

A Call on the Maryland Aviation Administration and AIRMALL USA to Address RACIAL INEQUALITY AT BWI'S CONCESSIONS PROGRAM

Baltimore-Washington Thurgood Marshall International Airport (BWI) is a state-owned entity that employs a large number African-Americans, many of whom reside in Baltimore. The airport has the potential to be a catalyst in reducing racial income inequality in Baltimore and the surrounding region. Unfortunately, a survey of BWI concessions workers indicates problems with racial inequality in job outcome among surveyed workers.

Surveyed African-American workers at BWI were over six times more likely to work in fast food jobs and over three times more likely to work in back of the house restaurant jobs than their white counterparts. Conversely, surveyed white workers at BWI were over six times more likely to work server or bartender jobs than their African-American counterparts.

The BWI concessions program is managed by AIRMALL USA. Even though AIRMALL does not have a direct role in hiring decisions, it bears responsibility for a concessions program that has generated unacceptable outcomes for many workers. Since AIRMALL is not directly accountable to Maryland citizens, the Maryland Aviation Administration should take a proactive role in addressing racial inequality at BWI.

We, the undersigned, call on the Maryland Aviation Administration to:

- INVESTIGATE racial inequality at the BWI concessions program;
- ESTABLISH programs that support racially equitable employment opportunities among BWI concessions workers;
- TERMINATE AIRMALL USA's contract if it cannot demonstrate sufficient progress in creating a program that has a positive impact on racial equality in the State of Maryland.

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| 1. SEN. CATHERINE PUGH | 17. ANNE ARUNDEL NAACP | 32. PASTOR JAMES A. BISHOP, Asbury Townneck United Methodist Church | 43. RABBI ELIZABETH RICHMAN, Program Director Jews United for Justice |
| 2. SEN. VICTOR RAMIREZ | 18. CARDIJN ASSOCIATES | 33. FR. RANDY CALLENDER, St. Philips Episcopal Church | 44. RODERICK RYON, Co Sr. Warden Holy Nativity |
| 3. DEL. JILL CARTER | 19. CASA DE MARYLAND | 34. RECTOR DIANA CAROLL, St. Luke's Eastport | 45. BRENDA SAVOY, President, Communications Workers of America Local 2336 |
| 4. DEL. BARBARA FRUSH | 20. CAUCUS OF AFRICAN AMERICAN LEADERS | 35. REV. ADRIAN DAWSON, St. Mark's on the Hill | 46. REV. ROGER SCOTT, Powers, Light Street Presbyterian Church |
| 5. DEL. CHERYL GLENN | 21. HOWARD COUNTY EDUCATION ASSOCIATION | 36. ERNIE GRECCO, President, Baltimore Central Labor Council | 47. REV. KATHY SHAHINIAN, Maryland Episcopal Public Policy Network |
| 6. DEL. ANNE HEALEY | 22. INTERFAITH WORKER JUSTICE OF MARYLAND | 37. REV. MICHELLE HOLMES CHANEY, Metropolitan United Methodist Church | 48. REV. DR. CANON ANGELA SHEPHERD, Maryland Episcopal Diocese |
| 7. DEL. MAGGIE MCINTOSH | 23. MD-DC AFL-CIO | 38. REVEREND STEVE HOLT, Holy Table | 49. REV. KEVIN SLAYTON, New Waverly Baptist Church |
| 8. DEL. JOSELINE PEÑA-MELNYK | 24. MD/DC ALLIANCE FOR RETIRED AMERICANS | 39. BRUCE HOLTMAN, President IATSE Local 18 | 50. JIMMY TARLAU, Asst. to VP of Communications, Workers of America; Vice-Mayor Mt. Rainier; Candidate for MD State Delegate District 47A |
| 9. DEL. BARBARA ROBINSON | 25. SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE | 40. FR. TY HULLINGER, Priest In Charge, St. Anthony's of Padua, Most Precious Blood, & St. Dominic's Parishes | 51. PASTOR STEVE TILLET, Asbury Townneck United Methodist Church |
| 10. DEL. VERONICA TURNER | 26. UNITED WORKERS | 41. REV. MICHAEL LIVINGSTON, Interfaith Worker Justice | 52. REV. JOANNA WHITE, St. Paul's Episcopal Church |
| 11. DEL. ALONZO WASHINGTON | 27. UNITE HERE Local 7 | 42. REV. ED MUNRO, St. Philips Episcopal Church, Brothers of St. Gregory | 53. REV. C.D. WITHERSPOON |
| 12. COUNCILWOMAN MARY PAT CLARKE, Baltimore City Council, District 14 | 28. WE DESERVE BETTER WORKERS ASSEMBLY | | |
| 13. COUNCILMAN ROBERT CURRAN, Baltimore City Council, District 3 | 29. REV. DR. CARLETTA ALLEN, Asbury United Methodist Church | | |
| 14. COUNCILMAN BILL HENRY, Baltimore City Council, District 4 | 30. TESSA HILL ASTON, NAACP Baltimore Chapter | | |
| 15. COUNCILWOMAN SHARON GREEN MIDDLETON, Baltimore City Council, District 6 | 31. REV. CYNTHIA BELT, Centennial Caroline United Methodist Church | | |

