An aerial photograph of an airport is shown, with a large blue rectangular overlay in the upper half. The overlay contains white text for a webinar. The background shows runways, taxiways, parking lots, and airport buildings.

Systemic Inequality in the Airport Industry—Exploring the Racial Divide

Wednesday, September 27, 2023
2:00 PM – 3:30 PM

Today's Learning Objectives

- **Develop a shared understanding of systemic inequality and explore the economic, social, moral, and risk impacts of racism in aviation industry**
- **Takeaway key insights from the ACRP event**
- **Use strategies to collectively transform the aviation industry into one that is more equal and inclusive**

American Association of Airport Executives (AAAE)

**1.0 Continuing Education Units (CEUs)
are available to Accredited Airport
Executives (A.A.E.)**

**Report your CEUs:
www.aaae.org/ceu**

AICP Credit Information

1.5 American Institute of Certified Planners Certification Maintenance Credits

You must attend the entire webinar

**Log into the American Planning Association
website to claim your credits**

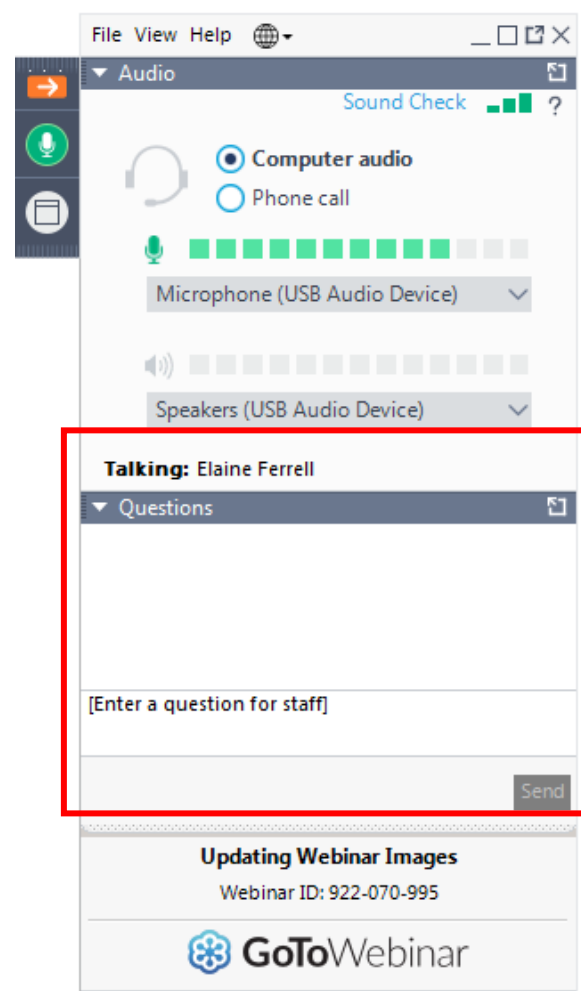
Contact AICP, not TRB, with questions

Questions and Answers

Please type your questions into your webinar control panel

We will read your questions out loud, and answer as many as time allows

#TRBwebinar



Amber Woodburn McNair

Ohio State University

- Assistant Professor of City and Regional Planning in the Knowlton School at OSU
- Affiliated position with OSU's Center for Aviation Studies
- Collaborating with HMMH and Thrivance on ACRP report
- Rapporteur during systemic inequality insight event April 2022

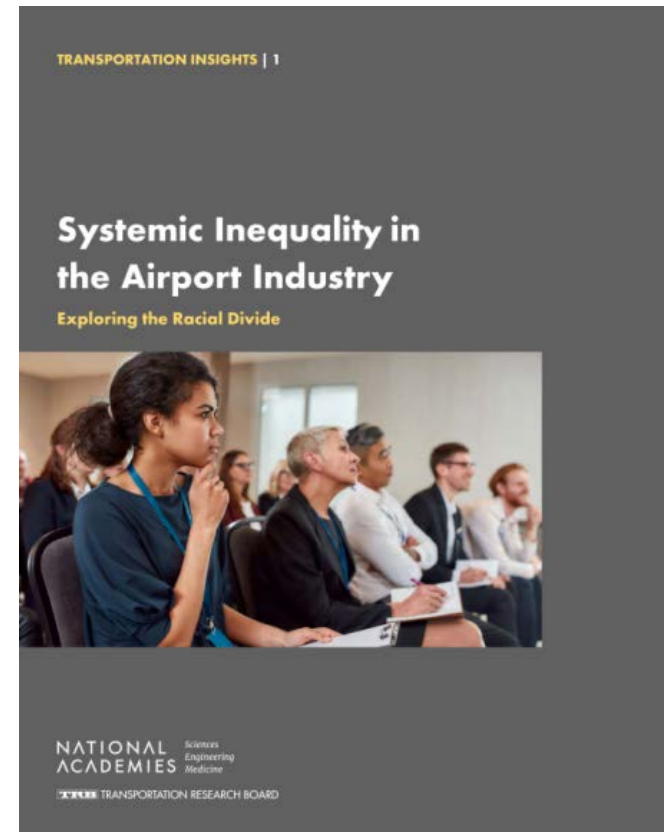


ACRP Insight Event – April 12-13, 2022

Systemic Inequality in the Airport Industry

Exploring the Racial Divide

- The event identified common manifestations of systemic inequality in an airport setting and the unique challenges airports face as they strive to be more diverse, equitable, and inclusive.



Today's Speakers



Breann Preston

Breann.Preston@portofportland.com

Port of Portland



Eboni Wimbush

ewimbush@amac-org.com

Airport Minority Advisory Council (AMAC)



Yvette Rose

foundation@aeroclub.org

Aero Club Foundation of Washington

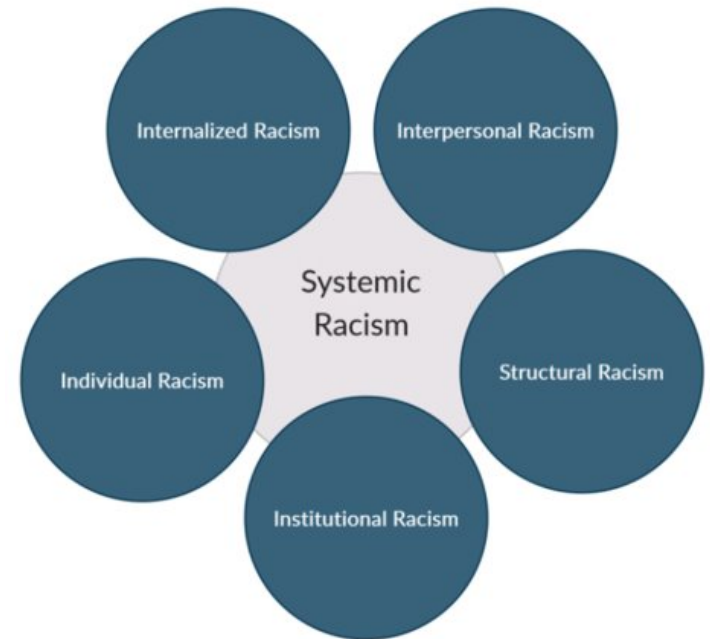
ACRP Webinar Systematic Inequality in the Airport Industry – Exploring the Racial Divide

Economic Impacts of Systemic Inequality

Breann Preston,
Economic Research Consultant,
Port of Portland

Defining Systemic Inequality

Structural inequities are the personal, interpersonal, institutional, and systemic drivers—such as, racism, sexism, classism, able-ism, xenophobia, and homophobia—that make those identities salient to the fair distribution of opportunities and outcomes.



