

**Report of the IFATCA Equity, Diversity, and Inclusion Task Force (EDITF)**

Presented by Chair of EDITF: Sverre Ivar Elsbak

**SUMMARY**

This report covers the activity of the EDITF

**1. INTRODUCTION**

- 1.1. This report covers the activities of the IFATCA Equity, Diversity, and Inclusion Task Force (EDITF) from the 2023 conference in Jamaica, to the 2024 conference in Singapore.
- 1.2. The IFATCA Equality, Diversity and Ethics Task Force (EETF) was officially formed at the 58th IFATCA annual meeting at Costa Rica in 2019, based on the recommendation item 4.1 stated in the working paper No. 33 of the same annual meeting.
- 1.3. In 2021 the IFATCA Executive Board in collaboration with the Chair of the task force, changed the name to The IFATCA Equity, Diversity and Inclusion Task Force (EDITF)

**2. DISCUSSION**

- 2.1. The members of the EDITF are appointed by the IFATCA Executive Board:

- Chair Sverre Ivar Elsbak Norway
- Member Rossana Croci Reyes Uruguay
- Member Gale Williams-Dalsou St.Lucia
- Member Greg Okeroa New Zealand
- Member Asuka Nii Japan
- Member Lumbiwe Hara Zambia
- Member Katarina Anzel-Kruh Slovenia
- Member Natahsa Mijat Krstevska North Macedonia

Since our last annual meeting in Jamaica, Maria Serrano Mulet, Spain, Asmita Subba, Nepal, Tonny Kepler, Uganda, Ousmane Diack, Mauritania, Katie Mason, UK, Mark Jarc, Slovenia and Nicola Niriada, Ireland have left the task force.

- 2.2. The IFATCA Equity, Diversity and Inclusion Plan states: "The IFATCA Equity, Diversity and Inclusion Task Force will work closely with the IFATCA executive

board. The Chair of EDITF and the Deputy President will find a new focus area for the TF annually."

- a) The EDITF shall make a presentation about EDI and why it is important, at all IFATCA Regional meetings in 2023.
- b) The EDITF shall reach out to Member Associations at IFATCA Regional meetings to see if there are topics they need help on or want the EDITF to work on going forward.
- c) The EDITF shall gather knowledge and information in order to assist MAs in the future work for equality and diversity in the four IFATCA regions.
- d) The EDITF shall continue to collaborate with 2030+ on how to make IFATCA more inclusive and diverse going forward.
- e) The EDITF shall collaborate with other international organizations and bodies on the subject of equality, diversity and inclusion.

2.3. The EDITF Chair has reported to the IFATCA Deputy President about the activities of the EDITF.

2.4. The EDITF conducted most of its work via e-mail and Teams meetings.

2.5. The EDITF gave presentations about the Task Force and its work at the following meetings:

- IFATCA European Regional Meeting in Riga, Latvia (October 2023)
- IFATCA Americas Regional Meeting in Nassau, Bahamas (October 2023)
- IFATCA Asia and Pacific Regional Meeting in Bali, Indonesia (October 2023)
- IFATCA Africa and Middle East Regional Meeting in Abuja, Nigeria (December 2023)

2.6. The EDITF Chair have attended the following meetings and conferences since Jamaica:

- a) ICAO Global Aviation Gender Equality Summit in Madrid, Spain (July 2023)
- b) IFATCA European Regional Meeting in Riga, Latvia (October 2023)
- c) IFATCA 2030+ Task Force Meeting in Malaga, Spain (November 2023)
- d) EASA, Eurocontrol and AIRNAV Diversity Equity and Inclusion Conference in Dublin, Ireland (March 2024)

2.7. The EDITF Chair has kept contact with the following organizations thru out the year:

- ICAO
- IFALPA
- IFATSEA
- IFAIMA
- IFISA
- Eurocontrol
- EASA
- Elevate Aviation
- EPAN (European Pride in Aviation Network)

### 3. CONCLUSION

- 3.1. It has been a harder year than expected as the Chair of the EDITF. The task force has lost 7 members and gotten 5 new members since Jamaica. Since the start in 2019, 20 different people have been a part of the task force at one point. We're missing one position in the Africa and Middle East Region and one position as the Co-Chair of the task force. All of the current members seem eager to contribute, and they are all committed and dedicated to the IFATCA EDITF. It's not easy to coordinate work only via e-mail, and even more difficult to arrange Teams meetings when your members are widespread over 19 time zones. A big thank you to all of you in the EDITF.
- 3.2. The EDITF got a budget of \$7000 last year in Jamaica, and all of it has been spent on travel and hotel expenses for the task force members. If it wasn't for the support of the MA's represented in the EDITF, the task force wouldn't had been able to attend all the IFATCA Regional Meetings, the IFATCA Annual meeting and other EDI meetings around the world.
- 3.3. The Due to the fact that most members of the EDITF are operational controllers working shifts and only do volunteer work for IFATCA, it's really difficult to get work done efficiently. Always keeping diversity and inclusion in mind, the task force has to find new ways to collaborate.
- 3.4. EASA (European Union Aviation Safety Agency) and Eurocontrol have created a working group at European level to develop a toolbox to support EDI work on both regional and local level. The EDITF is a part of this working group. This is a great opportunity for the task force to acquire new knowledge on EDI and build an even bigger and better network with other professional staff organizations. This will benefit IFATCA on our work on equity, diversity and inclusion, going forward.
- 3.5. On a personal note, I'd like to thank the IFATCA Executive Board for the appointment to Chair the EDITF. It is truly a great honor to be able to work for basic human rights through an organization like IFATCA. Furthermore, I'd like to thank my own MA, Norwegian Air Traffic Controllers' Association, NATCA, for sponsoring some of my travel and hotel expenses. A big thank you to Helena

Sjöström for her continuous support and guidance. And last, but not least, I'd like to thank my wife, Henriette, for all her professional inputs through hours of discussions, her proof reading of documents I have produced, and her continuous support throughout the years. I love you.

#### **4. RECOMMENDATIONS**

- 4.1. It is recommended that this report is accepted as information material.

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