



AMERICAS COMPETITIVENESS EXCHANGE

AUGUST 2, 2021

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DENVER INTERNATIONAL AIRPORT



PRESENTATION OUTLINE

- DEN Values
- Citywide and DEN Equity Goals
- The Commerce Hub
 - Certified Small Businesses
 - Airport Concession Disadvantaged Business Enterprises
- Workforce Initiatives

- Inclusion
- Sustainability
- Integrity
- Stewardship
- Innovation
- Humanity



CITYWIDE EQUITY GOALS



- The Mayor's Office of Social Equity & Innovation has devised four goals to drive citywide work:

GOAL 1: Denver will be an **inclusive employer** where city staff are valued, supported, and given the tools to advance social equity, race, and social justice.

GOAL 2: Denver will be an inclusive city that integrates social equity, race, and social justice into **policies, practices, programs, and budgetary decisions to create equitable outcomes.**

GOAL 3: Denver will be an inclusive government that **effectively engages the community to create equitable outcomes.**

GOAL 4: Denver will **use nationally recognized research and data-driven practices** to support the city's progress toward social equity, race, and social justice.

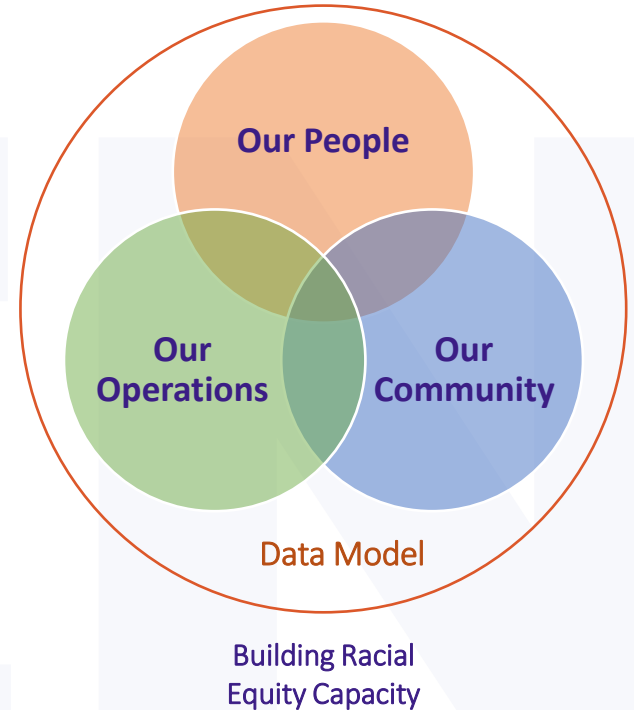
OVERVIEW OF THE DEN EQUITY GOALS



OUR PEOPLE: Reinforce and **expand the capability of DEN leaders to ensure DEN is a diverse and inclusive workplace,** meeting the needs of employees, global customers and citizens, both now and in the future.

OUR OPERATIONS: Foster social innovation by incorporating **equitable policies, processes and practices across the airport** that promote inclusion for our customer groups.

OUR COMMUNITY: Establish, strengthen and promote **key community partnerships** to advance the City's equity goals.



- The Commerce Hub has three main objectives/goals:
 1. A champion for small, minority and women owned business by advocating for greater contracting opportunities and capacity building
 2. Offer and improve one on one technical assistance and networking opportunities for certified firms
 3. Create a more robust community engagement program to openly discuss DEN's policies, innovations, successes, and challenges related to certified participation
Community is a major focus to connect with certified small business community

CERTIFIED SMALL BUSINESSES



- Minority and Women Owned Business Enterprises are the core of operations at DEN
- In 2020, DEN paid over \$145 million to certified small businesses in areas of Construction, Goods and Services, and Professional Services
- Over the past five years, over 500 certified small businesses have worked at DEN
- DEN uses the City's Disparity Study to determine utilization of MWBE companies in procurement opportunities

ACDBE - DEFINITION



- Airport Concessions Disadvantaged Business Enterprise or (ACDBE)
- Federally mandated program by the Federal Aviation Administration (FAA)
- Sets goals for certified ACDBE company participation in airport concession
- FAA resets DEN's goals every three years based on a disparity study
- ACDBE Objectives:
 - To ensure non-discrimination
 - To help remove barriers to entry for minority- and women-owned businesses
 - To create a level playing field
- DEN is committed to ensure that our ACDBE firms are afforded access to equitable and meaningful participation on airport opportunities

- Aviation Tours & Workshops
 - Ages 7 – graduate/college
- Adopt-A-School
- DEN Academy
 - 11 – 15-year-old
- Job Shadowing & Corporate Work Study Programs
 - 14 – 18-year-old
- Intern Programs
 - College students preparing to hire

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