



IFATCA

Equity, Diversity and Inclusion Task Force

EDI-TF

IFATCA's Mission Statement:

- To enhance air traffic safety
- To promote the air traffic control profession
- To shape the future of air traffic management



Meet the EDITF
members:
(new members in yellow)

Chair



Sverre

Co-Chair



Maria

EUR



Marc

AFM



Lumbiwe

AMA



Rossana

ASP



Gale



Greg



Asuka

A bit more about your regional representatives:



Rossana Croci Reyes from Uruguay

- 24 years ATCO
- Currently AD/Area Radar Controller Carrasco Intl
- Married, 2 sons (14 & 10)
- EDITF member since 2020



Gale Williams-Dalsou from St.Lucia

- 13 years ATCO
- Currently AD/APP controller Hewanorra Intl
- Married, 1 daughter (9)
- EDITF member since 2023

What is the EDI ?



Equity



recognizes that each individual or MA has varying circumstances and needs, and therefore needs different resources and opportunities to reach an equitable outcome.

Diversity



recognizes that every individual is unique, and doesn't limit gender, ethnicity, religion, sexual orientation, age or disability.

Inclusion



is when everyone has the opportunity to learn, develop, contribute and achieve while feeling safe to be themselves.

EQUALITY

VS.

EQUITY

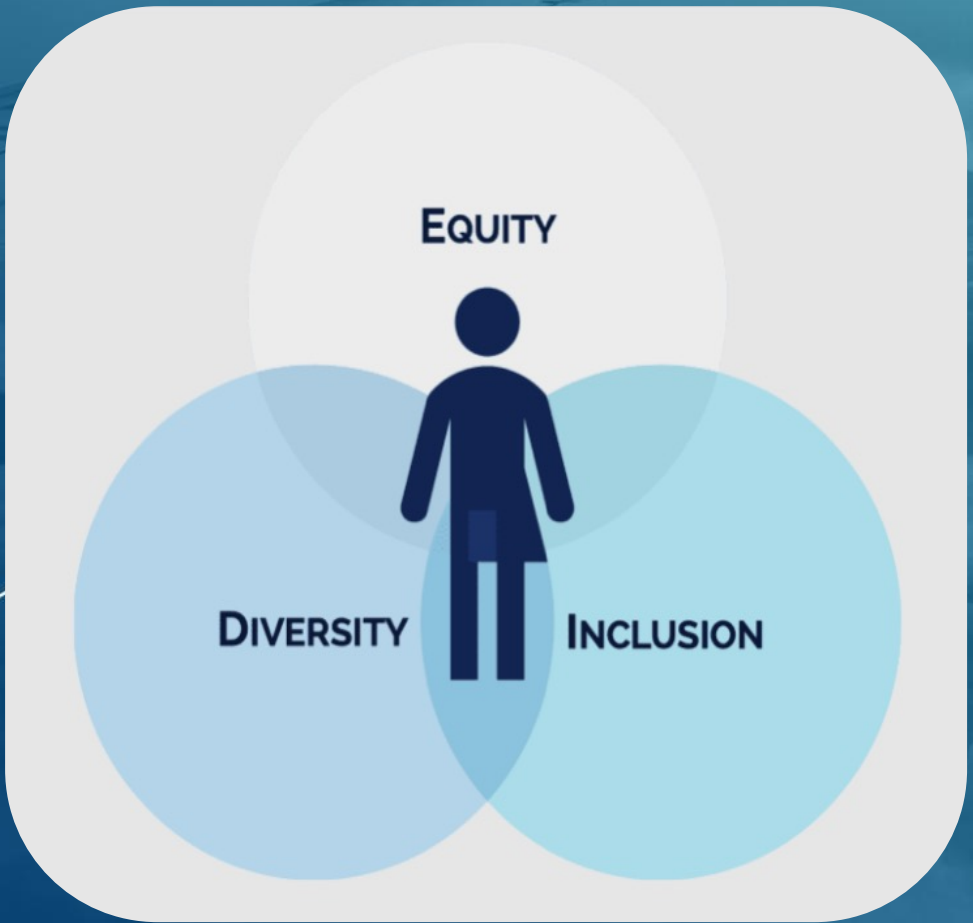


EQUALITY = SAMENESS
GIVING EVERYONE THE SAME THING
It only works if everyone starts from the same place



EQUITY = FAIRNESS
ACCESS TO SAME OPPORTUNITIES
We must ensure equity before we can enjoy equality

Why EDI ?





