



FORTY-SECOND PLENARY (TRIENNIAL) SESSION

(Strasbourg, 9-10 July 2024)

Agenda item 4. Presentation of the Focal Point reports

REPORT ON ECAC ACTIVITIES ON DIVERSITY AND INCLUSION

(Presented by Alessio Quaranta, President of ECAC)

SUMMARY

This paper presents the report of the ECAC activities on Diversity and Inclusion during the period 2022-2024, and in particular the adoption of the ECAC Charter on Diversity and Inclusion in 2023, and the activities of the ECAC Network of Diversity and Inclusion (NETD&I).

ACTION TO BE TAKEN

The Plenary Session is invited to note the main achievements in the domain of Diversity and Inclusion for the period 2022-2024.

Introduction

1. This paper presents the report of the ECAC activities on Diversity and Inclusion during the period 2022-2024, and in particular the adoption of the ECAC Charter on Diversity and Inclusion in 2023, and the activities of the ECAC Network of Diversity and Inclusion in civil aviation (NETD&I).

2. The ECAC 2022-2024 work programme did not include any activities on diversity and inclusion and did not foresee the creation of a new Network. However, Directors General decided to launch such activities as of 2022 given their importance for the sector attractiveness, and at their May 2023 meeting (DGCA/160, 23 May 2023) decided to create the role of Focal Point for the domain.

Activities organised by the Secretariat

3. In July 2022, the ECAC Secretariat launched for the first time a survey to gather data on the D&I activities and initiatives in ECAC Member States. Following the analysis of the replies received to this survey, and the overview it provided across the region, Directors General decided to repeat this survey in 2024 to evaluate the impact of the ECAC Charter on Diversity and Inclusion on D&I practices within the ECAC Member States, by comparing the results of the 2022 and 2024 surveys. The 2024 survey included the same questions as the 2022 survey, as well as some more detailed and targeted new questions, and was issued in June 2024. It is expected that the results would be presented by the end of the year.

4. In December 2022, Directors General decided to organise an online pilot training course on diversity and inclusion for ECAC Member States, in response to the consolidated results of the 2022 survey. Several Member States had requested capacity-building activities on diversity matters to promote a better understanding of diversity good practices in the work environment.

5. To ensure the training met the needs of the Member States, the ECAC Secretariat selected a dedicated training provider to deliver the pilot course over three sessions. The training course covered the topic of unconscious bias, as well as good practices to promote an inclusive workplace, and keys to define a successful diversity, equity, and inclusion strategy. The sessions were held from February to March 2023 and were attended by representatives of twelve Member States: Austria, France, Greece, Italy, Montenegro, Portugal, Serbia, Spain, Sweden, Türkiye, Ukraine, and United Kingdom. This course was funded by the ECAC Special Reserve Fund.

6. Following the positive feedback received on the pilot training course, Directors General welcomed the organisation of another training course for the benefit of ECAC Member States, using the ECAC Special Reserve Fund. This training was held in two sessions, in December 2023 and January 2024. This course was attended by representatives of nine Member States: Austria, France, Italy, Malta, Montenegro, North Macedonia, Poland, Republic of Moldova, and Spain.

7. The 80th edition of ECAC News will be dedicated to diversity and inclusion (D&I) in civil aviation, and it will be published in mid-December this year. Contributions from invited authors, including the editorial by the ECAC Focal Point for Diversity and Inclusion, and articles from NETD&I members, touched upon several key aspects of D&I. These included promoting diversity and inclusion in civil aviation administrations and organisations (from policy to practice), and building an inclusive future for civil aviation.

ECAC Charter on Diversity and Inclusion

8. In May 2023, Directors General adopted the first ever [ECAC Charter on Diversity and Inclusion](#). The Charter highlights ECAC Member States' commitment to creating and promoting a diverse, equitable, and inclusive environment where everyone feels valued and respected, where diversity is not merely a goal, but a means to achieve resilient workplaces. The Charter notes that implementing diversity and inclusion strategies and policies in ECAC Member States contributes to open work environments for all industry actors, enhancing performance, attracting and retaining talent, promoting innovation, and ultimately contributing to organisational success.

