Problem Statement No.: 934

Understanding the Minority Population of Airport Employees to Make and Track Progress

Recommended Allocation: $400,000

Tags: Administration

Related Emerging Issues: N/A

Research Roadmaps/Themes: Administration & HR / Talent Acquisition and Management

Staff Comments: This problem statement was submitted on behalf of AMAC in response to Systemic Inequalities Insight Event.

Average Airport Employee Review Rating (out of 5)**:** 3.85

AOC Oversight Committee (AOC) Disposition: This problem statement received an average rating of 3.42 on a scale of 1 to 5 among voting AOC members. The research ideas presented in Problem Statements 934, 953, 954, 956, and 958 were combined into ACRP Project 06-09 and funded at $800,000.

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Summary

Attempt to quantify the minority representation within the airport industry and specifically within leadership positions at airports. By knowing what the current baseline is, progress of programs and activities designed to improve minority representation can be better tracked.

Submitted on behalf of Eboni Wimbush, AMAC.

Background

The participation of disadvantaged business enterprises (DBE) in airport contracts has been a requirement for airports using federal funds for more than 30 years. Going above and beyond those minimum requirements has been a practice for many airports. Mandating minimum DBE participation in airport contracts has only been the beginning of encouraging the participation of under-represented minorities; airports have been focused on changing policies and practices to ensure their employee populations represent their communities.

There are still some disciplines for which finding minorities can be difficult, especially in leadership positions in the airport industry. As the industry adopts new programs and initiates activities to increase the minorities of employee populations, it requires an understanding of the current population in order to make and track the progress.

Objective

The objectives of this research are to: 1) develop a survey method (including the survey questionnaire and protocol) to collect and analyze data on the ethnic/racial diversity of U.S. airport employees and 2) conduct a first round of surveys to establish a benchmark from which the industry can track the progress from the implementation of programs and activities designed to increase this diversity. The method should permit information to be tracked by job type and position.

Research Approach

The key tasks will include defining the metrics to be measured, developing the questionnaire; defining the sample frame; establishing levels of confidence and margins of error; selecting the method(s) for conducting the survey; conducting the first round of the survey for benchmarking; completing post-survey processing; undertaking data analysis; and producing a report.

Cost Estimate and Backup

$400,000 based on similar research efforts.

Related Research

N/A

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Airport Employee Comments

Gaining a better understanding of the aviation workforce at airports is critical to operating these vital transportation facilities. Focusing on minority populations through effective research will provide the foundation to increase minority participation in the airport workforce of the future. The proposed research is very timely.
I am fully supportive of this topic as it is important to better understand the issues. As we better understand them the better prepared we will be to provide solutions and set meaningful goals and objectives to move with purpose and achieve progress.
This is a very important project that will help the industry as a whole to establish benchmarks where meaningful information can be compared. A vital project to be utilized by the whole industry if approved.
Good proposal with applicability to the aviation industry. Would like to see the study include all levels of airport employees and how senior management representation reflects or doesn't reflect the overall airport workforce. This includes janitorial, security (non-TSA), and concession staff.
Too vague.
This can be combined with 954. Diversity should be viewed more broadly - and include mobility-challenged, hearing-impaired, age, etc, and not limited to race.   And should include diversity at all levels of employment -- entry level position up through upper management level.

TRB Committee Comments

AV000	AVIATION GROUP EXEC. BOARD: There was general support for this project as it could establish the parameters of collecting data including the type of data that is needed to effectively monitor trends making it very valuable now and in the future. It was suggested that the data collection be expanded to explore the hiring process as well (e.g. Looking at applications and diversity of the applicants vs. the person who was hired) to get a better understanding of the job/applicant market in addition to current labor pool. Big airports already collect current labor pool information and if the research would be to expand into data that could help in the recruitment/hiring process it would be helpful to both large and smaller airports.

IdeaHub Votes and Comments

Idea Number: 934

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The votes and comments below were provided by the IdeaHub community prior to the idea submission as a problem statement.

Idea Link: https://app.ideascale.com/t/UKsrZBsXz

Tags: Administration

Votes:

Votes	
Up	1
Down	0
Total	1

Comments: