

IFATCA'S EQUITY, DIVERSITY AND INCLUSION TASK FORCE

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The IFATCA Executive Board has decided to change the name of the Equality Diversity and Ethics Task Force (EETF) to the Equity, Diversity and Inclusion Task Force (EDITF). The decision was taken in cooperation with the chair of the task force, Sverre Ivar Elsbak from NATCA Norway.

We have changed the word Equality to Equity in the Task Force name. The reason is the difference between the two words.

Equality means each individual or group of people is given the same resources or opportunities.

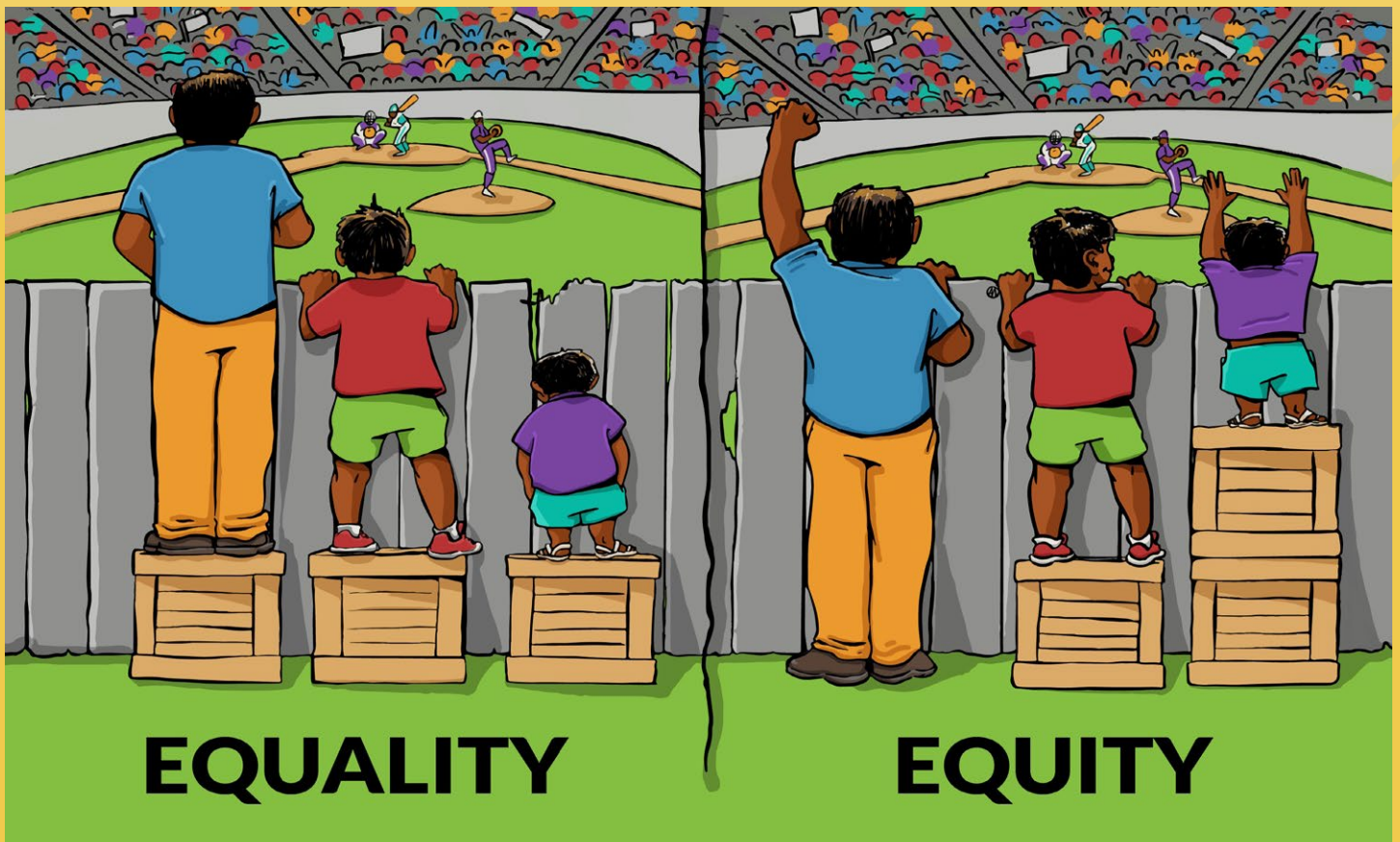
Equity recognizes that each person, or in IFATCA's case, Member Associations, has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

More and more organisations are moving towards equity instead of equality. IFATCA recognises the diversity of our regions and the MAs within those regions. ATCOs often have more in common than they have differences. However the environments in which we operate are very different: culturally, politically and the resources available to us varies widely from MA to MA.

On the left side of the illustration, for example, three identical boxes are given to three people of different

heights—it's an equal distribution of resources, but it fails to consider that the tallest person doesn't need a box to see over the fence, while the shortest person could clearly use an extra one. When the boxes are redistributed equitably, as seen on the right side of the illustration, all three spectators can watch the game.