Source: National Academies of Sciences, Engineering, and Medicine. 2017. *Communities in Action: Pathways to Health Equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24624>.

Image source: Fair Fight Initiative

Types of Systemic Inequality

- Racial Inequality
- Ethnic Inequality
- Gender Inequality
- Disability Inequality
- Age Inequality
- Religious Inequality
- Geographic Inequality

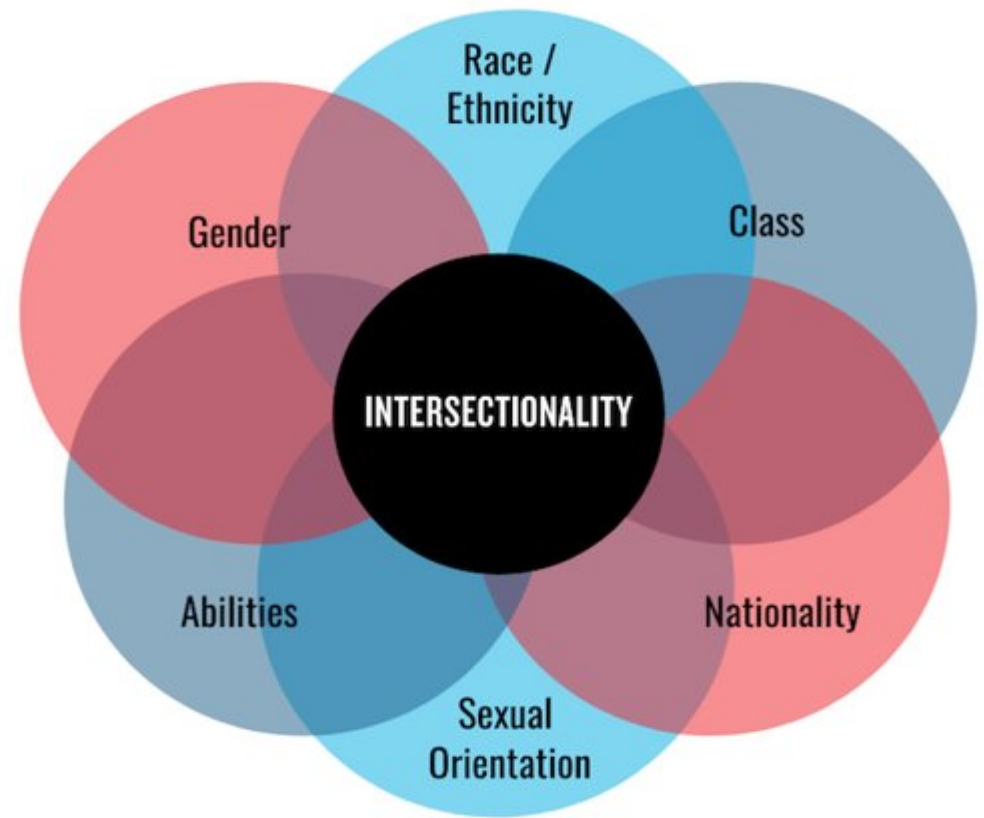
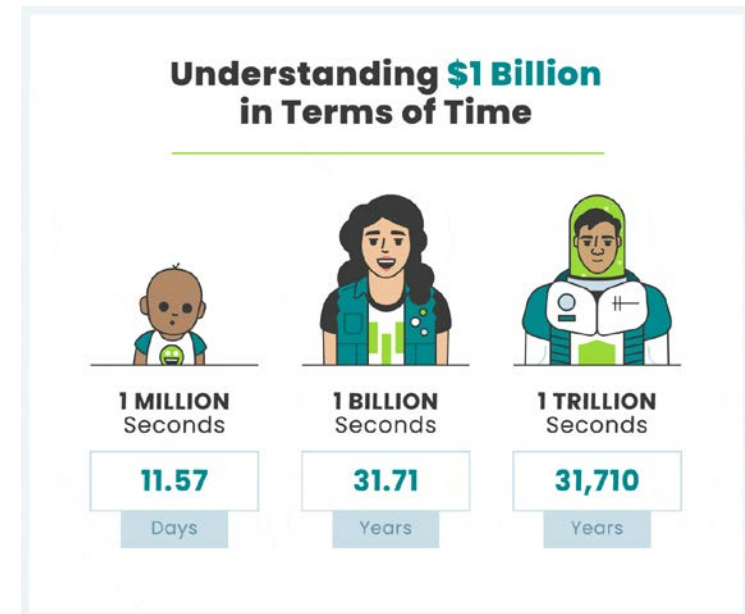


Image: First Book

Racial Disparities

A 2020 Citi GPS report estimates \$16 trillion in GDP lost due to Black Inequality in the United States in the last 20 years.

Closing these gaps would add \$5 Trillion GDP over 5 years.

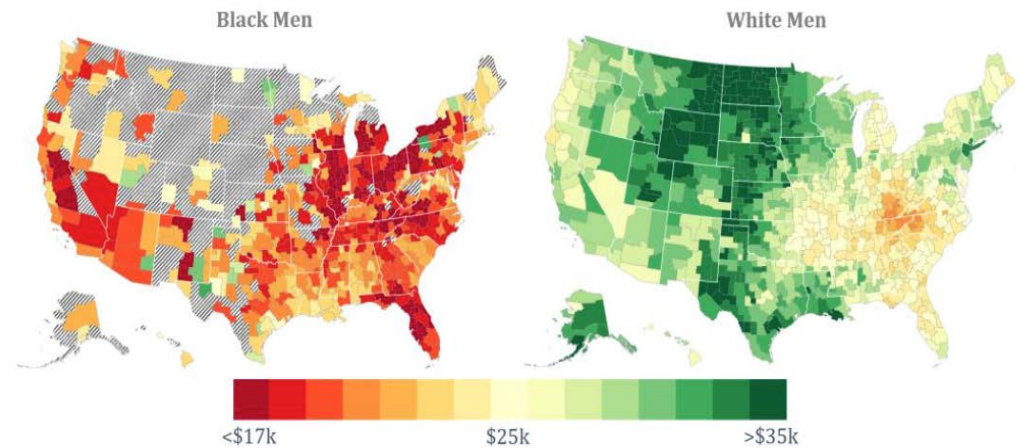


Source: Citi GPS report 2020
Image Source: Annuity.org

Racial Disparities

In 99% of neighborhoods in the United States, black boys earn less in adulthood than white boys who grow up in families with comparable income.

Average Incomes for Black and White Men who Grow up in Low-Income (25th Percentile) Families



Source: Opportunity Insights

Racial Disparities

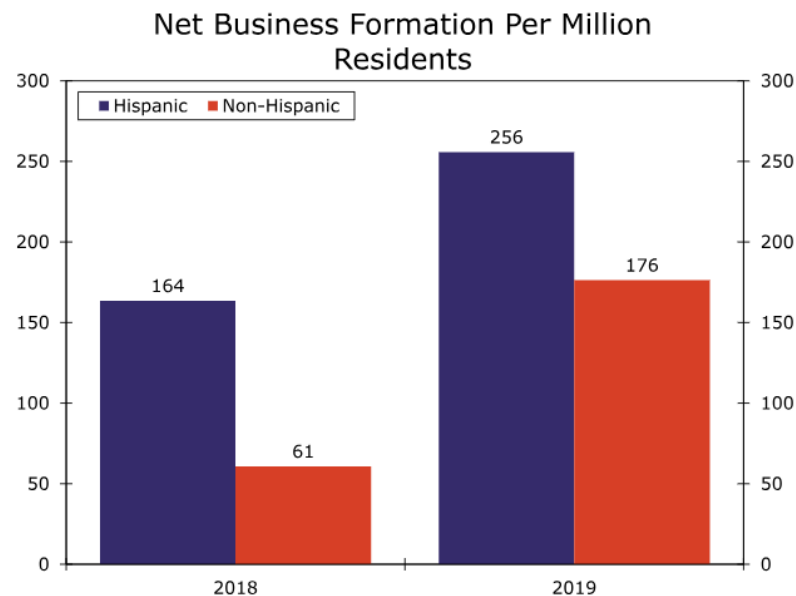
- Black business owners start businesses with half the capital of White business owners, and firms that start with more capital have higher survival rates.
- No metro area in the U.S. has a share of Black-owned employer firms that matches or exceeds the Black population in the area.
- Black business owners were 12x wealthier than their peers.

Source: The tapestry of black business ownership in America AEO 2017 ; Brookings Black-owned businesses in U.S. cities 2022; The tapestry of black business ownership in America AEO 2017

Racial Disparities

→ Latinos account for 18.4 percent of the U.S. population, they only make up about 6 percent of employer firms and 14 percent of nonemployer firms. Closing this would business related gaps would:

- Create 735,000 new businesses,
- Add 6.6 million new jobs, and
- Generate \$2.3 trillion more in annual revenue.

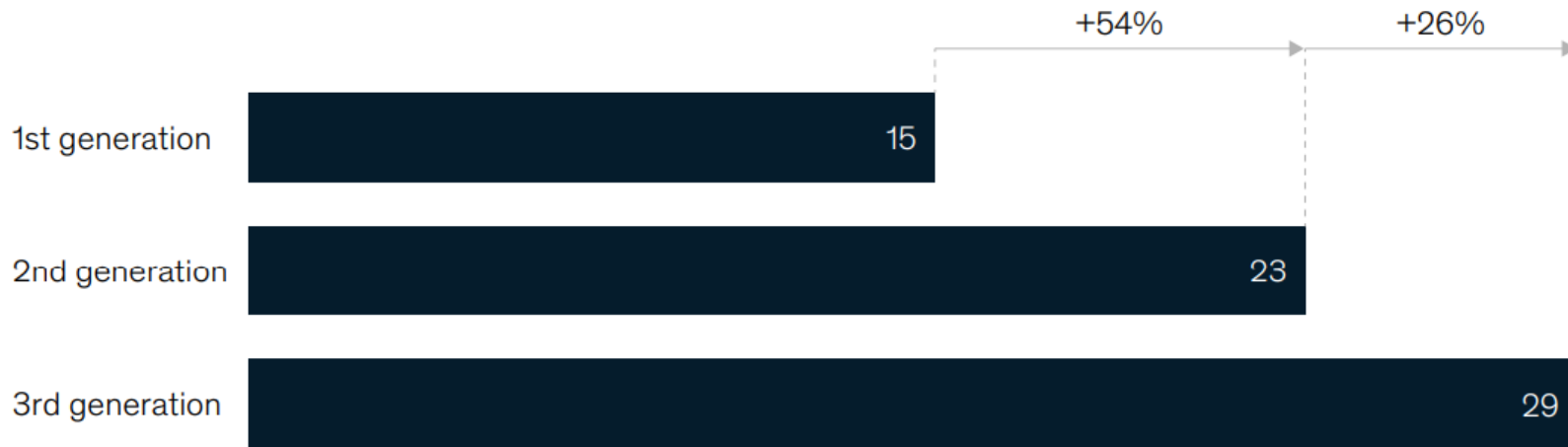


Source: U.S. Department of Commerce and Wells Fargo Economics

Source: McKinsey & Company, The economic state of Latinos in America; Wells Fargo Bridging the Gap September 2023

Racial Disparities

Median value of net worth for individual Latinos in the United States, by generation, \$ thousands



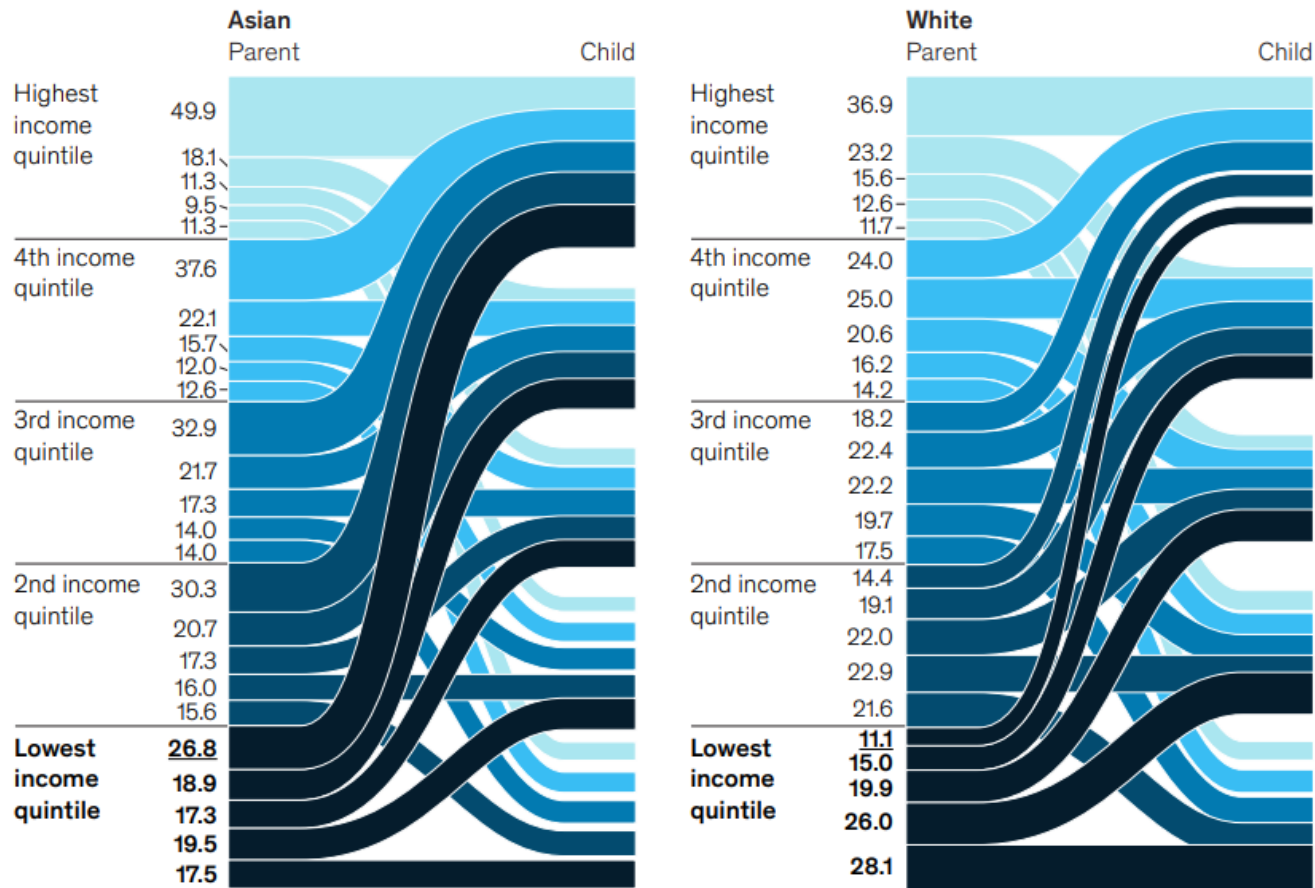
¹Sum of bank accounts inside or outside the United States; retirement accounts; certificates of deposits and bonds; investments in stocks, mutual funds, and exchange-traded funds (ETFs); life insurance; homes inside or outside the United States; vehicles inside or outside the United States; and inheritance.