Appointment of the Focal Point on Diversity and Inclusion

9. In May 2023 Directors General also decided to create the position of Focal Point for Diversity and Inclusion and tasked the ECAC Secretariat with organising a Plenary Session to amend the Terms of Reference of ECAC Focal Points in the ECAC Constitution and Rules of Procedure. During the Special Plenary Session in September 2023, the ECAC Constitution (Doc 20, 10th edition dated December 2021) was amended to incorporate the new role of Focal Point for Diversity and Inclusion and the related Terms of Reference.

10. The Coordinating Committee appointed (CC/198, 7 September 2023) Ms Elisabeth Landrichter (DGCA Austria) as ECAC Focal Point for Diversity and Inclusion. Following Ms Landrichter's departure in May 2024, it is expected that a new Focal Point will be appointed in July 2024.

Activities of the Network

11. The ECAC Network on Diversity and Inclusion in civil aviation (NETD&I) was established in December 2022, bringing together persons dealing with diversity, equity and inclusion topics in the civil aviation administrations across the ECAC Member States. The main goal of NETD&I is to promote the sharing of knowledge, experience, and information between representatives in ECAC Member States, and identify diversity and inclusion (D&I) challenges and propose possible actions to address them. To achieve these goals, NETD&I promotes information-sharing between the representatives of the ECAC Member States in all aviation professions, including through the development of guidelines and good practices in the field of D&I for civil aviation (e.g. recruitment procedures, integration of artificial intelligence applications in support of D&I initiatives etc.).

12. NETD&I is open to participation by all ECAC Member States. Its current membership is composed of members from 17 ECAC Member States: Austria, Belgium, Cyprus, France, Italy, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Republic of Moldova, Spain, Sweden, Türkiye, Ukraine, and United Kingdom. In 2024, the main objective is to expand the Network further, broaden its internal diversity, and ensure that all Member States are provided with the opportunity to participate in its discussions.

13. While the Network was chaired by the Executive Secretary until June 2023 with the objective of enabling it to start its activities, Directors General appointed Ms Giovanna Laschena (Italy) as chair and Ms Mari Durban (United Kingdom) as deputy chair of NETD&I, for a first mandate of three years, in May 2023. Since its establishment in December 2022, seven meetings of the Network have been organised.

14. In 2023-2024, the scope and range of work related to D&I continued to expand as the NETD&I members presented a variety of initiatives being undertaken by their respective national civil aviation administrations. Besides promoting D&I champions within ECAC Member States, the group discussed topics such as expanding civil aviation's

outreach to the public, assisting passengers with disabilities at airports, integrating newly arrived immigrants, and the relationship between innovation, such as artificial intelligence applications, and diversity-related topics, which the Network agreed would continue to be major topics of discussion.

15. The NETD&I meetings held in 2023 provided opportunities to exchange information on a wide range of topics, such as:

- **Presentation of case studies.** Participants heard from United Kingdom about its Aviation Ambassadors programme; from Italy on its initiatives to assist people with autism at airports, its action plan for the inclusion of personnel with disabilities, and its gender equality plan; and from Sweden on the success and challenges of its internship programme dedicated to newly arrived migrants. NETD&I agreed that this exchange of information was beneficial for broadening the perspectives of the group on how different regions and cultures address common D&I challenges. The group decided to continue using the NETD&I meetings as a platform for sharing experiences on the initiatives that participants were pursuing within their own civil aviation administrations, and to integrate the lessons learned from into guidance materials produced by the Network.
- **Guidance material.** In 2023 NETD&I elaborated guidelines on fostering an inclusive culture within civil aviation and good practices to be integrated into recruitment procedures. These guidance documents explore effective approaches for the European air transport system to strengthen its resilience, equity, and overall efficiency by embracing D&I. They propose solutions to the major challenges encountered in the recruiting process, and address five core principles for an inclusive work environment (including creating a culture of tolerance and respect, fostering inclusion and integration, investing in staff, adopting an inclusive communication, promoting physical workplace accessibility). NETD&I continues to work on the development of further documents on D&I challenges and solutions.
- **Analysis of survey results.** An in-depth analysis of the data collected from the 2022 and 2024 ECAC surveys on D&I will be made to understand the existing policies of the Member States and identify gaps and challenges across the Member States or specific regions.

Action to be taken

16. The Plenary Session is invited to note the main achievements in the domain of Diversity and Inclusion for the period 2022-2024.