DFW International Airport
2012 Diversity Report

Destination Diversity: Journey of Inclusion
Dallas/Fort Worth International Airport will provide our customers outstanding facilities and services, expanding global access and economic benefits to those we serve.

We will create and sustain a business environment that enables small, minority and women-owned business enterprises to compete for business opportunities and achieve economic success, contributing to DFW’s overall mission of expanding economics benefits.

We will strive to create a work culture that capitalizes on the diversity of our employees and customers. Our goal is to encourage the development and promotion of diverse talent and remove all barriers in the working environment so employees can be fully engaged.
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At DFW Airport, we understand that to best serve our community and to succeed in an evolving global marketplace, our workforce and suppliers must reflect our diverse environment. We also understand that the journey to diversity and inclusion does not end in numbers alone. The collective insights and talents of a diverse workforce must be leveraged throughout all levels of the Airport, creating a dynamic organizational structure that is able to serve and respond on a global scale.

After all, our vision is Connecting the World, and we cannot hope to achieve this vision without first understanding the many cultures that comprise our community. In 2012, DFW’s journey to diversity and inclusion continued to gain traction with a growing portfolio of accomplishments.

Supplier diversity reached record levels in FY2012, exceeding our goals in every category. Expenditures and revenues in the areas of construction and professional services were especially remarkable. These results underscore the positive impact of our programs on local minority businesses.

With the 2011 adoption of the findings from DFW’s Availability and Disparity Study, our programs will continue to transform the business landscape at DFW Airport. A significant change to our existing supplier diversity programs is the revision of our M/WBE program, which was implemented in October 2012. You will find these changes outlined and explained within the pages of this report.

Workforce diversity results were equally impressive. Our Diversity Leadership Council awarded five outstanding employees the inaugural Leadership in Diversity award, recognizing employees who have demonstrated extraordinary dedication to diversity and inclusion.

Our Employee Resource Groups (ERGs) remained committed to supporting DFW’s business goals and educating employees on the richness of cultural diversity. Building on the success of the ERGS, we created a new Gen Y group that seeks to attract, cultivate and retain the best talent from the newest generation entering the workforce. We also formed a retiree network designed to maintain our connection with these important members of the DFW family.

We are proud of our successes but we are not complacent. As a gateway to the world, DFW Airport is energized and motivated to step up and meet the challenges and rewards of achieving a diverse and inclusive community worthy of serving the global marketplace in which we live.

Jeffrey P. Fegan
Chief Executive Officer

Linda Valdez Thompson
Executive Vice President of Administration and Diversity
Airport Concessions
Disadvantaged Business
Enterprise Spotlight: Regali Inc

From the Skylink train’s seat covers to employee uniforms and dazzling custom crystal awards, the prolific artisanship of Regali Inc. is visible across DFW Airport.

Owned and managed by Renee Dutia, Regali Inc. is a small North Texas merchandising firm that designs and produces a range of products for DFW, all within their Richardson production studio.

Dutia began working with DFW in 2005 and she says that she attributes much of the success and growth of her company to the support she has received from the Airport.

“DFW has nurtured and provided me with the opportunities to acquire necessary training,” said Dutia. “As a result, my company has become multifaceted and I have expanded my manufacturing business to produce products that can be supplied not only to DFW Airport – but around the world.”

In 2012, Dutia secured a contract with Airport Concessions. She opened the joint venture Hudson/Dunkin Donuts newsstand in February 2013.

In an industry often dominated by men, Renee Dutia’s manufacturing business is thriving and looking to expand globally.
Disadvantaged Business Enterprise Spotlight: Two Podners Barbeque and Seafood Restaurant

Fred Conwright and James Runnels aren’t just best friends, they’re “podners.” They entered the restaurant business together over 30 years ago with the dream of serving the best barbeque in Texas.

Their successful South Dallas-based restaurant Two Podners grew out of that venture and in 2004, the duo began serving their legendary barbeque inside DFW Airport’s TravelMart in Terminal C.

Famously recognized as the first airport convenience store in the United States, this joint venture with Atlanta-based Paradies Shops has since expanded to three DFW Airport locations with two additional locations in Terminal D.

“DFW Airport wants to be the best in the world. When you work with DFW, they make you a part of the Airport family, and they work hard to make you the best too,” said Conwright.

