

This month we celebrate one year since the approval of the ACC Diversity, Equity, and Inclusion (DEI) Framework. The framework outlines ACC's mission, vision, and values relating to building a more inclusive and welcoming organization. It is vital for us to create an environment that welcomes diverse perspectives and opportunities for participation and leadership development.

There has been a lot of work and progress in moving forward with the DEI Framework:

- The ACC DEI Task Force worked to develop a comprehensive list of recommendations and an action plan to implement the framework, which was approved by the Board of Directors in October 2023. This plan focuses on:
 - Training and developing ACC board members and leaders.
 - Identifying and communicating best practices for companies wanting to establish and measure DEI programs.
 - Providing tactics for companies to recruit, retain, and provide leadership opportunities for under-represented populations.
 - Connecting MWBE companies with potential partners and providing opportunities for capacity development.
- The ACC Board of Directors is undertaking its own Inclusion Roadmap, outlining goals to increase engagement with new members and attendees at events, developing a code of conduct and reporting mechanisms, and ensuring ACC's policies and programs are as inclusive and accessible as possible.
- The board also approved an ACC Workforce Policy that sets expectations on organization and hiring practices.
- ACC has begun to capture and track key demographic information of the board and leadership to ensure opportunities are available for all.

We are still at the beginning of a long-term, sustained effort to implement the DEI Framework, but tangible progress is being made and results will follow. ACC continues to lead the airport development industry by incorporating DEI perspectives into our professional skills, products, and services, and to better partner with airports and their communities.

The ACC staff and board have advanced these initiatives to make it encouraging, valuable, and easier for ACC member companies to get involved and lead the way in this exciting time in our industry. As our industry and membership have evolved over ACC's 45 years, you will soon be hearing about how the board and staff have responded by revisiting and improving our Mission and Vision statements to better represent the expanding perspectives of ACC member companies.

We welcome your perspectives and questions you may have. I will be joining the ACC Board of Directors at the Airport Planning Design and Construction Symposium in Salt Lake City from March 5-7, 2024, and I look forward to seeing you there!

Damon Smith
ACC Board Chair
Mead & Hunt

