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WOMEN IN LEADERSHIP: ACHIEVING AN EQUAL FUTURE IN A COVID-19 WORLD

8 MARCH 2021

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International Women's Day High-level Dialogue

Virtual | 8 March 2021

Speakers Biographies



Dr. Fang Liu

Secretary General

International Civil Aviation Organization

Dr. Fang Liu is the Secretary General of the International Civil Aviation Organization (ICAO). She was first appointed for a three-year term starting August 2015, and has recently been reappointed for a consecutive three-year term until July 2021.

Prior to her appointment as Secretary General, Dr. Liu served for eight years as the Director of ICAO's Bureau of Administration and Services (ADB). During her tenure, she contributed extensively to ICAO's Senior Management Group and also participated in the High-Level Committee on Management within the United Nations common system. She

transformed the administration of ICAO by enhancing efficiencies, improving governance, and providing effective management and support in areas such as human resources, language services, and conference and information technology services.

Prior to joining ICAO, Dr. Liu served the General Administration of Civil Aviation of China (CAAC), where over the course of twenty years she successively held the posts of Legal Counsel, Deputy Director, Director and Deputy Director General, Department of International Affairs and Cooperation. She was responsible for China's international air transport policy and regulations, bilateral and multilateral relations with international and regional organizations including ICAO, the World Trade Organization, the Asia-Pacific Economic Cooperation (APEC), the European Union, and the Association of Southeast Asian Nations (ASEAN). Dr. Liu was also chief negotiator for the Chinese government for bilateral and multilateral air transport agreements with foreign countries.

During her career with the CAAC, Dr. Liu was elected chair of the Aviation Group of the Asia-Pacific Economic Cooperation (APEC) and was nominated by China to sit on the Air Transport Regulation Panel in ICAO. She also served as an expert on mediation and dispute resolution.

Dr. Liu earned a PhD in international law at Wuhan University, China, and a Master's degree in air and space law at Leiden University, the Netherlands. She was the Director of the Association of Air Law of China and of the Association of Private International Law of China, and has published articles and delivered lectures on a wide range of topics in international air transport regulation and air law. She speaks Chinese and English and has knowledge of French.



Salvatore Sciacchitano

President

ICAO Council

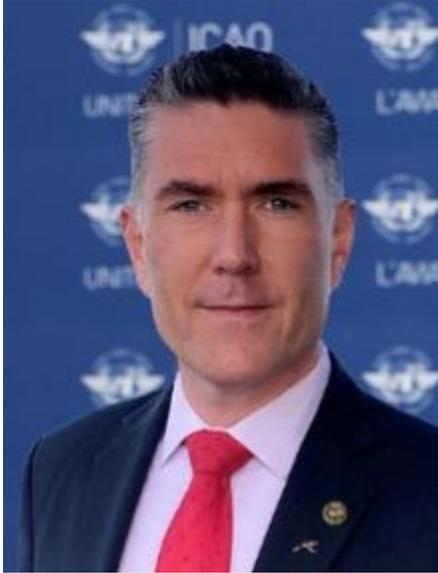
Mr. Salvatore Sciacchitano is the sixth President of the ICAO Council. He succeeded Dr. Olumuyiwa Benard Aliu on 1 January 2020.

Mr. Sciacchitano graduated in Telecommunications Engineering from the University of Catania and began his career in aviation in 1980, joining the Italian Airworthiness

Authority (RAI) where he held positions of increasing responsibility, serving as the organization's Regulation Director in 1992, then as Technical Director and, in 1996, as Director General.

With the merger of the aviation branch of the Ministry of Transport and RAI and the subsequent establishment of the Italian Civil Aviation Authority (ENAC), Mr. Sciacchitano assumed the position of Deputy Director General. In this position, he played an instrumental role in coordinating the core business divisions of the newly founded structure. He was also entrusted with multiple international mandates, chairing the Permanent Commission of EUROCONTROL, representing Italy in the Management Board of European Aviation Safety Agency (EASA), holding the Vice-Presidency of the EUROCONTROL Provisional Council and coordinating the Italian delegation during ICAO Assemblies.

