Raffle Prize

5 Winners, drawn at random
Tour on July 13th
Panel will join the winners

Food kindly provided by TKDA
Sustainability is rapidly evolving in the airport industry, resulting in a wide range of investment and activity across all three pillars of sustainability.

- International airports, especially in Europe and parts of Asia, have robust sustainability programs in place.
- North American airports are rapidly investing and developing their programs, with a primary focus on environmental topics.
- Airport sustainability programs are increasingly identifying social investment strategies to further improve their social impact internally and externally.
- Sustainability is defined as a positive approach that recognizes the impact and interdependence of our social, environmental, and economic actions.
Sustainability is the positive approach to organizational management that recognizes the social, environmental, and economic impact of our actions and their importance to the wellbeing of our system of airports, now and into the future.

The triple bottom line, People, Planet, Prosperity:

**Well-being of employees, community, and stakeholders**
- Safe work environment
- Fair labor practices
- Diversity & Inclusion
- Sustainable local benefits

**Sustaining natural systems**
- GHG reductions
- Climate adaptation
- Noise abatement
- Sustainable buildings
- Recycling, Organics

**Economic value created by the organization**
- Life-cycle costs
- Good governance
- Cost sharing/collaboration
- Operational efficiency
Sustainability Governance Structure

- Top-Level Decision-Maker
- Key Facilitators and Drivers
- Policy Level Decision-Makers
- Strategy & Activity Decision-Makers
- Strategy & Activity Drivers and Input

Sustainability Executive
Denny Probst

Executive Management Team

- Sustainability Team
- Investing in Airport Innovation Co-leads
- Collaborating with our Communities Co-leads
- Empowering our Team Co-leads

IAI Theme Team
CWOC Theme Team
EOT Theme Team
Decades of Investments in Sustainability

- **1982** Airport Foundation MSP
- **1987** Airport Concessions Disadvantaged Business Enterprise Program
- **1988** Wellness Committee
- **1989** Customer Service Action Council
- **1992** Sound Insulation Program
- **1993** Glycol Recycling Program
- **1998** Energy Conservation Program
- **1999** MSP Arts & Culture Program
- **2003** Noise Oversight Committee
- **2004** Light Rail Transit METRO Blue Line
- **2005** Substantial Completion of MSP 2010
- **2008** STAR Program
- **2009** Organics Program
- **2010** Restroom Remodeling Program
- **2011** Solar Thermal Roof & Solatubes
- **2012** Designation of an Energy Innovation Building
- **2012** Solar Streetlights
- **2012** FAAs SMP Sustainability Manager
- **2013** Environmental Management System Launched
- **2014** FAA Funded Sustainable Growth Coalition
- **2015** 3MW Solar and Lighting Retrofit
- **2015** RNAv STARs OPDs
- **2015** T2 Green Roof
- **2015** Bee Veterans Program
- **2015** 5 Star Sustainable Merchant Award
- **Today** 1.3MW Solar and Lighting Retrofit
  - Sustainable Growth Coalition
  - Climate Vulnerability Assessment
Sustainability Management Plan Process

2013
Grant Won from FAA

2014
Data Collection
Department Discussions
Baseline Assessment Tool
Denny Go Around
Tenant Survey

2015
Materiality
Ambition Ranking 1
Strategy Framework
Impact Evaluation Tool
VP Go Arounds
Launch of MindMixer

Ambition Ranking 2
Expert Review Panels
Benchmarking Study
Learn, Discuss, Experience
Verify Goals and Objectives
Verify Projects to Achieve Goals and Objectives

Alignment with Strategic Plan
Evaluation of Funding Opportunities
Governance and Management of 2016 – 2017 Projects
Define High-Level Metrics
Internal Launch of SMP
Commission Approval

External Launch SMP Website Report
Evaluate Lessons Learned
Project Steps

- Collect data
- Establish Baseline
- Set Parameters
- Prioritize Topics

- Set Ambition
- Brainstorm Themes
- Set Vision and Themes
- Confirm Evaluation Criteria

Sustainability Management Plan
Project Steps

- Gather Ideas
- Host Expert Panels
- Set Final Ambitions
- Learn, Discuss Experience
- Benchmark Exercise
- Special Studies
- Goals and Objectives