“When anyone from the Airport greets us, from the CEO on down, the first thing they ask is, ‘Is there anything you need?’ They make you feel so welcome, it’s really exceptional.”

Since joining the DFW family, the “podners” say that the connections they have made have grown the catering portion of their business tremendously.

When DFW held their grand opening celebration for the new Terminal D, they invited Two Podners to cater the event of 5,000 people.

“They trusted us and gave us that huge opportunity to allow us to show what we can do on a huge scale,” said Runnels. “DFW really goes above and beyond to help you succeed.”

In 2004, Two Podners began serving their legendary barbeque in Terminal C.

DFW’s Policy for Supporting Disadvantaged Business Enterprises (DBE)

The Airport has established a disadvantaged business enterprise (DBE) contracting program for Department of Transportation (DOT) assisted contracts to ensure nondiscrimination in the award and administration of DOT-assisted contracts.

DFW annually sets a proposed disadvantaged business enterprise goal, which is submitted to the Federal Aviation Administration (FAA).
DFW’s Policy for Supporting Minority and Women-owned Business Enterprises (M/WBE)

Our priority is to foster the growth and development of local minority and women-owned business enterprises in the owner cities of Dallas and Fort Worth that can successfully compete for prime and subcontracting opportunities.

DFW’s Minority and Women-owned Business Enterprises (M/WBE) policy ensures that the Airport, its contractors, subcontractors and concessionaires, will not discriminate on the basis of race, color, religion, national origin or sex in the award and performance of contracts, subcontracts and concessions. DFW also requires a critical review of the Airport’s procurement policies and practices to remove barriers for Minority and Women-owned Business Enterprises to compete for contracts, subcontracts and concessions awarded by the Airport.

Minority and Women-owned Business Enterprise Spotlight: Raquel Ibarra

IBARRA Consulting Engineers celebrated its 20th anniversary this year and owner and president Raquel Ibarra says she couldn’t be happier.

Since 2004, this Dallas-based company contributed engineering and planning expertise through subcontracts to multiple DFW projects such as designing an aircraft deicing collection system for Terminal D, a pipeline for the Skylink train and currently is involved in the traffic control planning for the construction of the Airport’s new North and South Control Plazas.

Ibarra says that working with the Airport is especially rewarding. While the scale of many of DFW’s projects requires big companies with big budgets, she always feels like the Airport is encouraging her and cheering her on.

“DFW has been one those clients that has been very nurturing,” said Ibarra. “The minority and small business policies at the Airport go above and beyond. They always meet their goals, they always surpass them.”

IBARRA Consulting has contributed engineering and planning expertise to multiple DFW projects.
Small Business Enterprise Spotlight: Jerry Haynes

“DFW Airport is a very unique and special place – it’s a city of its own,” said Jerry Haynes, owner of Jerry Haynes Electric Company.

Haynes’ relationship with the Airport began in 1998 when he joined the Airport’s Board of Directors, serving until 2006. In 2008, Haynes and the Airport became business partners when his small Dallas-based electric company sub-contracted to install the electrical system in the new FlightSafety International Building.

Haynes says that because he worked with the Airport from two very different angles, he witnessed the widespread benefit of the Airport’s minority and small business policies on the North Texas community.

“DFW, along with the Board, have a good, strong mindset regarding minority and small businesses,” said Haynes. “They really care about seeing these companies grow and they truly understand the benefits of diversity for both the Airport and all of North Texas.”

Haynes’ two recent projects with the Airport ran simultaneously from January through April of 2012 and involved the communication systems in the Airport Terminals. He says he looks forward to future endeavors with DFW.

Haynes Electric Company was hired to install the electrical system in the new Flight Safety International Building.

DFW’s Policy for Supporting Small Business Enterprises (SBE)

The Small Business Enterprise (SBE) policy seeks to foster participation by small and minority businesses in construction, architectural and engineering, professional services and and non-professional services contracting and procurement opportunities at DFW. This is accomplished by increasing the capacities of such firms to perform as prime vendors and subcontractors and as suppliers.
In terms of revenue and expenditures, FY2012 stands as one of DFW’s best years yet, exceeding goals in every category.