As a result of his extensive experience in aviation international affairs, Mr. Sciacchitano was appointed Executive Secretary of the European Civil Aviation Conference (ECAC) in 2010. In February 2019, he joined the Italian Delegation on the Council of ICAO, where he served until assuming his duties as President of the Council.



Name: Mr. Samuel Campbell Lucas

State: Representative of Australia on the ICAO Council

Mr. Lucas is First Vice-President of the Council, and Chairperson of the Council's Advisory Group on CORSIA. He has previously served as Second Vice-President, and Chairperson of both the Air Transport Committee and the Implementation, Strategy and Planning Group.

Prior to his appointment in October 2016 as Australian Representative on the Council of ICAO, Mr. Lucas spent more than a decade managing aviation issues touching the five Strategic Objectives of ICAO, including six years as Australia's lead air services negotiator.

Beyond aviation, he has managed the delivery of essential services such as health and education in Australia's remote territories, overseen the Australian Government's engagement with local governments across the country, and worked in government legal practice.

Previously, he worked in Vancouver, Canada, in the fields of corporate and commercial law, and also in cruise-ship terminal operations, giving him practical private sector experience to complement his public administration background.

Holding qualifications in law from the University of Queensland and the Australian National University, Mr. Lucas is an admitted Legal Practitioner of the Supreme Court of the Australian Capital Territory.



Ms. Jane Hoskisson

Director, Talent, Learning, Engagement and Diversity

International Air Transport Association (IATA)

Ms. Hoskisson is Director, Talent, Learning, Engagement and Diversity at the International Air Transport Association (IATA). As an HR professional, her mission is to be the magic that inspires people to succeed, and she has a track record of doing just that. Whether designing programs for the attraction and retention of talent at all levels or managing learning initiatives that foster both leadership and technical growth, she is able to create a strategic vision, inspire others to follow and successfully execute it in highly competitive and demanding environments

In 2019, she established an ambitious target for Diversity & Inclusion for the aviation industry, paving the way for many airlines to join us for a positive change. None of these successes could have happened without engaging wide-ranging stakeholders, team members and inspirational leaders. On a day-to-day basis, she make it my priority to build high-performing teams that deliver.

Among her recent achievements are:

- Integration of design thinking into the refreshed approach to recruitment and engagement strategy and tools, resulting in a 5% increase in employee brand rating;
- Roll out and launch of the Cornerstone and LinkedIn Learning to provide learning at the point of need, leading to a 27% increase in learning consumption per employee;
- Implementing and devising a learning methodology to enable rapid development of commercially delivered virtual courses taking roll out time from months to a week;
- Initiation and leading a global mental health employee response group (RUOK) with 45 volunteers around the business;
- Devising a series of engagement activities for staff to boost morale and improve work-life balance in a time of crisis;
- Designing and launch of the 25by2025 campaign, an industry wide initiative to improve gender representation within Aviation by 25% over a five-year period. 57 major airlines have joined; and
- Leading Equal Pay Certification globally.



Ms. Poppy Khoza

Director of Civil Aviation (CEO) Organisation: South African Civil Aviation Authority (SACAA)

Having worked in various aviation management roles, Ms. Poppy Khoza has close to 20 years' experience in senior management positions. Until recently, she served for two consecutive years as the Chairperson of the International Civil Aviation Organization's (ICAO) Aviation Security Panel, a historical milestone by a woman. Effective from 01 December 2018, Ms. Khoza was reappointed for a second five-year term as Director of Civil Aviation (CEO) at the South African Civil Aviation Authority (SACAA). She is the only woman to have occupied this position since the inception of the SACAA.