²Sum of personal loans, student loans, mortgages, auto loans, credit card debt, payday loans, and other loans.

Source: McKinsey Consumer Survey, August 2021 (n = 4,000); McKinsey Global Institute and McKinsey Institute for Latino Economic Mobility analysis

Asian Complexity

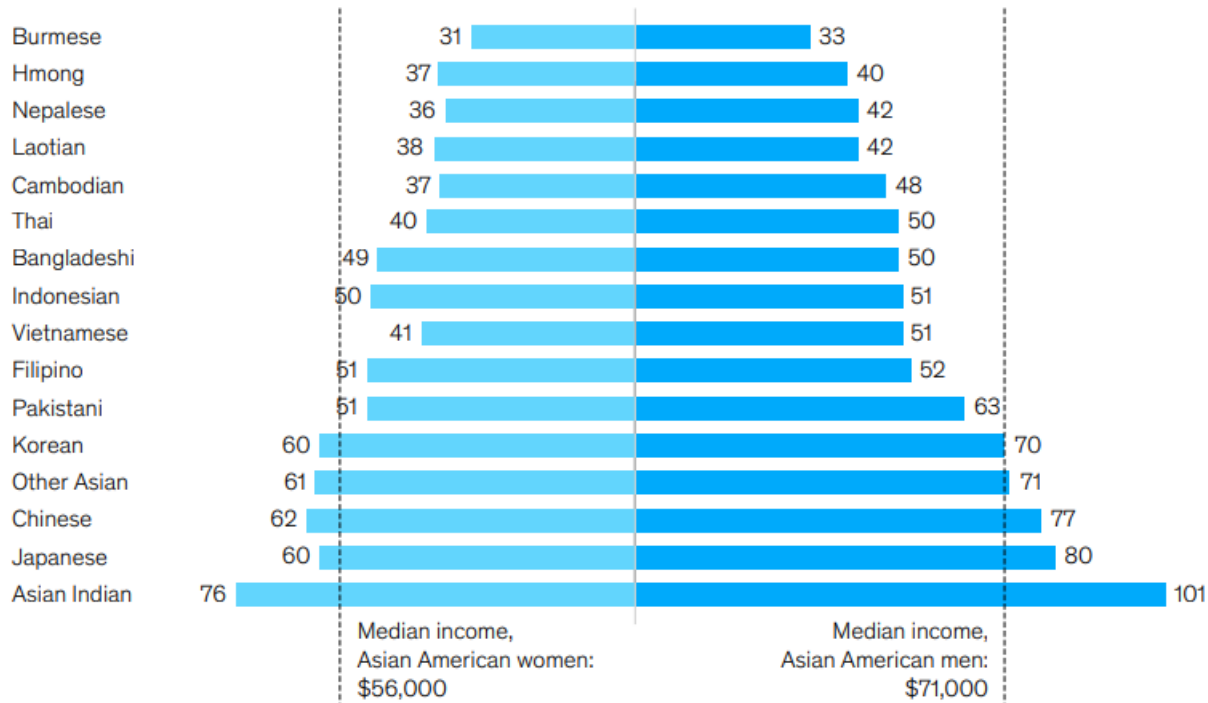
Adult children of parents by income quintile,¹ distribution by income, %



Source: McKinsey Analysis of Opportunity Insights in Asian American Workers released September 2022

Asian Complexity

Median income by Asian ethnic group and gender, \$ thousands

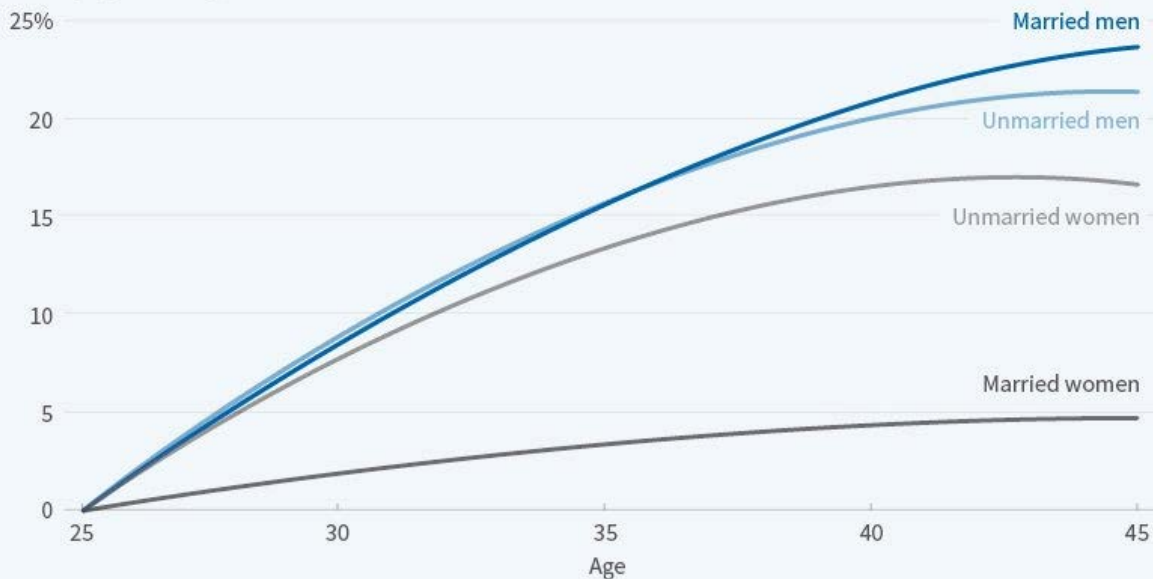


Source: McKinsey Analysis of Opportunity Insights in Asian American Workers released September 2022

Gender Disparities

College-Educated Workers' Wage Gains from Job Change

Earnings growth by gender and marital status from establishment switches



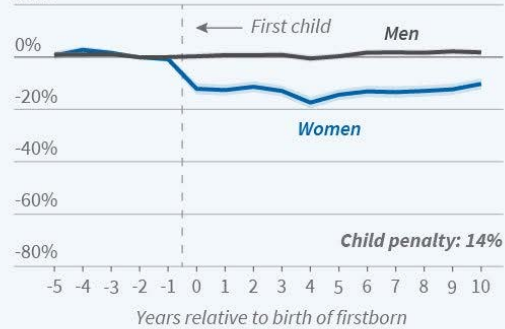
Source: Researchers' calculations using data from the Longitudinal Employer-Household Dynamics database and the 2000 Decennial Census of Population

Sources: Barth Et. Al, The Dynamics of Gender Earnings Differentials: Evidence from Establishment Data, 2017, NBER

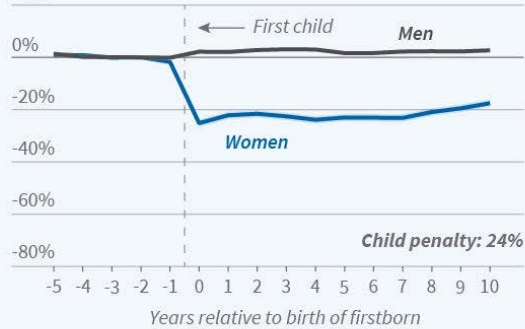
Gender Disparities

Child Penalties in Employment across US States

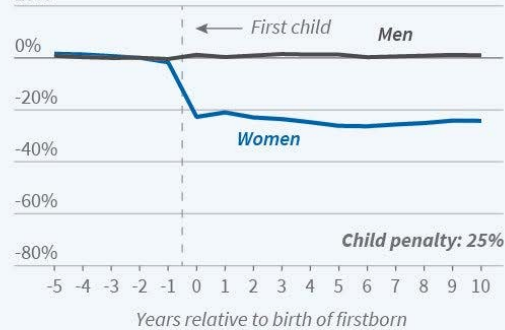
North Dakota
20%



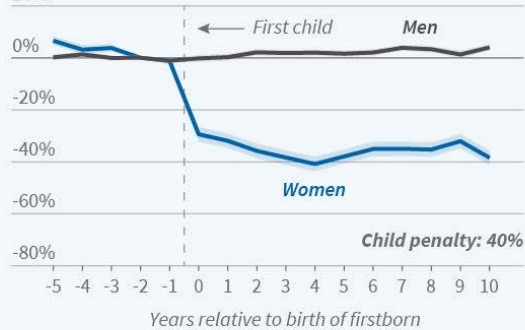
Texas
20%



California
20%



Utah
20%



Shaded areas are 95% confidence intervals
Source: Kleven H. NBER Working Paper 30176

Sources: Kleven, Child Penalties and Gender Inequality, NBER 2022

Findings on Rising Tides

→ During the past 50 years, the annual Black unemployment rate has often exceeded 10%, while even during the worst economic downturns, the annual white unemployment rate has never exceeded 10%.

→ Around 6-8% of Americans cannot be helped by economic boons & unemployment rates of 4-5% are needed to improve conditions amongst less advantaged workers.

→ Between 2004 – 2013 Charlotte, NC grew by 2.6% on average, but had one of the countries lowest economic mobility rates. Economic growth does not guarantee better outcome for local children.

Sources: EPI ,Understanding Black- white disparities 2022; Richard Freeman A rising tide...? 2001; Opportunity Insights

Key Points

1. **Systemic Inequality has large economic impacts**
2. **Systemic Inequality is pervasive and persistent**
3. **Inequality exists locally, nationally, & globally**
4. **Inequality is a political choice, not an inevitability***

*source: World Inequality Report 2018, see works of Thomas Piketty for additional analysis

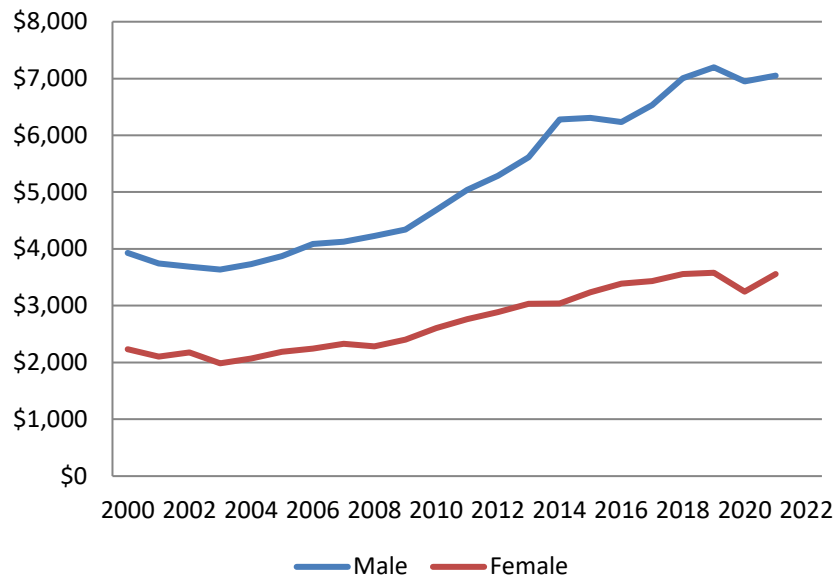
Airport Impacts

- Reduced leisure & Business travel demand
- Less business competition
- Missing tax benefits
- Unequitable workforce patterns
- Reduced revenues