D/M/WBE 2012
Expenditures & Revenues by Category

In Millions with Percent:

- **African American**
  - $36.5M (7.4%)
  - (70 Vendors)
- **Asian American**
  - $12.6M (2.6%)
  - (25 Vendors)
- **Hispanic American**
  - $67.3M (13.7%)
  - (83 Vendors)
- **Native American**
  - $8.9M (1.9%)
  - (7 Vendors)
- **White Female**
  - $58.6M (12%)
  - (105 Vendors)
- **Other Minority**
  - $0.4M (0.1%)
  - (2 Vendors)

**M/WBE: $184.3M (37.7%)**

**NON-M/WBE: $305.1 (62.3%)**

**TOTAL M/WBE PARTICIPATION: 37.7%**
**TOTAL AMOUNT SPENT: $489.4M**

**D/M/WBE PARTICIPATION FY12**

**BY CATEGORY**

- **Construction**
  - **GOAL**: 30%
  - **ACHIEVED**: 42.5%
- **Professional Services**
  - **GOAL**: 27%
  - **ACHIEVED**: 43.3%
- **Goods & Services**
  - **GOAL**: 25%
  - **ACHIEVED**: 27.7%
### Construction

**M/WBE:** $97M (42.5%)

- **African American:** $12.1M (5.3%)
- **Asian American:** $0.3M (0.2%)
- **Hispanic American:** $38M (16.6%)

**NON-M/WBE:** $131.1M (57.5%)

**TOTAL M/WBE PARTICIPATION:** 42.5%
**TOTAL AMOUNT SPENT:** $228.1M

### Terminal Renewal and Improvement Program

**M/WBE:** $112.2M (45%)

- **African American:** $23.8M (9.5%)
- **Asian American:** $2.4M (1%)
- **Hispanic American:** $41.2M (16.5%)

**NON-M/WBE:** $137.4M (55%)

**TOTAL M/WBE PARTICIPATION:** 45%
**TOTAL AMOUNT SPENT:** $249.6M

### Professional Services

**M/WBE:** $47.8M (43.3%)

- **African American:** $16.8M (15.2%)
- **Asian American:** $3.1M (2.9%)
- **Hispanic American:** $17.2M (15.6%)

**NON-M/WBE:** $62.5M (56.7%)

**TOTAL M/WBE PARTICIPATION:** 43.3%
**TOTAL AMOUNT SPENT:** $110.3M

### Goods and Services

**M/WBE:** $34M (27.7%)

- **African American:** $7.6M (6.1%)
- **Asian American:** $8.9M (7.2%)
- **Hispanic American:** $8.9M (7.2%)

**NON-M/WBE:** $88.8M (72.3%)

**TOTAL M/WBE PARTICIPATION:** 27.7%
**TOTAL AMOUNT SPENT:** $122.8M

### Purchase Orders, $50,000 & Less

**M/WBE:** $1.8M (21.3%)

- **African American:** $0.18M (2.2%)
- **Asian American:** $0.12M (1.4%)
- **Hispanic American:** $0.28M (3.3%)

**NON-M/WBE:** $6.6M (78.7%)

**TOTAL M/WBE PARTICIPATION:** 21.3%
**TOTAL AMOUNT SPENT:** $8.4M

### Concessions - Gross Revenues

**ACD/M/WBE:** $119M (56.8%)*

- **African American:** $52.6M (18.2%)
- **Hispanic American:** $93M (32.2%)

**NON-ACD/M/WBE:** $124.6M (43.2%)

**TOTAL ACD/M/WBE PARTICIPATION:** 56.8%
**TOTAL AMOUNT SPENT:** $288.6M

* The 57% achievement is comprised of 41% ACDBE participation and 16% M/WBE participation at the owner/equity level.
Concessions

Through the Terminal Renewal and Improvement Program (TRIP), DFW Airport is recreating the future of North Texas while fostering its commitment of diversity and inclusion in its concessions program. Last year, DFW released a Request for Proposals (RFP) for 14 concessions locations in Terminal B and Terminal E.

An overarching goal was to respond to the desires of customers and provide an atmosphere that delivers a sense of place. To accomplish this, DFW sought to attract more brands that reflect the owner cities of Fort Worth and Dallas to complement national and global brands. DFW met with local Chamber leaders to discuss methods of reaching out to interested area businesses.

Throughout the year, DFW Airport conducted numerous educational outreach sessions to increase interest in the unique concessions opportunities. DFW scheduled workshops to help interested proposers prepare for upcoming concessions opportunities in an effort to create this local flavor mix.