Claudia Goldin

PRESS RELEASE

9 October 2023

The Prize in Economic Sciences 2023

The Royal Swedish Academy of Sciences has decided to award the Sveriges Riksbank Prize in Economic Sciences in Memory of Alfred Nobel 2023 to

Claudia Goldin

Harvard University, Cambridge, MA, USA

“for having advanced our understanding of women’s labour market outcomes”

She uncovered key drivers of gender differences in the labour market



5 GENDER EQUALITY



Global Aviation Gender Summit 2023

5 TO 7 JULY, MADRID, SPAIN





Diversity wins: How inclusion matters

May 19, 2020 | Report

The Business Benefits Of Greater Diversity And Inclusion



Salvador Ordorica Forbes Councils Member
Forbes Business Council COUNCIL POST | Membership (Fee-based)

McKinsey & Company
People & Organizational Performance

Delivering through diversity



The Business Case for Gender Equality

November 2018



ELEVATE AVIATION



EPAN

European Pride in
Aviation Network



EUROCONTROL

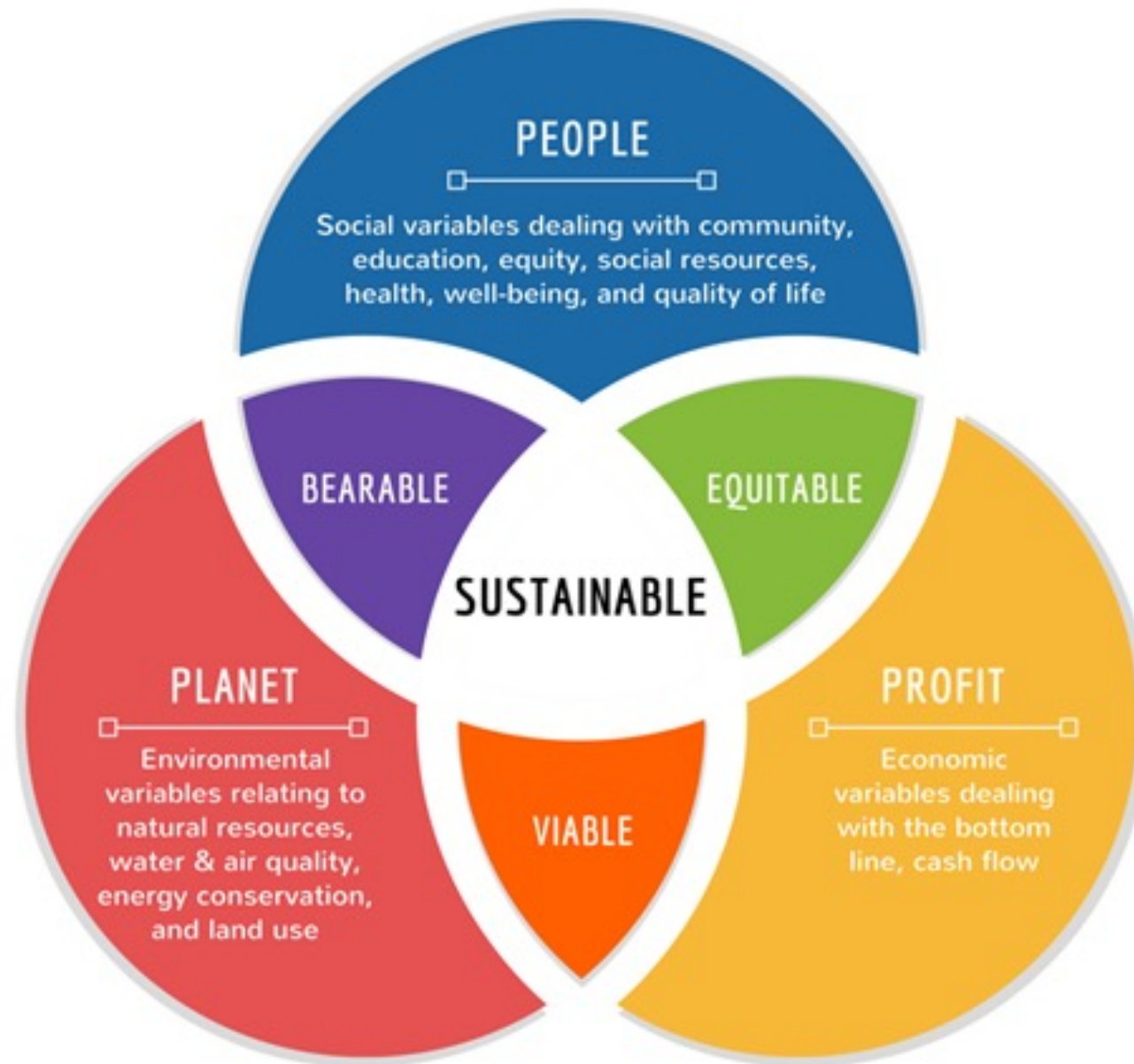


WOMEN
IN TRANSPORT

CANSO







IFATCA's Mission Statement:

To enhance air traffic safety ✓

To promote the air traffic control profession ✓

To shape the future of air traffic management ✓

The IFATCA Equity Diversity and Inclusion plan was adopted in Jamaica 2023

<https://www.ifatca.org/ifatca-net/documents-manuals-2-2/>



Highlights from IFATCA EDI Plan:

- Where possible, and without lowering standards of quality, aim towards a diverse and equal composition of representatives in IFATCA working groups, task forces, panels.
- Assist Member Associations to promote Equity, Diversity and Inclusion within their own organizations.
- To work with other Aviation bodies to develop examples of good practice which can be promoted to our MAs, employers and within the aviation sector.

IFATCA Commitment for the future:

- Continuously work to promote Equity, Diversity and Inclusion within our profession.
- Continue to promote Equity, Diversity and Inclusion at Regional and Annual Meetings.
- Encourage all Member Associations to take action to ensure a diverse and equal composition of representatives, without lowering standards of quality, at all levels within their Association, on their executive boards and on their committees.
- Provide guidance material on Equity, Diversity and Inclusion for our Member Associations.