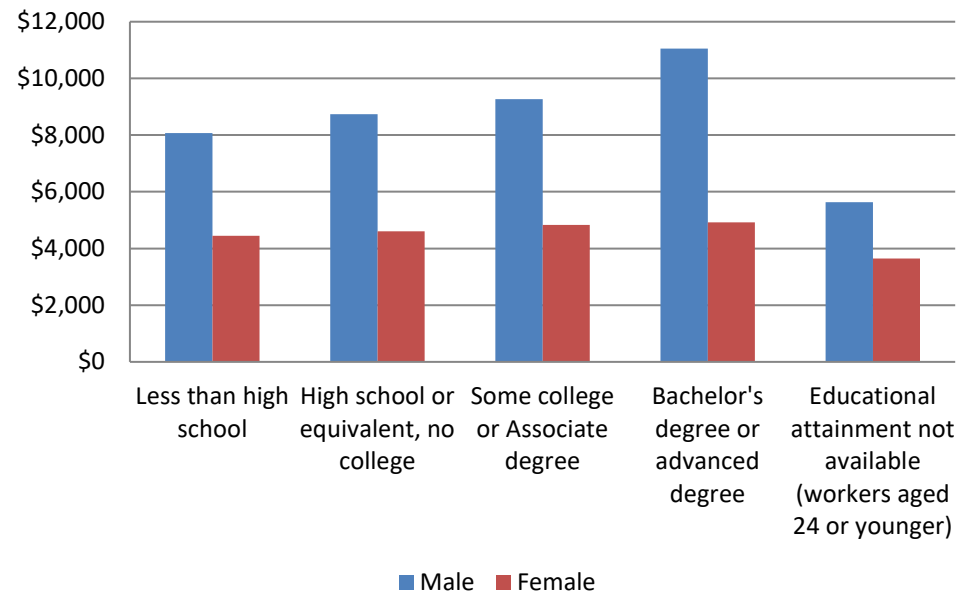


Aviation Industry

Oregon Aviation Wages by Gender



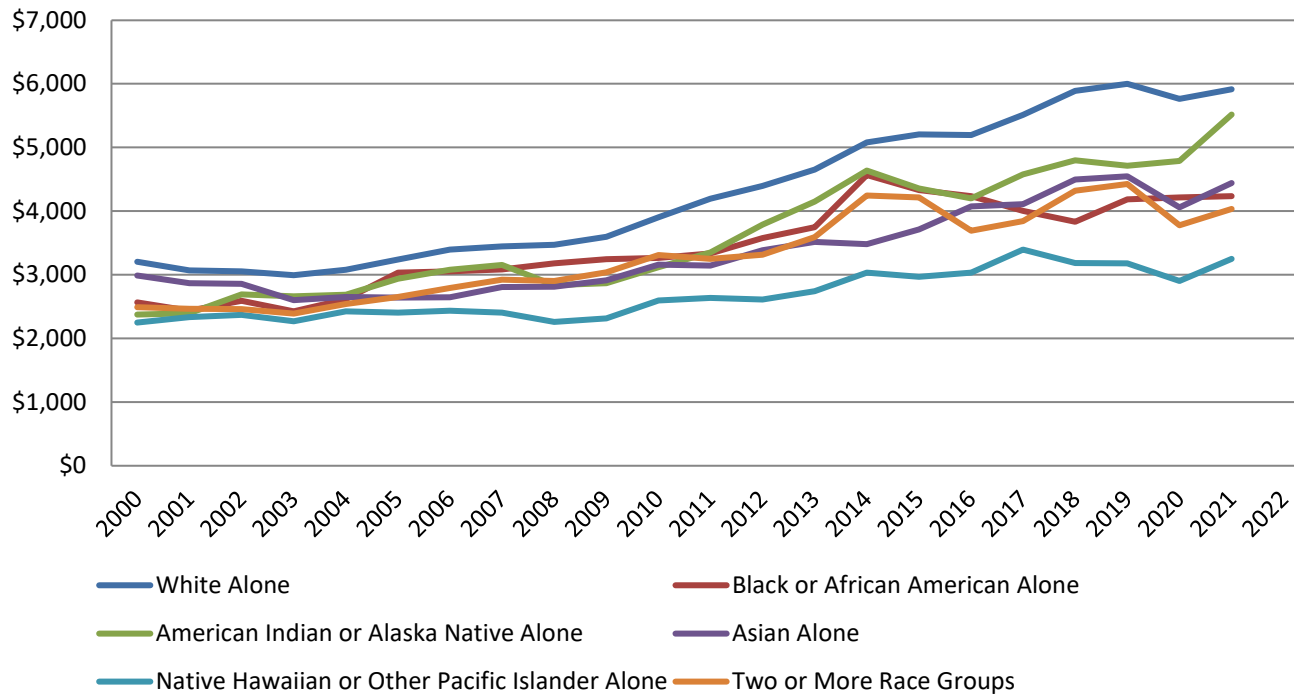
Oregon Aviation By Education & Gender



Source: QWI data

Aviation Industry

Oregon Aviation Wages by Race



Source: QWI data

Airport Workforce

Description	Median Annual Earnings	2022 Jobs	Males	Female	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Hispanic or Latino
Airline Pilots, Copilots, and Flight Engineers	\$202,180	93,181	86,783	6,398	77,082	3,762	234	2,465	257	2,057	7,325
Commercial Pilots	\$99,640	47,492	44,034	3,457	40,430	1,123	179	946	95	820	3,899
Air Traffic Controllers	\$129,750	23,693	19,149	4,544	15,213	3,012	152	609	125	1,595	2,987
Airfield Operations Specialists	\$47,881	15,223	11,139	4,084	9,284	1,895	48	716	223	619	2,438
Flight Attendants	\$61,640	111,230	25,549	85,681	63,804	18,996	189	9,473	983	2,946	14,839

Source: Lightcast data set 2023.2

FOR ADDITIONAL INFORMATION

Helpful Resources

LEHD (Longitudinal Employer-Household Dynamics)

→ QWI Explorer

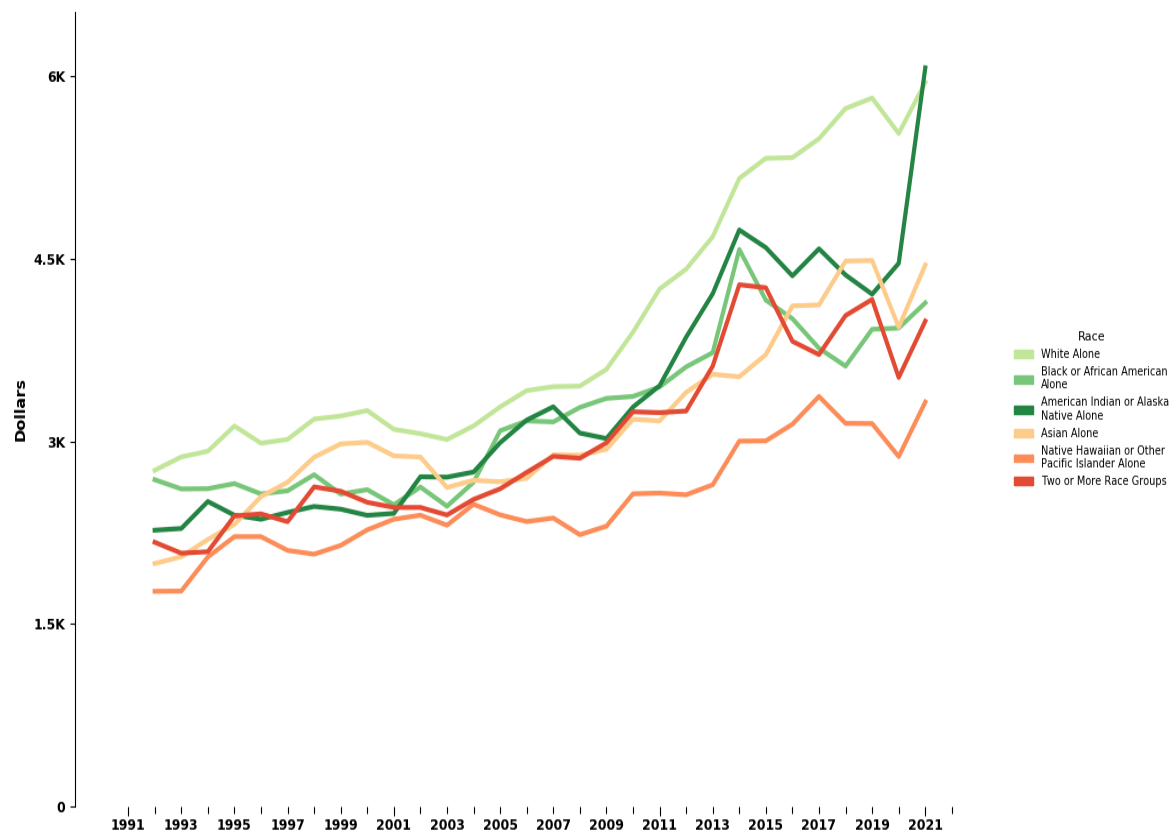
- <https://qwiexplorer.ces.census.gov/>

→ OnTheMap

- <https://onthemap.ces.census.gov/>

→ J2J Explorer

- <https://j2jexplorer.ces.census.gov/>



Equity Data

- National Equity Atlas
 - <https://nationalequityatlas.org/indicators>
- Opportunity Insights
 - <https://opportunityinsights.org/>
- Urban Institute (Upward Mobility Framework)
 - <https://upward-mobility.urban.org/mobility-metrics-framework>
- State of Black America (National Urban League)
 - <https://nul.org/state-of-black-america>
- Brookings
 - <https://www.brookings.edu/topics/race-in-american-public-policy/>

