquid waste disposal sinks at our security checkpoints to reduce landfill liquid waste and weight.
3. Installation of new jet bridges that have pre-conditioned air conditioning and 400 HZ aircraft power, eliminating the need for aircraft to run auxiliary engines while at the gate – thus reducing greenhouse gas emissions.
4. Working with other County departments to facilitate the development of a solar farm installation on airfield land.

Moving into 2019 we have an aggressive plan to ensure sustainability success with the following goals:

1. Terminal modernization project to include updates of building HVAC, climate control, and low-energy LED lighting.
2. Continue to retrofit existing restroom facilities with low-flow valves.
3. Install remaining jet bridges.
4. Expand administration processes to include less paper-intensive processes.