She is an accomplished leader and achiever. Over the years, Ms. Khoza has received many accolades including the Aviation Sector and Regional (SADC) Award at the CEO Global Pan African Awards which she received in October 2018. The CEO Global Pan African Awards promote the growth and prosperity of the African continent and as part of these efforts, recognition is given to the women and men leading and achieving in their regional sectors. Ms. Khoza has also achieved recognition for her contribution to Aviation Safety and Security by an international body, the Centre for Economic and Leadership Development in March 2018. Furthermore, she also received the Best Chief Executive Officer Award, which was conferred to her during the 2018 Annual Transport Awards, hosted by the Minister of Transport. She had won this particular award before, i.e. in 2015, and was a runner-up on one occasion, i.e. in 2016.

Ms. Khoza was named the Business Leader of the Year during the annual Oliver Empowerment Awards held in April 2018. She is also the winner of the 2016 Top Empowered Public Service Leader of the Year award, conferred during the 15th Oliver Empowerment Awards. She was winner of the Agencies and Regulatory Authorities category during the 2012 South Africa's Most Influential Women in Business and Government Awards.

Under her stewardship, the SACAA scooped the Best Performing Institution in Transport Award on four (4) occasions, making the SACAA the only entity to have received this prestigious accolade since the inception of the Transport Awards in October 2014. During her tenure, the SACAA has achieved seven clean audits over eight financial years, the organisation also received six awards from the Auditor-General of South Africa's for clean audit outcomes. The Top Performing Public Service Award was also bestowed on the SACAA at the 2015 National Business Awards. In 2017, the SACAA was declared the winner in the category "Investing in People" at the National Business Awards.

Under Ms. Khoza's leadership, the SACAA continues to make strides in improving aviation safety and security in South Africa, as attested by the results of the May 2017 ICAO Universal Safety Oversight Audit Programme (USOAP) audit. The results indicated that South Africa had increased its compliance rating and, notably, did not attract a significant safety concern. Ms. Khoza has championed the transformation of the SACAA, and it now boasts 50% capable women Executives, a historical achievement under her stewardship. Ms. Khoza is passionate about meaningful change and aspires to provide good leadership in the aviation sector, in the interests of continued outstanding performance. She has also ensured that there is equitable gender representation across the SACAA; and as a result, as at the end of September 2020, the organisation has a 50/50 split in females and males.



Eng. Angie Ahmed Abdallah Mostafa Elyazzy

Representative of Egypt on the ICAO Council

Eng. Angie Ahmed Abdallah Mostafa Elyazzy was appointed Representative of Egypt on the Council on 16 December 2019. During her tenure, she has served as Chairperson of the Council's Technical Co-operation Committee.

Prior to her appointment, Ms. Elyazzy held a number of positions within the Egyptian Civil Aviation Authority including as Head of Aerodromes' Safety and Standards Central Administration, Safeguarding General Director, Permits Director and as Safeguarding Inspector.

She was the Vice-Chairperson of ICAO MID Runway Safety Working Group, Head of Egypt's Aerodromes Certification and Classification Committees and of its Safeguarding Committee. She was also a member of the Egyptian Regulations Committee

and the ICAO MID Go-Team and ICAO Audit Correction Action Plan Committee.

Among her many achievements, in 2014, Ms. Elyazzy was awarded the Certificate of appreciation from ICAO and UAE for her valuable contribution to the success of the second Regional Runway Safety Seminar. In 2013 she received Certificates of appreciation from the Egyptian Airport company for her efforts towards the certification of all international airport in Egypt.

As well as achieving the Second-best Manager in the Egyptian Governmental leaders' competition in 2009

Eng. Angie was the Chair of the Equal Opportunity Unit in the Egyptian Ministry of Civil Aviation

Eng. Angie is a graduate of the Faculty of Engineering of Ain Shams University in 1986 and holds a Bachelor of Science (BSc) in Architectural Engineering.

And Last but not least she is a mother of 3 (a girl and 2 boys) and grandmother for 2 (boy and a girl)



Ms. Catherine Guillemart-Dias

Vice-President and General Manager Canada, Air France KLM

Air France KLM announces the appointment of Catherine Guillemart-Dias as Vice-President and General Manager Canada, effective August 1. She succeeds Vincent Etchebehere, who will be heading Air France’s Sustainability and New Mobilities in Paris. A 13-year veteran of the Group, Catherine Guillemart-Dias began her career in Paris as a business analyst, where she helped grow the French and Northern European markets. She then joined the Digital team, where she focused on the customer experience, and Corporate Sales, where she managed a portfolio of key accounts. In 2013, she led the teams in Angola tasked with developing flights between Luanda and the Paris and Amsterdam hubs.