Community Data

→ EJScreen

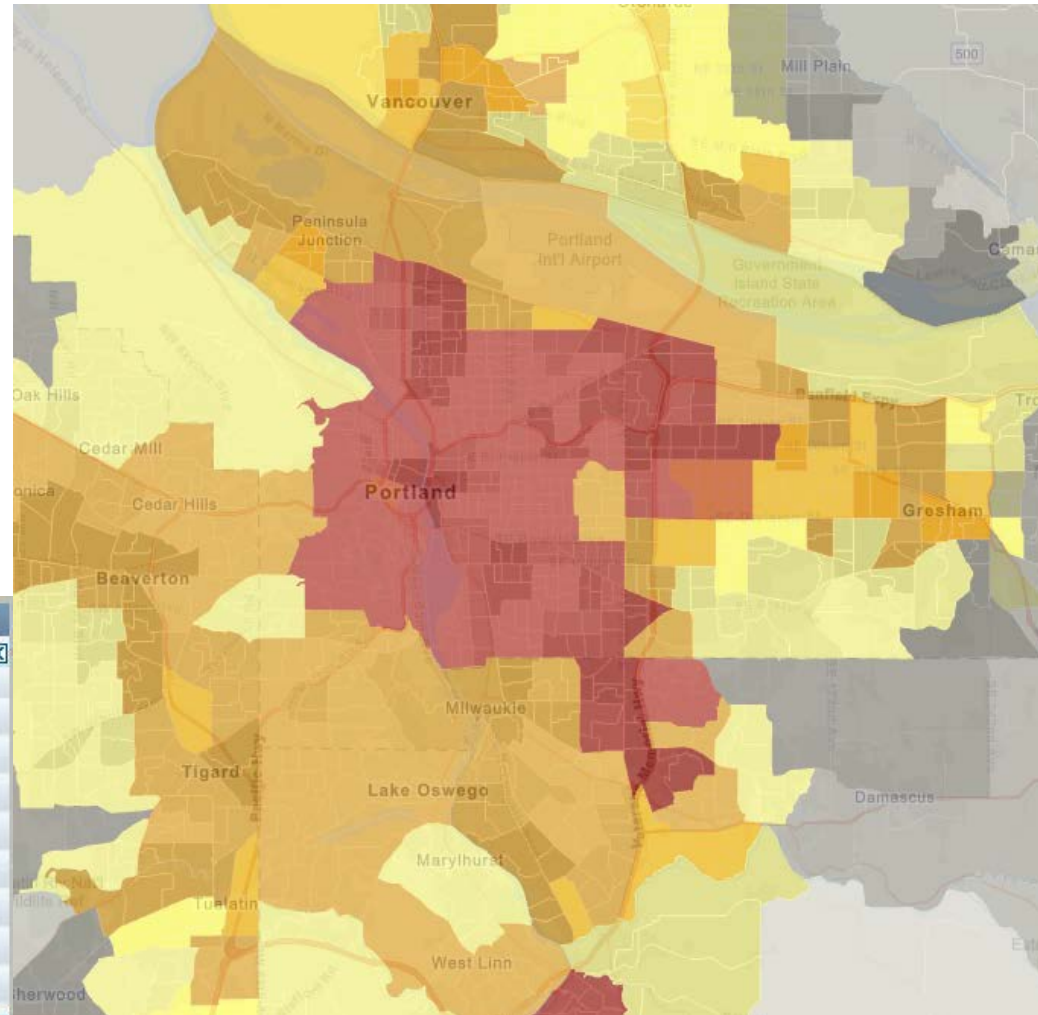
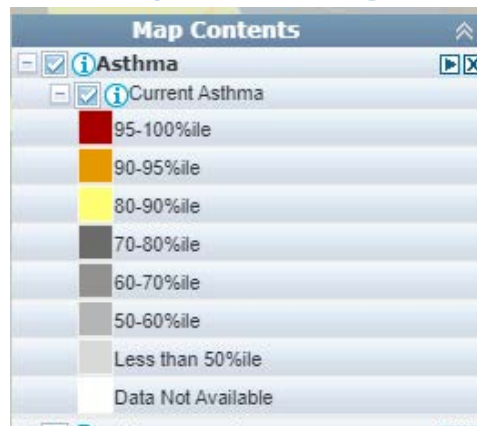
- <https://ejscreen.epa.gov/mapper/>

→ ACS (American Community Survey)

- <https://data.census.gov/>

→ IPUMs (ACS microdata)

- <https://www.ipums.org/>



Report links

- McKinsey & Company
 - [Asian American workers](#)
 - [Latinos in America](#)
- Citi GPS
 - <https://ir.citi.com>
- Federal Reserve Small Business Credit
 - <https://www.newyorkfed.org/>
- Brookings Black Business Series
 - <https://www.brookings.edu>
 - <https://www.brookings.edu/articles/devaluation-of-assets-in-black-neighborhoods/>
- [AEO Report](#)
- [Congressional Black Caucus Foundation Report](#)

Contact Information



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Breann.Preston@portofportland.com

Eboni Wimbush

- President & CEO of AMAC
- Advisory Committee Member on Transportation Equity for the USDOT
- AMAC is only national non-profit trade association dedicated to advancing the full participation of women & minorities in contracting and employment
- AMAC leads ACRP 01-51: Improving Airport Organizational Practices to Enhance ACDBE/DBE Participation & ACRP 06-09: Equitable Workforce Outcomes: A Study of Women and Minority Representation at Airports

ACRP Webinar Systematic Inequality in the Airport Industry – Exploring the Racial Divide

Social & Business Impacts of Systemic Inequality Plus Strategies to Transform the Industry

**Eboni Wimbush,
President & CEO,
Airport Minority Advisory Council**

Defining Diversity, Equity, Inclusion

Diversity: The unique traits that individuals possess.

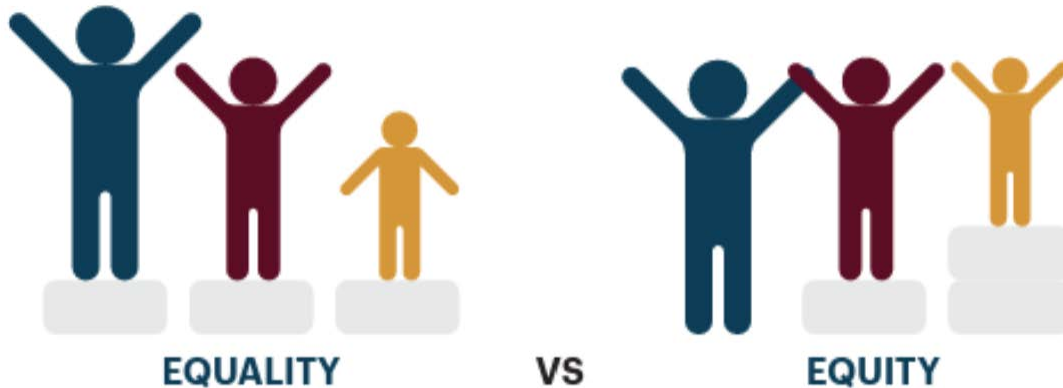
- Inherent diversity: *race, ethnicity, gender, age, sexual orientation, disability.*
- Acquired diversity: *diversity of thought, social skills, language, cross-cultural communications, etc.*

Equity: *Focuses on the outcome of 'fair treatment'.*

- Ensuring the norms, practices, and policies in place are impartial and fair for all.
- Addresses the accommodations required to achieve a fair outcome.
- Recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances

Defining Diversity, Equity, Inclusion

Equality: Whereas equality means providing the same to all



Equity: The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

Defining Diversity, Equity, Inclusion

Inclusion: A state in which all individuals feel:

- Valued for their differences
- Empowered to participate and contribute freely
- Sense of belonging



Social Impacts – Reflections

- Navigates the workplace as a person with multitude of identities (including those related to her religious beliefs and her family identity).
- Colleagues and superiors would not use her given name and made comments about the difficulty of pronouncing her name which stripped her identity for their own convenience.
- Pressure to assimilate and acculturate affecting confidence and ability to speak out early in her career.
- Personal burdens and emotional labor associated with being the first or the only minority in a workplace.

Social Impacts

→ ***Psychological Safety***: The feeling of being able to act, speak up, take risks, and be yourself without the fear of facing negative consequences in one's career and everyday life.



Social Impacts – Some Unique Employment Challenges

- Access to opportunities.
- Biases and microaggressions.
- Limited access to established networks.
- Limited developmental relationships.
- Sexism.
- “Incumbent Standard”.

Social Impacts – Network Implication Example

→ A Payscale study found that a third of workers received some type of employee referral for their current job, yet men of color are 26 percent less likely than white men to receive referrals.

→ **Referral Impacts:**

- Employee's relationship with their manager.
- Work engagement and satisfaction with their employer.

→ **Which can influence:**

- Performance reviews.
- Promotions.
- Pay increases.

Source: Payscale: Racial Wealth Gap for Men, May 2019

Strategies to Transform Aviation Industry

- Publicly advertise company diversity statement.
 - Embed equity in your strategic plan
- Implement employee resource (ERP) or affinity groups.
- Acknowledge/celebrate national diversity months/ holidays
- Expand recruitments and implemented targeted strategies.
 - Historical Black Colleges & University
 - Trade Associations with diverse members
- Institute diverse hiring panels.
- Provide ongoing training to managers
 - Embed inclusivity measures into performance reviews
- Leverage tools and resources available including ACRP
- Monitor Data

Workforce DEI Metrics

Data Types	Examples:
New Hire Data	Recruitment data “My manager invested time to get to know me.”
Engagement Data	“My coworkers care about me as a person.”
Demographic Data	Leadership composition by gender.
Employment Data	Number of promotions by demographic. Lifecycle data
Training & Conference Participation Data	Participation rates by demographic
Exit Data	Turnover rate by demographic

Source: Citi GPS report 2020

Image Source: Annuity.org

Business Impacts – Reflections

➔ Terminology used to convey regulations diminishes the seriousness that the regulations warrant. For example, the Buy America Law (or Regulation) is not commonly referred to as the “Buy America Program.” In contrast, support systems for a Disadvantaged Business Enterprise (DBE) are commonly referred to as DBE “programs” instead of DBE “regulations.” She argued that the term “program” connotes being charitable and optional.



SYSTEMIC BIAS



ACCESS TO CAPITAL



KNOWLEDGE/ACCESS
TO INFORMATION



STRUCTURAL
CHALLENGES



ACCESS TO
NETWORKS

Source: Opportunity Insights

Business DEI Strategies to Transform Aviation Industry

- Actively engage in local communities to find new business partnership opportunities and conduct Outreach Events
- Facilitate access to networking, capacity building and resources
 - Governmental Resources: OSDBU, MBDA, SBA
 - Trade Associations: AMAC, NMSDC
- Perform as Mentors
- Evaluate policies that may unintended consequences
 - Pay Schedules
 - Past performance with customer
- Incorporate scored inclusivity evaluation criteria
 - Workforce Development Programs
- Track distribution of spending and improve supplier diversity
- Divide RFPs into smaller projects

Business/Supplier DEI Metrics

Data Types	Example:
Outreach Data	Number of events > Attendance > Selection
Inclusion Data	Total # Participation Total Dollars % Dollars
Support Program Data	Support program/initiatives data ie Launchpad
Business Growth Data	Total dollar increase # Locations
Supplier Data	# diverse suppliers / categories Spend % Total spend

Transformation Why?



Expand diversity among your suppliers—and add value to your organization

May 17, 2022 | Article

Source: Mckinsey Insight Report: Expand Diversity Among Your Supplier, 2022

Thank You!

Contact Information:

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Yvette Rose

- The Aero Club Foundation of Washington fosters and promotes interest in the principles and development of aviation and aeronautics by establishing, sponsoring and supporting student education programs at public and public charter schools in the District of Columbia.
- Personal Mission: Continue breaking down aviation industry barriers to entry to underserved communities and mentor youth to ensure a competent, diverse new generation of aviation professionals.
- As appointee to the FAA's Youth Access to American Jobs in Aviation Task Force (YIATF), led a gap and trend analysis delivering key findings and opportunities resulting in 21 recommendations submitted to the FAA Administrator.



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Other Events for You:

October 23, 2023

TRB Webinar: Airport Insurance Requirements

October 25, 2023

TRB Webinar: Developing Airport Programs to Combat Human Trafficking

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- May provide a path to Standing Committee membership

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Work with CRP <https://bit.ly/TRB-crp>

Update your information www.mytrb.org

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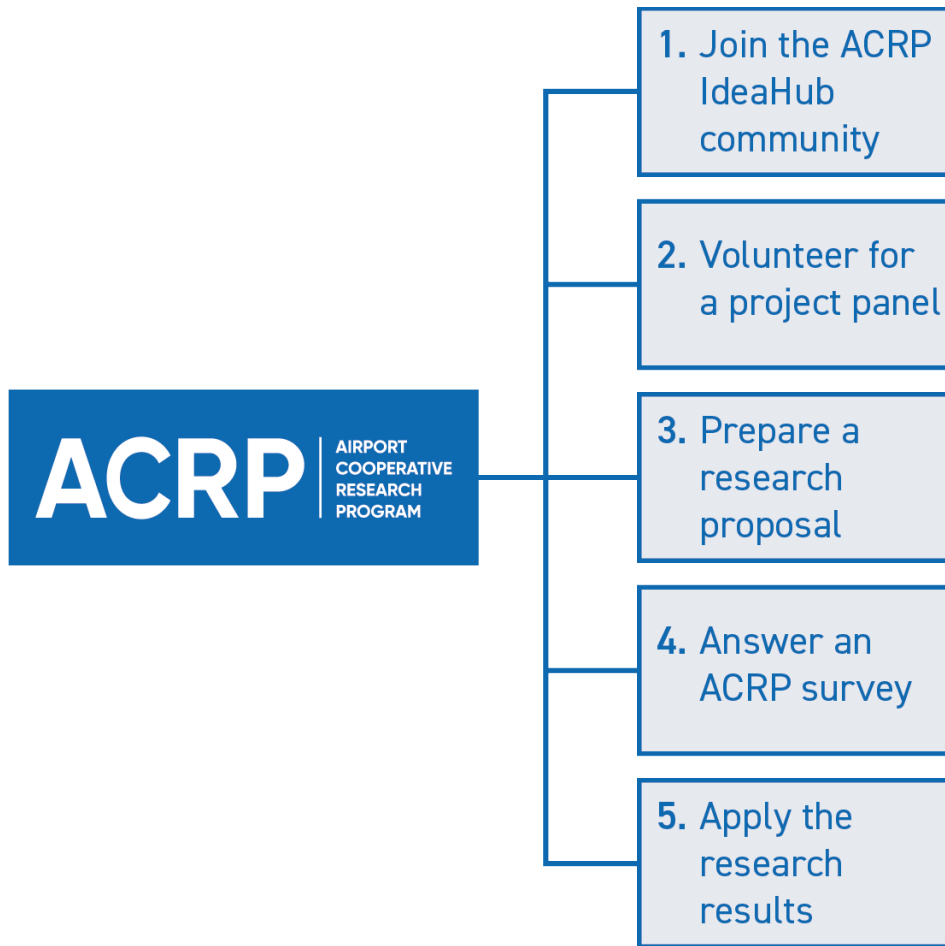
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Other Ways to Participate



Become an Ambassador. Ambassadors represent ACRP at events and conferences across the country!



Sponsor or become an ACRP Champion. The champion program is designed to help early-to mid-career, young professionals grow and excel within the airport industry.



Visit ACRP's Impacts on Practice webpage to submit leads on how ACRP's research is being applied at any airport.

Visit us online:
www.trb.org/ACRP

ACRP Recorded Webinars



Have you missed a past ACRP webinar that you wish you could have attended?

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There are over 100 webinar recordings on a variety of aviation topics available to you at:

<https://www.nationalacademies.org/events>

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