



ICAO



Fundación
ENAIRe

Global Aviation Gender Summit 2023

5 TO 7 JULY, MADRID, SPAIN



#GlobalAviationGenderSummit

Tentative Programme

Day 1 - Inspiration and Leadership

Wednesday, 5 July 2023

Opening Ceremony

- 09h00 to 09h45
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Join us for the Opening Ceremony of the Global Aviation Gender Summit 2023 where opening remarks from senior dignitaries of ICAO and the Host Organization will be delivered. The Opening Ceremony will include a cultural performance by the Ballet Nacional de España.

Keynote speakers:

- Hon. Raquel Sánchez Jiménez, Minister for Transport, Mobility and Urban Agenda, Spain
- Mr. Salvatore Sciacchitano, Council President, International Civil Aviation Organization (ICAO)

High Level Dialogue – *Stepping up commitment for change*

- 09h45-11h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Through this high-level session, senior dignitaries of international organizations and influential speakers will present high level remarks and insight regarding the urgency of enhancing gender equality in aviation and the need to step up commitment for change.

Keynote speakers:

- Ms. Adina Vălean, Commissioner for Transport, European Commission
- Mr. Gilbert F. Houngbo, Director-General, International Labour Organization (ILO) (tbc)
- Mr. Juan Carlos Salazar, Secretary General, International Civil Aviation Organization (ICAO)
- Ms. Sima Sami Bahous, Executive Director, UN Women
- Mr. Young Tae Kim, Secretary-General, International Transport Forum (ITF)



Coffee Break

- 11h00 to 11h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Refreshments graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Panel 1 – *Setting the scene: aspirations and ambitions for moving beyond the status quo*

- 11h30 to 12h45
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

This high-level panel will set the stage for the Global Aviation Gender Summit. It intends to highlight the key role of aviation in driving sustainable development globally in line with the *UN's 2030 Agenda for Sustainable Development*, the gender-related trends in aviation as well as the industry's prospects for growth. The sessions will outline the vision and ambition for achieving gender equality in aviation. It aims to unfold as well, the labour shortage issues hampering the growth of the sector, and provide insights into the importance of harnessing the opportunities created by advancing gender equality in aviation.

Speakers:

Moderator: Ambassador Laurent Pic, Representative of France on the ICAO Council and Chair of the Council Small Group on Gender

- Ms. Adefunke Adeyemi, Secretary General, African Civil Aviation Commission (AFCAC)
- Ms. Candace McGraw, Chief Executive Officer, Cincinnati/Northern Kentucky International Airport and Vice Chair, Airports Council International (ACI) Governing Board
- Captain Zoya Agarwal, Pilot, Air India
- Mr. Filip Cornelis, Director for Aviation DG Mobility and Transport, European Commission
- Ms. Sandra Carvao, Director, Market intelligence and Competitiveness, United Nations World Tourism Organization (UNWTO)



Vision of the Next Generation

- 12h45 to 13h15
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Join us as we get inspired by listening to the insights shared by our next generation, their vision and the future they want to shape for our sector.

Speakers:

Moderator: Mr. Nicolas Rallo, Regional Director, European and North Atlantic Office, ICAO

- Ms. Ana Gagua, Technical Exploitation of Air Traffic Control Systems, Georgian Aviation University
- Ms. Birna Katrín Gunnlaugsdóttir, Operations Officer, Icelandair
- Ms. Katherin Martínez, Representative of El Salvador on the ICAO Council

Lunch



- 13h15 to 14h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Lunch graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Panel 2 – *Promoting decent work: best practices in aviation industry*

- 14h30 to 15h45
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

This session aims to illustrate how the industry, governments and unions can bring gender equality into their institutional structures, policies, programmes, practices and activities by sharing good practices on advancing decent work in support of gender equality and how these actions can enhance the achievement of gender equality in aviation industry.

Speakers:

- Ms. Dominique Renaud, Head of General Aviation & VTOL section, European Union Aviation Safety Agency (EASA)
- Ms. Keturah Johnson, International Vice-President, Association of Flight Attendants-CWA, AFL-CIO
- Ms. Daniela Modonesi, Italian General Confederation of Labour (CGIL)



Coffee Break

- 15h45 to 16h15
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Refreshments graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Panel 3 – *Inclusive leadership and decision-making as agents of change*

- 16h15 to 17h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Across all sectors, industries and societies, women have the potential to make key contributions to decision-making processes. This session showcases how women are currently represented in decision-

making and leadership roles in the aviation sector, and the impact and importance of diversity at the top levels of the industry. This session will reflect on what the enablers are for ensuring increased representation of women in such positions including from a structural, institutional and individual point of view, such as gender-responsive processes and procedures for selections and appointments, providing support to women employees in their career development journeys; and the role that ICAO and its stakeholders can play in promoting stronger representation of women in senior and decision-making roles.