Speakers from DFW’s executive ranks presented information to diverse audiences comprised of candidates from throughout the North Texas region. Among the topics were the outlook for DFW’s air service, TRIP improvements, passenger demographics, and RFP proposal requirements. Potential proposers leapt at the opportunity to join other great brands that have established a presence at DFW.

“I applaud DFW Airport for providing educational outreach programs that benefit the growth and development of diverse businesses. The programming efforts traditionally include a networking component which provides significant added value and opportunity for all participants.”

- Margo J. Posey, President of the Dallas/Fort Worth Minority Supplier Council
DFW Airport Diversity Availability and Disparity Study
In 2008, DFW began an Availability and Disparity (A&D) Study. The purpose of an A&D Study is to evaluate existing procurement and contracting practices, particularly the use of minority and women business enterprises to promote equal opportunity for bidding, diversification of its vendor base and equitable distribution of purchases.

Key Findings and Recommendations

The Availability and Disparity Study provided valuable information. The Study indicated no gender disparity in construction, and no race and gender disparity in professional and non-professional services.

In September 2011, the DFW Board adopted the findings and directed staff to proceed with the development of the program recommendations to update and revise the current M/WBE Program and satisfy the legal requirements for a race and gender conscious contracting program.

Key Changes to Existing M/WBE Program

- Construction: DFW will continue the MBE Program only and offer an SBE Program
- Architectural & Engineering: DFW will continue the current M/WBE Program
- Professional & Non-Professional Services: DFW will offer an SBE Program only
- Use of a Relevant Market Area: DFW will only count the participation of M/WBE and SBE firms whose place of business is located in the North Texas Commission twelve-county area including Dallas, Tarrant, Collin, Delta, Denton, Ellis, Hunt, Johnson, Kaufman, Parker, Rockwall and Wise counties.

A Small Business Enterprise (SBE) is defined by the number of employees or revenues by industry. Business size for Small Business Enterprises (SBE) is based on the Small Business Administration (SBA) size standards.

The changes went into effect on October 1, 2012. Existing contracts with M/WBE commitments continue under the former M/WBE Program guidelines. New solicitations issued on or after October 1, 2012 will be subject to the new M/WBE and SBE Program guidelines.

DFW is working with Certification organizations to transition M/WBEs to SBEs, although the majority of M/WBEs are SBEs. While certification is not a requirement to do business with DFW, a certification is required to qualify as credit toward the goal.

Vendors who wish to obtain SBE Certification may contact the Certification entity with which they are currently certified, or one of the following:

- North Central Texas Regional Certification Agency (NCTRCA), www.nctrca.org
- Women’s Business Council Southwest (WBCS), www.wbcsouthwest.org
- Dallas/Fort Worth Minority Supplier Development Council (DFWMSDC), www.dfwmsdc.org

Advocacy Organizations

Many respected business partners participated in program recommendations. The list includes, but is not limited to, the following organizations:

- Dallas Black Chamber
- Greater Dallas Asian Chamber
- Greater Dallas Hispanic Chamber
- Greater Dallas Indo-American Chamber
- Fort Worth Hispanic Chamber
- Fort Worth Metropolitan Chamber
- Black Contractors Association
- Regional Hispanic Contractors Association
- Asian American Contractors Association of Texas
- Certification Organizations
- Women’s Business Council Southwest (WBCS)
- DFW Minority Supplier Development Council (DFWMSDC)
What is an Availability & Disparity (A&D) Study?
An A&D Study evaluates the procurement and contracting practices of a government entity, particularly the use of minority and women business enterprises in their current program to promote equal opportunity for bidding, diversification of its vendor base and equitable distribution of purchases.

How is “Availability” defined?
Availability is defined as the number of businesses in the jurisdiction’s market area that are ready, willing and able to provide goods or services. A business’ interest in doing business with the government entity is implied by the term “willing” and its ability or capacity to provide a service or good, is implied by the term “able.”

Why is an A&D Study required for DFW to have an M/WBE Program?
An A&D Study is required to satisfy the legal requirements for a race and gender conscious contracting program also referred to as a Minority/Women Business Enterprise (M/WBE) Program. In 1989, Richmond v. J.A. Croson Co. resulted in the doctrine of “narrowly tailored remedies” and required A&D Studies as a basis for establishing M/WBE participation goals.