We have also changed the word Ethics to the word Inclusion in the Task Force name. The reason is the difference in focus of the two



➤ Illustrating the difference between equality and equity
credit: Interaction Institute for Social Change | Artist: Angus Maguire.



words. One of the first requests the task force was given in 2019 was to create the [IFATCA Code of Conduct](#), which is the template for ethical behaviour within our organisation. The Code of Conduct was accepted by the IFATCA EB in early 2020. The Executive Board and the task force Chair consider ethics to be one of the pillars of our work, and so felt it did not need to be mentioned in the title of the task force.

The reason we use Inclusion is that we understood that it is the ingredient that makes the Equity and Diversity work. Inclusion is defined as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Inclusion in practice is taking into account the context of the others, give voice to minority and coming to solutions that take them into account. It is definitely an area IFATCA and this task force would like to focus on.

The task force wrote the IFATCA Equality and Diversity Plan that was due to be presented at the IFATCA Annual meeting in Singapore in 2020. This was delayed due to the Covid19 Pandemic. The plan will be rewritten into the IFATCA Equity Diversity and Inclusion Plan and

presented in Singapore in 2022 instead. In Singapore the task force will also be presenting a Working Paper on the research conducted in 2019 on the ratio between male and female ATCO's and diversity among ATCO's.

The Chair of the task force reached out to the IFATCA Executive Board to do a digital celebration of International Women's day 2021. The theme was 'choose to challenge' and the whole Task Force and Executive Board as well as several Member Associations took up the challenge. This was done in collaboration with IFALPA (International Federation of Air Line Pilots Associations). A first collaboration for both organisations but not the last. It was a great success and showed how much IFATCA has in common with other professional associations in ATM and how effective collaboration can be.

The first goal for the EDITF, is to put Equity, Diversity and Inclusion on the agenda for all IFATCA regional meetings and annual meetings. We want to reach out to all the IFATCA member associations, and let them know who we are, what we're working on and how we can be of assistance to them. Our job is not to dictate and be critical

of the MA's. We simply want the MA's to start thinking about Equity, Diversity and Inclusion within their own organization.

For IFATCA to succeed with their focus on Equity, Diversity and Inclusion we need purpose and strong leadership all the way from the IFATCA Executive Board, down through the Directors and the MA's. Deliberations within the IFATCA community will bring a deeper level of understanding of core values and needs, leading ultimately to greater inclusion, creating a better functioning IFATCA amid a changing culture. ◀

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This is your IFATCA Equity Diversity and Inclusion Task Force

Chair

Sverre Ivar Elsbak - Norway

Secretary

Maria Serrano Mulet - Spain

Americas Region

Rossana Croci Reyes - Uruguay

Ronald Vega - Costa Rica

Africa and Middle East region

Rosemary Kyalo - Kenya

Tonny Kepler Ssenkubuge - Uganda

European region

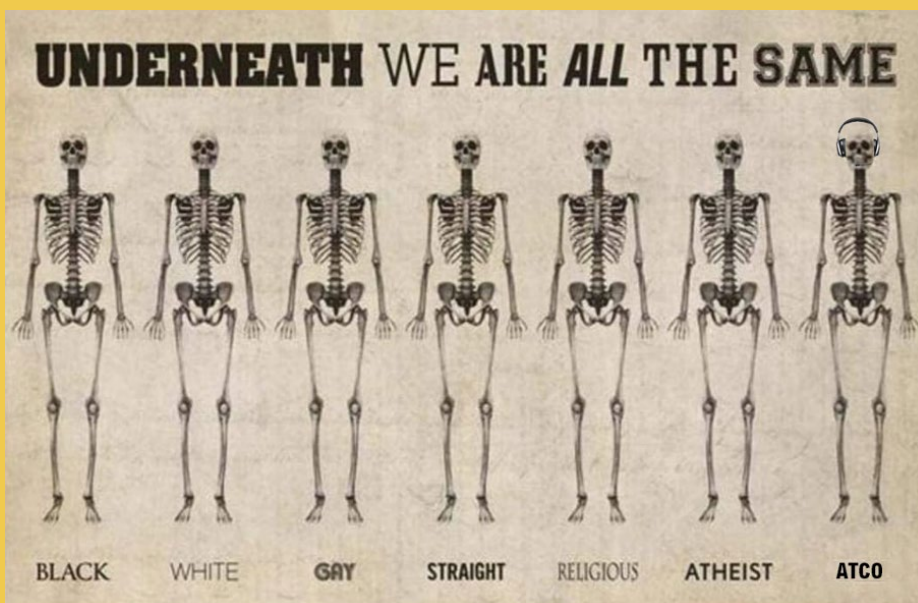
Katie Mason - UK

Nicola Ann Ni Riada - Ireland

Asia Pacific region

Asmita Subba - Nepal

Greg Okeroa - New Zealand



credit: Adam Hyland, ATCO Shannon Ireland