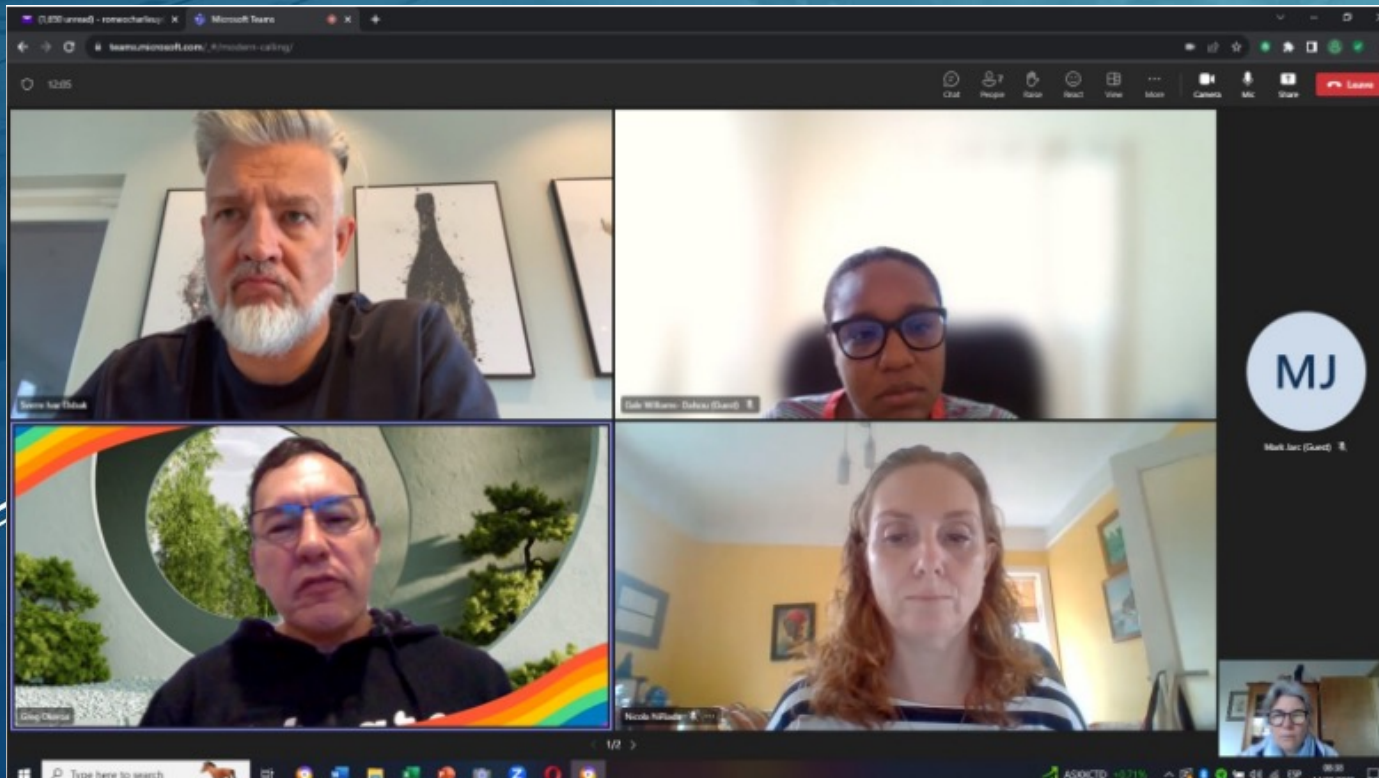


The IFATCA Information Handbook was updated:

1.1.2 Members to also include the number and percentage of female members

Please make sure you update this.

What is the EDI-TF working on now?



- 
- Working together with IFATCA COMMs Team
 - Talk to the MA's during the Regional Meeting to get ideas on topics
 - Continue collaborating with IFATCA 2030+ TF
 - How to promote EDI at the next Annual Meeting in Singapore
 - Expand the collaboration with IFALPA, IFATSEA, IFIMA, IFISA and EPAN