She returned to Paris in 2016, where she was appointed Chief of Staff to the Senior Vice-President France. In 2018, she joined Delta Air Lines in Atlanta collaborating to the expansion of the transatlantic joint venture for the EMEA (Europe, Middle East, Africa and India) market.

‘I am delighted to assume the leadership of the Air France KLM Group’s operations in Canada. I have complete confidence in the teams’ ability to continue to provide our Canadian customers with the finest travel experience in accordance with the strictest health rules, while continuing to also uphold our societal and environmental commitments,’ indicated Catherine Guillemart- Dias. She added, ‘Together, we will keep working alongside Delta Air Lines on the integrated services of our transatlantic alliance and will continue to bolster our partnership with WestJet.’

Born in Tours, France, Catherine speaks numerous languages - French, English, Spanish, Portuguese, German – loves music and the opera, and plays the piano and the cello.

The Air France KLM establishment in Canada employs 130 persons across Canada: Montreal, Toronto, Calgary, Edmonton and Vancouver.



Nina Brooks

**Vice President, Security, Facilitation and Innovation
Airport Council International (ACI)**

Nina Brooks is Vice President, Security, Facilitation and Innovation, at ACI World. In this role, she leads three teams, focusing on aviation security, passenger services and facilitation, and innovation and technology. She has extensive experience in facilitation and security for both airlines and airports.

Nina started her career in IT, and then moved to aviation at Virgin Atlantic Airways in the Government Affairs Team, dealing with issues of border and aviation security. Nina moved to IATA in Canada in 2007, as Head of Security and Facilitation Projects, and then worked at InterVistas Consulting, working with airports and governments across Canada and the United States prior to joining ACI in 2015.

Nina is the official observer to the AVSEC and Facilitation Panels at ICAO, is on the editorial board for Aviation Security International and teaches Aviation Security at McGill University in Montreal.



Lic. Paola Tamburelli

Administrator, National Administration of Civil Aviation, Argentina

Paola Tamburelli has more than 20 years of experience in the air transport industry, most of it from high-level public management positions.

Currently President of the Argentine Republic Civil Aviation Authority, she is the first woman in the history of the ANAC to take up this role.

She also served as National Director of Air Transport and was in charge of International Air Agreements for more than a decade, from three different positions, heading more than 150 negotiations on behalf of the National Government both from the Ministry of Transport and the Foreign Affairs Ministry.

After participating in 2007 in the creation of the new National Aeronautical Authority, she led similar processes in different countries around the world and trained Aeronautical Authorities and other industry actors on civil aviation issues.

In 2014, the International Civil Aviation Organization has recognized her as one of the 70 most inspiring women in aviation.

Paola has a degree in International Relations with postgraduate training in Aeronautical and Space Law and in International Affairs.



Dr. Shefali Juneja

Representative of India on the ICAO Council

Dr Shefali Juneja took over on August 28, 2019 as the Representative of India on the Council of International Civil Aviation Organisation in Montreal, Canada. ICAO is a specialised UN Agency, that regulates international aviation. Governed by the Chicago Convention of 1944, it provides standards and regulations to its 193 Member States and Aviation industry. Previously, Dr Shefali was Joint Secretary in Ministry of Civil Aviation dealing with International Agreements (2012-2019). She was the chief bilateral air services negotiator for India for 6 years and she helped to transform the bilateral air service negotiations by implementing Open Skies as per the National Civil Aviation Policy 2016. She has served as the Board of Director in Air India group companies namely- Air India Express and Alliance Air. She has worked as a Director in

the Ministry prior to her alleviation serving in Finance, Economic Regulation, Aviation Security and Air India divisions. With an MBA in Aviation Management and Certificate Course from McGill University in Aviation law, Dr Juneja brings a rich practical and theoretical knowledge in Aviation.

