

Air transport towards 2050

Diversity equality and inclusion in aviation

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PREMISES



DIVERSITY & INCLUSION

Diversity is not merely a buzzword. It is also the first step towards progress and innovation.

It means: Innovation, creativity, problem solving, productivity.



VISION

To make each person part of an entire organization.



MISSION

To embrace the multitude of perspectives, experiences and talents.

To promote equality and inclusion.





The ECAC Network on Diversity and Inclusion in civil aviation (NETD&I)

The GROUP

- **ACHIEVEMENTS:**

1. Adoption of ECAC CHARTER ON DIVERSITY AND INCLUSION;

1. Adoption of GUIDELINES ON DIVERSITY AND INCLUSION.

The GUIDELINES

STRUCTURE:

It is composed of two parts:

1. Workplace inclusivity;
2. Best practices on recruitment.

GOAL:

To promote friendly and respectful business culture.

COMMUNICATION and the IMPACT of ARTIFICIAL INTELLIGENCE



In order to achieve INCLUSIVE COMMUNICATION:

- Use digital tools and website formats;
- Rely on simplified and clear language;
- Be mindful of potential discriminatory language;
- Use gendered language in the vacancy notice.



STRENGTHS of AI and UNCONSCIOUS BIAS in the workplace

1. To overcome access barriers for people with disabilities;
 2. To develop assistive technologies;
 3. To create AI-based training programs tailored to the specific needs of each individual;
- The issue of unconscious bias → Subconscious attitudes can influence individuals' emotional responses in everyday situations.
 - The possible solution → To increase awareness and understanding of unconscious bias and diversity issues.

WOMEN IN AVIATION



KEY FIGURES

- According to the Global Gender Gap Report 2023, **it would take 131 years to close the global gender gap.**
- Currently, women make up less than **20%** of the workforce in most aviation occupations;
- only **5%** of pilots are women;
- women make up about **6%** of airline CEO's;
- black female pilots make up just **1%** of commercial airline pilots globally.



A CALL TO ACTION

- To encourage young girls to enter this field;



- To engage with schools, communities, and youth organization;



- To fight against all kinds of stereotypes to eliminate gender inequality.

INTERNATIONAL EXPERIENCE



- The main outcome of the [ICAO Global Aviation Gender Summit 2023](#) hosted by the Government of Spain, was a **Call to Action for all stakeholders** to promote concrete and targeted actions for achieving a meaningful change in the aviation industry.



- ICAO has committed to the United Nations 2030 Agenda and the respective Sustainable Development Goals (SDGs).
- ICAO invited Member States to nominate female professionals to participate to the “Unleashing Aviation Excellence: 193 Women Empowerment”, a course aimed at training female professionals in Safety Management (SM).



- The **United Nations** has led numerous initiatives to promote gender equality, and **ICAO EUR/NAT** has aligned itself by formulating the Gender Equality Program, which supports increased participation of women in the global aviation sector and by the institution in each Member State of a “Gender Equality Focal Point”, in order to facilitate the exchange of information, experiences, and best practices, or to organize a series of regional webinars on the subject.



ITALIAN EXPERIENCE

One of the tasks we have in sector of civil aviation is the diffusion of a D&I culture.

ISSUES:

- 1) how to make the sector appealing to young people and to girls;
- 2) the commitment which we have to make to prioritize and then to tackle the issue.

POSSIBLE SOLUTIONS:

- **First**, we have to raise ambition, discuss, communicate, train people about the reforms we need to make and to launch initiatives for the promotion of the sector.
- **Second**, ensure that the sector is practical in everything it does, for example interviewing people, promote STEM work and focusing on the language we use in our adverts and identifying role models;
- **Third**, it is important to collaborate in the families, in the schools, in the university and on social sites, to diffuse the knowledge and expertise. For example, it could be important to nominate persons that have particular skills on aviation matters with the task of representing and promote the carriers

At this regard, an initiative of **Italian Civil Aviation Authority** is Fiorenza De Bernardi award. The award is designed for women pursuing a career as a pilot in the field of Italian Civil Aviation.



Another **initiative** of **Italian Civil Aviation Authority** is the celebration of the International Day of Women and Girls in Science, to promote equal access for women in STEM Disciplines.



«MEET the PROFESSIONALS» ITALIAN WORKSHOP

Celebration of the 80th Anniversary of ICAO;

ICAO “Meet the Professionals” initiative;

ENAC is working on one-day workshop where new generations will meet our experts who will share their professional experiences and stories.



KEY FIGURES:

- To inspire
 - to encourage
 - To attract
- the new generations, especially young girls, to enter the field of aviation.

The Italian Workshop:

- Importance of investing in the new generations and in promoting an aviation culture based on diversity and inclusion;
- In particular, one session of the workshop will be titled *“Women and Aviation: Towards Gender Inclusion in the Aviation Sector – Sky Has No Limits”*.



In conclusion, the need for a more inclusive and diverse aviation sector is becoming increasingly apparent, and therefore we must collaborate to remove any barriers that hinder a fair distribution of opportunities.

Thank you!

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