Sustainability Management Plan
Developing Project Ideas

Our Employees

MindMixer Ideas
- 300+ ideas
- Open to any MAC employee
- Ideas reviewed by impact evaluation tool
- Ideas evaluated also on popularity

Theme Teams & Co-leads
- 50+ employees
- Focused on topical areas
- Dig deeper into content

Department Requests
- Projects that have not been started yet
- Department interested in collaboration via SMP

Our Stakeholders

Special Engagements
- Benchmarking
- HR Roundtable
- Conferences; SMP winner interviews; airport sustainability leader interviews

Expert Review Panel
- 50+ ideas
- External perspective on opportunities
- Partnership potential

500+ Ideas Total!
Objectives

- Gather MAC staff ideas to incorporate into the SMP
- Get a pulse on current staff connection and literacy on themes and material topics
On Deck…

- Set Goals
- Board Approval
- Publish Report

Managing the Plan

Sustainability Management Plan
THANK YOU!

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Metropolitan Airports Commission  
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Follow us on Facebook and Twitter:  
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Our Definition of Sustainability
Sustainability is the positive approach to organizational management that recognizes the social, environmental, and economic impacts of decision-making and their importance to the wellbeing of our airports system, now and into the future.

SUSTAINABILITY VISION:
INFUSE SUSTAINABILITY INTO EVERYTHING WE DO

INVESTING IN AIRPORT INNOVATION
- Anticipate and Prepare
- Manage Our Impact
- Build Sustainably

EMPOWERING OUR TEAM
- Cultivate an Inclusive Culture
- Grow and Retain Talent
- Act with Vision

COLLABORATING WITH OUR COMMUNITIES
- Engage Our Communities
- Develop Opportunities
- Share Our Story
Objective
Evaluate the performance and innovation of airports, cities, and businesses on our material topics.

Our key activities
• Consulting team benchmarked our performance
• Theme teams reviewed our performance and ideas from other organizations
• Utilized learnings as a jumping off point for mapping the backbone of each theme strategy
• Integrated findings into broader list of potential actions

Airports BOS, DFW, SEA, SFO
Cities Albany, Cambridge, Chicago, Toronto
Businesses Dell, Freeport-McMoRan, GE, HP, IKEA, Maersk, Microsoft, PSEG, Starbucks, Sony, Unilever, Waste Management

Benchmarked organizations were chosen based on their excellence in performance in 1 or more material area. Surrounding cities were not selected since we have existing contacts and conducted an earlier assessment of their published sustainability plans.
**Objective**

- Establish a final level of ambition and leadership area for each sub-theme
- Conduct a preliminary stakeholder map and identify current state of engagement

**Our key activities**

- Reviewed ambition from 2014 and revised based on new theme, sub-theme framework
- Trained in stakeholder engagement 101
- Teams mapped key stakeholder groups, identifying the current state of relations
- Identify intuitive criteria utilized to prioritize stakeholders, and identify desired criteria
Objectives

- Gather ideas from leaders in our material topic areas across industries and sectors
- Build relationships with local and national stakeholders in our material topic areas

Our key insights

- There is appetite to engage with the MAC on sustainability
- Partnership opportunities in our focus areas are abundant
- Encouragement to become more of a “risk taker” on a small scale
- Opportunity for innovation exists at every avenue of our plan, some requiring greater systems thinking than other low-hanging fruit
- Tell our story often, creatively, and in an engaging way – and invite others to help us tell our story
- Creating a strong employment brand is critical to compete in the future labor market within Minnesota

Innovation is not about taking steps, it is about taking leaps without worrying about success. Pilot often.

Can a sustainable airport experience be gamified?
Objectives

- Gather ideas from leaders in our material topic areas across industries and sectors
- Build relationships with local and national stakeholders in our material topic areas

Our key insights

- Minnesota is home to innovative sustainability leaders eager to share
- Integrating continuous learning opportunities throughout the SMP to keep ideas, relationships, and opportunities fresh is important
- Sustainable design requires persistence, continuous improvement, and external partnership
- Excellence in customer care and innovation is enhanced through employee engagement and ownership
- Enable and recognize our adaptive and command and control operating systems to achieve greater efficiencies