What were the key findings of the DFW A&D Study?
- Construction: disparity identified for all ethnic groups; no gender disparity identified
- Architectural & Engineering: disparity identified for some ethnic and gender groups; insufficient data available to determine level of disparity for other groups
- Professional & Non-Professional Services: no ethnic or gender disparity identified

How can I obtain a copy of the DFW A&D Study?
PDF documents are available online at www.dfwairport.com/bdd/publications.

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**Business Diversity & Development**

**Program Changes**

**Frequently Asked Questions**

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When will these changes go into effect?

October 1, 2012

What happens if we are currently under contract with DFW and have an M/WBE commitment on our contract?

Existing contracts with M/WBE commitments will continue as is under the former M/WBE Program guidelines. New solicitations issued on or after October 1, 2012 will be subject to the new M/WBE and SBE Program guidelines.

Are the findings and program recommendations applicable to the federally-funded Programs?

No, the A&D Study findings and the program recommendations do not apply to the Disadvantaged Business Enterprise (DBE) and the Airport Concession Disadvantaged Business Enterprise (ACDBE) Programs.

If I am currently a certified MBE, DBE or WBE, do I need to obtain the SBE certification in order to do business with DFW?

Certification is not a requirement to do business with DFW; however, a D/M/WBE or SBE firm must be certified in order for expenditures to be credited towards the Program goal(s).

What are the certification requirements for a Small Business Enterprise (SBE)?

- Business size based on the Small Business Administration (SBA) size standards
- Annual business revenues averaged over three years

Is there a Personal Net Worth (PNW) requirement for the SBE certification?

No

Who should I contact to obtain the SBE Certification?

Contact the Certification entity you are currently certified with or one of the following:

- North Central Texas Regional Certification Agency (NCTRCA), www.nctrca.org
- Women’s Business Council Southwest (WBCS), www.wbcsouthwest.org
- Dallas/Fort Worth Minority Supplier Development Council (DFWMSDC), www.dfwmsdc.org

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Detailed information on all DFW Airport’s Business Diversity and Development programs and policies for minority and women-owned businesses may be found at www.dfwairport.com/bdd

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[Image of a group of people]
DFW Airport
2012
Workforce Diversity
The Diversity Leadership Council - established in 2007 - continues to foster diversity and inclusion across the Airport. The Council is comprised of a cross-section of senior leaders representing a variety of functions such as Information Technology Services, Commercial Development, Customer Service, Finance, and many others.

Their focus is to support the integration of diversity into business and organizational practices by:

- Responding to a growing and changing customer base
- Developing specialized marketing strategies
- Creating an inclusive workplace environment
- Targeting community partnerships
- Implementing supplier diversity initiatives

The Council supports the Airport’s Strategic Plan initiatives to ensure that DFW employees are engaged, healthy, inclusive and diverse while integrating inclusion practices that cultivate workforce diversity.

In 2012, the Council achieved three main goals:

- **Implemented the first Leadership in Diversity Award.**
  A criterion for the award was established in 2011. The council set about implementing the award in 2012 and generated great interest. Ultimately, the Council received 15 senior staff nominations and 22 other employee nominations.

- **Designed a new Supplier Diversity Award.**
  Following on the heels of the successful launch of the Leadership in Diversity Award, the council developed criteria and objectives for a Supplier Diversity Award. When the Supplier Diversity Award is implemented in 2013, DFW will have an opportunity to acknowledge business partners who exemplify the standards of diversity and inclusion that are so highly valued by DFW.

- **Provided Middle Eastern Cultural Awareness training**
  In 2012, DFW welcomed world class Emirates Airline to our Airport. To support this exciting milestone in attracting global carriers, the Diversity Leadership Council led the effort to provide Middle Eastern cultural awareness training for customer service employees and DFW’s concessionaire partners. The sessions were very well received with 96% percent of participants stating that they will be more effective by applying the training on the job.
2012 Leadership in Diversity Award

In 2012, DFW Airport introduced the Leadership in Diversity Award designed to recognize employees who demonstrate an outstanding commitment to diversity. Winners of this prestigious honor received a commemorative gift, lunch with the Executive Team, and a day off with pay.