IFATCA Regional Meeting AMA 2022 Dominican Republic



Inclusive females' participation,
29 active ATCOs from several countries



IFATCA Regional Meeting Agenda

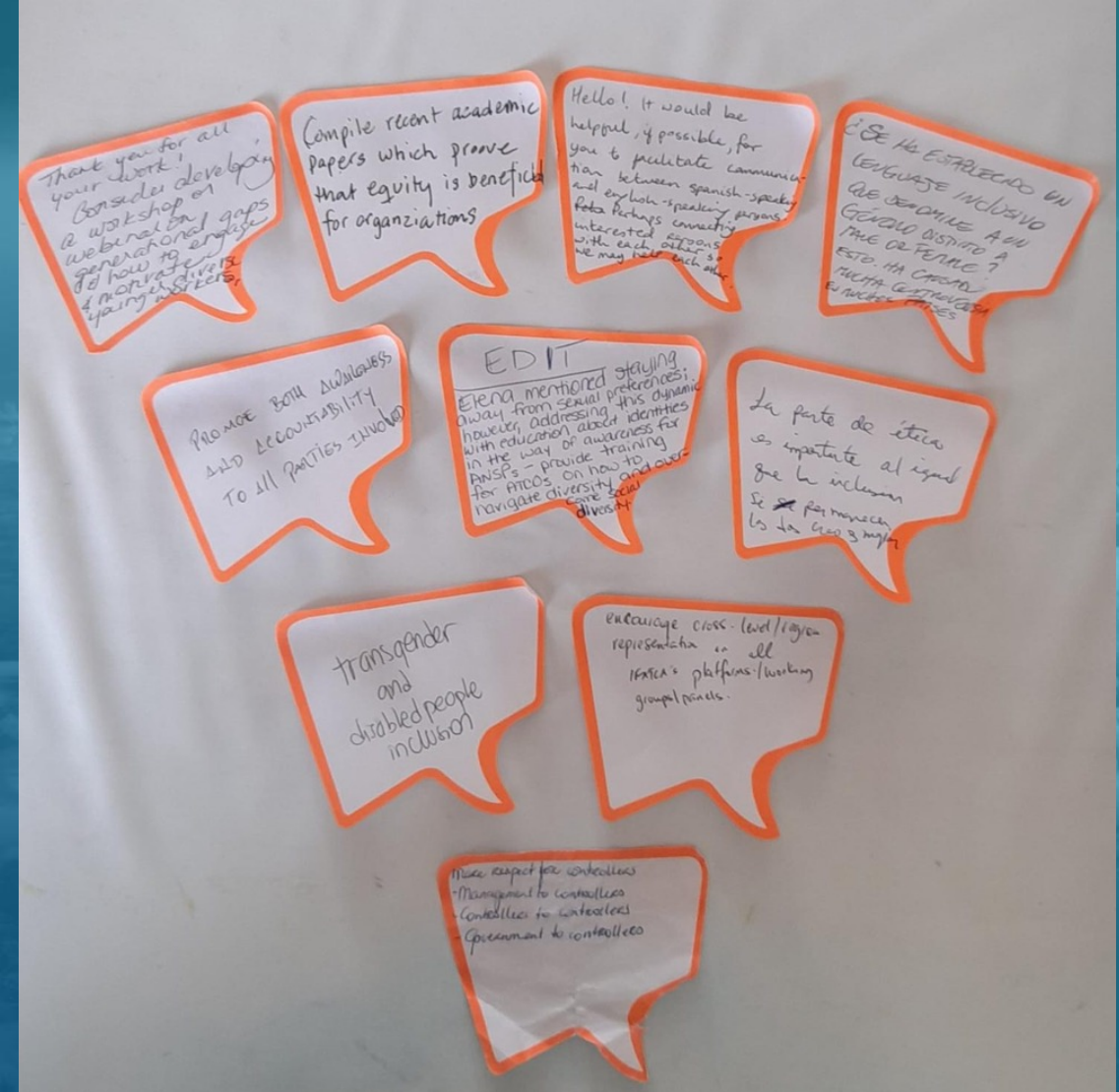
Wednesday, 19 October 2022

*11:00 - Equity, Diversity & Inclusion Task Force,
Ronald Vega - SITECNA & Rossana Croci Reyes – ACTAU*



What is expected from the EDITF in terms of future objectives?

What is requested from the EDITF regarding ways of help to the Associations?



- Compile recent academic papers with prove that equity is a benefit for the organizations.
- It would be helpful, if possible, to facilitate communication between Spanish and English-speaking persons. Perhaps connecting interested persons with each other so we may help each other.
- Has IFATCA stablished an inclusive language where genders others than man or woman? This has caused a lot of controversy in several countries.
- Promote both awareness and accountability to all parties involved.
- Was mentioned to stay away from sexual preferences, however, addressing this dynamic wit education about identities in the way of awareness for ANSPs- providing training for ATCOs, on how to navigate diversity and over come social diversity.
- The ethics part is important as well as inclusion if it stays both I think it's better.
- Transgender and disabled people inclusion.
- Encourage Possibility of developing a workshop or webinar on generational gaps and how to engage and motivate younger, diverse workers
- e cross-level Region's representation in all IFATCA's platform/working groups panels.
- Make respect for controllers: Management to Controllers; Controllers to Controllers; Government to Controllers.

How to Contact EDI?

- personally: during the Regional Meeting days talk to us,
 - chat with us face to face;
- by WhatsApp with the EDI-TF member of your Region;
 - send emails to edi.chair@ifatca.org