Prior to joining Ministry of Civil Aviation, Dr Shefali, has served on many sensitive and challenging assignments, semi-judicial positions and administrative and financial positions in the government as a civil servant, belonging to the Indian Revenue Service, 1992 batch.

Dr Shefali is an avid speaker and published writer on International and Indian platforms on multiple sectors including aviation, taxation and administration. She is the Chairperson of ICAO Council Small Group on Gender, Ad hoc Group on Industry Consultative Forum and Implementation Strategy and Planning Group and life member of Women in Aviation-India Chapter and the Indian Women Pilot's Association & International Women Professionals in Aviation & Aerospace (IWPA).



Ms. Isabel Maestre Moreno

Executive Director, Spanish Aviation Safety and Security Agency (AESA)

Director of the Spanish Aviation Safety and Security Agency since the end of 2008.

In 1992 Isabel began her career as director of quality and engineering in various Spanish airlines, moving in 2002 to management of airport project at the Spanish airport company AENA. In 2005 she was designated as Director of Safety Unit of SENASA, a state

company with full competence in aviation services and studies for air navigation and safety. In 2008, she became Director of the Training Unit for air traffic controllers in the same company, paving the way for the liberalization of the provision of air navigation services and the optimization of ATC management in Spain.

Isabel Maestre is an aeronautical engineer with a degree from Madrid Polytechnic University and holds a MBA from the Instituto de Empresa of Madrid (which is ranked among the Top 10 worldwide institutions for training executives).

She is responsible for the Agency's creation, launch and consolidation as an independent, self-financing organization, as well as for the development of the Spanish national supervisory authority in all aspects of aviation safety and security. During this time, she has directed the process of optimization of the safety, sustainability and efficiency of Spanish Civil aviation:

- Leading the transformation of a state-supported entity into a self-financed organization
- Leading the training, specialization and professionalization process for the Agency's human resources, which currently form a team of 913 people.
- Leading a new mixed management model for aviation safety, promoting a safety culture, increasing safety levels and building trust.
- Leading institutional relations with different political in Parliament on issues related with safety in air transport and with passenger protection, as well as for the modification and improvement of the Spanish Law on Aviation Safety.

On an international level, she has actively cooperated with the European Commission, EASA, Authorities of other Member States, and ICAO. She is a member of the EASA Management Board, actively participating in the European Commission's activities, the EU Council of Transport Ministers, and led the area of air transport during the Spanish presidency of the EU in 2010, as well as participated in the management of the volcanic cloud, in coordination with other European institutions, during the same period.



Candace McGraw

Chief Executive Officer

Cincinnati/Northern Kentucky International Airport

Candace McGraw has served as the Chief Executive Officer of the Cincinnati/Northern Kentucky International Airport (CVG) since July 2011. Candace is proud to lead a team that has been recognized by SkyTrax as the “World’s Best Airport Serving Less Than 10 million Passengers” and as the “Best Regional Airport in North America” for seven of the last nine years.

Candace serves on a number of local boards, including Cincinnati and Northern Kentucky Chambers of Commerce; Kentucky Chamber of Commerce; Northern Kentucky Tri-ED; Cincinnati Convention and Visitor’s Bureau; and Northern Kentucky Regional Alliance and the Regional Tourism Network. She also serves as a member of Kentucky’s Economic Development Partnership Board. In addition, Candace serves on the Fifth Third Bank Advisory Board.

Candace is very also involved in the airport industry serving as Immediate Past Chair of Airports Council International-North America (ACI-NA); Airports Council International-World Board; and the National Aeronautic Association. She has also been appointed by the Secretary of the Department of Transportation to serve on two federal advisory boards: NextGen Advisory Committee; and Women in Aviation Advisory Board,

Candace has a bachelor’s and master’s degree from Duquesne University and a Juris Doctor from the University of Pittsburgh.