The winners were nominated and selected for demonstrating an extraordinary dedication to diversity at DFW Airport and within the surrounding communities.

Armin Cruz, vice president of parking, received five separate nominations for this award. Armin is president-elect for DFW's Hispanic Employee Resource Group - HOLA - and has served in a leadership position with the Greater Dallas Hispanic Chamber of Commerce for several years. He also served as co-chair of the Economic and Employment Development Committee for the Airport Minority Advisory Council.

Megan Bozarth, senior consumer marketing manager, served as the president of DFW's Women's Initiative Network in 2011. In her marketing role, Megan is a champion of diverse ideas and opinions. She knows that differing opinions translate to a broader appeal to her audience. Megan demonstrates this belief by mentoring minority and women-owned businesses to achieve success as joint venture partners subcontracting with larger agencies.

Tiffini Miller, retail/office development and lease manager, has been an active member of the local chapter of Council of Real Estate Women (CREW) since 2001. Tiffini served on its Board in 2007 and 2008 and is currently the co-chair for the committee in charge of planning the 2013 CREW national convention to be held in Dallas. Through her involvement in CREW, Tiffini has participated in programs that partner with Girls Inc. and the Irma Rangel School to teach high school girls about careers in real estate.

Sonji Killyon, senior procurement contract administrator, models inclusion by fully participating in internal and external diversity events. Sonji has won awards given by minority associations such as the 2008 E-Award for Buying Entity of the year from the Dallas/Fort Worth Minority Business Council and 2009-2010 Volunteer of the Year Award from the Black Contractors Association.

Chris Noyola, public safety telecommunicator, is involved in DFW's public education outreach to educate Airport tenants on the unique challenges when contacting DPS for assistance. As a member of the Texas Public Education Team, Chris promotes training and education in the proper use of 9-1-1 emergency services. Chris actively supports DFW's diversity efforts, especially those sponsored by the Hispanic Employee Resource Group, HOLA.
Workforce Demographics

**Diversity Engagement Score.**
The Diversity Engagement Score comes from DFW Airport’s annual Engagement Survey, which is administered to all employees.

**Diversity Representation.**
Diversity Representation is the percentage of full-time Board employees who have self-identified as belonging to the Minority or Women category.

**Diversity Recruitment.**
Diversity Recruitment is the percentage of Minorities or Women who have been hired since the beginning of the Fiscal Year.

**Diversity Compliance Training.**
DFW Airport requires all supervisory staff to take the half day training called “Valuing Diversity: Managing a Harassment-Free & Respectful Work Environment.” Classes are held throughout the year.

Our Valuing Diversity Training Series ensures employee understanding of our deep commitment to diversity and demonstrates how diversity impacts our organization.

DFWs senior management team is comprised of 51% minorities and women.

**AchEvements FY12**

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<thead>
<tr>
<th>Minority</th>
<th>Women</th>
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<tr>
<td>83%</td>
<td>83%</td>
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**Diversity Engagement Score**

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<td>44%</td>
<td>32%</td>
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**Diversity Representation**

<table>
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<td>66%</td>
<td>42%</td>
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**Diversity Recruitment**

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<td>95%</td>
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**Diversity Compliance Training**

2012 Diversity Report
Women’s Initiative Network

The Women’s Initiative Network (WIN) is a growing community of women leaders, all graduates of the progressive Circles peer-mentoring program. WIN offers DFW women professional development, community outreach and networking.

WIN hosted their eighth annual Women’s Conference with more than 500 attendees. DFW’s dedication to supporting the professional development of DFW women is evidenced by the excellent speakers brought in every year. For 2012, award-winning and renowned performer and playwright Dr. Venus Opal Reese shared the story of her journey from poverty to success.

Additional highlights of WIN’s activities include:

• Provided educational webinars, financial workshops and networking luncheons
• Collaborated with other DFW ERG’s to hold a school supply drive
• Partnered with DFW’s LiveWell Program to bring a mobile mammogram service for DFW women
• Released a bound collection of letters written by DFW women entitled, “Words of Wisdom”
• Attended a Dallas City Hall ceremony commemorating the anniversary of the 19th Amendment
Hispanic Outreach by Leaders in Action

Hispanic Outreach by Leaders in Action (HOLA) consists of 22 Hispanic leaders from across the Airport and provides Hispanic employees with networking events throughout the year.

In 2012 HOLA:

- Held a Hispanic Heritage Month celebration open to all DFW employees
- For the Society of Hispanic Professional Engineers National Conference HOLA provided a tour of DFW to engineering students, held a recruiting booth and offered volunteer services for pre-college students
- Supported “Parents Step Ahead” with a donation of supplies for their annual gala
- Teamed up with other Airport ERGs to hold a school supply drive benefiting Pearls of Hope and HOPE Farms, Inc
- Provided a Zumba workshop which combines aerobics with Latin dance moves
African Americans Collaborating Towards Outreach, Inclusion and Networking

African Americans Collaborating Towards Outreach, Inclusion and Networking (AACTION) actively provided networking and professional development opportunities for all Black/African American DFW employees.

In 2012 AACTION:

• Kicked off the year with a Black History Month celebration open to all DFW employees
• Managed DFW’s school supply drive with the support of DFW’s other ERGs and collected a record number of 845 pounds of school supplies benefiting Pearls of Hope and HOPE Farms, Inc
• Provided members with networking golf lessons
• Partnered with The Paradies Shop to host the Jethro Pugh Golf tournament and raised over $60,000 for local student scholarships
• Professional development programs included seminars on “The Five Dysfunctions of a Team” and “Now Discover Your Strengths”

Leading Excellence in Asian American Development

Leading Excellence in Asian American Development (LEAAD) completed their second year as an Airport ERG.

In 2012 LEAAD:

• Supported multiple DFW and ERG sponsored community outreach events such as DFW’s school supply drive
• Two LEAAD members graduated from the elite GDAACC - Leadership Tomorrow Program, which develops and enhances the leadership skills of emerging North Texas Asian American professionals
• Widespread professional development for Asian American employees included a seminar on “Leveraging Your Own Uniqueness”
• Worked with DFW’s Air Service Development to aid in the Airport’s expansion efforts into the Asian market
Gen-Y

More and more attention is being paid to the largest generation since the Baby Boomers: Generation Y. To connect with this growing force in the workplace, DFW assembled fourteen of DFW’s Gen-Y employees to participate in a peer-mentoring program based on the successful Circles program model used for DFW’s Women Initiative Network. The Gen-Y group developed and delivered unique and innovative team presentations on topics such as Personal Branding, Effective Delegation, and Influencing and Buy-in.

Retiree Network

Although DFW’s retirees remain connected to the Airport in spirit, many expressed a desire for a structured link to DFW. So in 2012, we initiated the Retiree Network. Over 200 retirees responded, and the first meeting was held in August. CEO Jeff Fegan presented a state of the Airport address. Important communication about the Airport is now disseminated to the Retiree Network on a regular basis. Among the group’s future goals is a coordinated effort to preserve DFW’s heritage.
Recognized nationally and regionally for its commitment to disadvantaged minority and women-owned businesses, DFW Airport and its team members received many prestigious awards during 2011 and 2012.

**Achievement of Excellence in Procurement Award**
National Procurement Institute

**Buyer of the Year Award**
American Indian Chamber of Commerce of Texas

**Buy Those That Buy Us Best Practices Award**
DFW Minority Supplier Development Council

**Constellation Award**
Asian American Contractors Association

**E-Awards Public Sector Agency of the Year Award**
DFW Minority Supplier Development Council

**Owner of the Year: R/OCIP Safety Training Program**
Engineering News Record

**Public Sector Agency of the Year Award**
DFW Minority Supplier Development Council

**Vanguard Award**
Regional Hispanic Contractor Association
Community Partnerships

All in this Together

As the economic engine for all of North Texas, DFW’s integrated approach to diversity and inclusion includes outreach to organizations all over the region. DFW proudly presents the logos of the valued organizations that help us in our efforts to build an Airport that mirrors the customers and communities we serve.
Proud Sponsor of ACCESS 2012
Dallas/Fort Worth International Airport
Powered by the diversity of our people.

Dallas/Fort Worth International Airport
proudly supports the Greater Dallas Hispanic Chamber of Commerce Quality Excellence Awards Gala. Here’s to building many more great achievements together.

Dallas/Fort Worth International Airport
proudly supports the 5th Annual Luna Awards & RHCA Women's Business Conference.
Here’s to building many more great achievements together.