Speakers:

Moderator: Ms. María Jesús Conde Zabala, Ambassador in Special Mission for Feminist Foreign Policy, Department for Foreign Affairs, European Union and Cooperation, Spain

- Ms. Lisa Setlakwe, Assistant Deputy Minister, Safety and Security, Transport Canada
- Ms. María José Rallo del Olmo, Secretary-General for Transport and Mobility, Ministry of Transport, Mobility and Urban Agenda, Spain
- Ms. Paola Tamburelli, Director General, Administración Nacional de Aviación Civil, Argentina (tbc)
- Ms. Lydie Jallier, Senior Vice President Global Talent Acquisition and Development, Safran (tbc)
- Dr. Shefali Juneja, Representative of India on the ICAO Council

Day 2 - From Insights to Action

Thursday, 6 July 2023

Panel 4 – *Harnessing the power of gender-responsive policies and financing*

- 09h00 to 10h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Achieving gender equality and the empowerment of women in the aviation sector inter alia requires the development and implementation of robust institutional arrangements within States, regional and international aviation organizations as well as the broader international aviation industry.

This session focuses on the importance of integrating gender equality considerations in aviation policy and planning processes, strategies and frameworks. It also looks at how to create an enabling environment for women within the aviation sector, and identifies the ways in which workplace culture can be transformed by gender-sensitive policies such as flexible working arrangements, the promotion of work-life balance, and the implementation of inclusive and transparent human resources policies. Lastly, the session discusses the significance of allocating sufficient human and financial resources to implement these institutional arrangements in order to successfully address the gender gap in the aviation sector.

Speakers:

Moderator: Dr. Leslie Groves, Senior Gender Equality and Leadership Consultant (tbc)

- Ms. Gema Martín del Burgo, President, Ellas Vuelan Alto
- Ms. Katja Pehrman, Senior Advisor, UN Women (tbc)
- Ms. Poppy Khoza, Director General, South African Civil Aviation Authority (SACAA)

Award Ceremony - *Women in Aviation Multimedia Engagement Contest*

- 10h30 to 11h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center



Coffee Break

- 11h00 to 11h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

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Panel 5 – *Leveling the playing field through STEM, capacity-building and training*

- 11h30 to 13h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

This Session highlights the importance of increasing female interest and employment in Science, Technology, Engineering, and Mathematics (STEM), including the aviation related fields, as well as other domains and areas of work in the aviation ecosystem. It also explores how creating, developing and strengthening women’s capacities through lifelong learning, skilling, upskilling and reskilling can lead to greater gender equality especially in technical and management positions in a rapidly changing sector such as aviation.

Speakers:

Moderator: Ms. Tolulope Agiri, Deputy Director, Human Resources, International Civil Aviation Organization (ICAO)

- Ms. Allison McKay, Chief Executive Officer, Women in Aviation International
- Ms. Anita Adjei Nmashie, Representative of Ghana on the ICAO Council
- Mr. Olivier Chansou, Director General, École Nationale de L'Aviation Civile, France (ENAC)
- Dr. Rannia Leontaridi, Director General, Maritime and Security Group in the Department for Transport (DfT), United Kingdom (tbc)
- Ms. Sonia García, Spanish Pilots Union (SEPLA)

ICAO NGAP Programme going forward

- 13h00 to 13h15
- Madrid Marriott Auditorium Hotel & Conference Center



Lunch

- 13h15 to 14h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Lunch graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Lightning talks

- **Making gender data matter for aviation**
- 14h30 to 15h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Through enlightening presentations, this session focuses on the key role of data in making informed decisions and developing inclusive solutions to resource planning and sustainable growth of aviation, including evidence-based strategies, policies and measures that correspond to the priorities, gaps and needs of the sector in achieving gender equality. It will look at some of the existing practices across the transport spectrum in collection and analysis of gender-disaggregated data, as well as opportunities to address data gaps in the sector.

Speakers:

Moderator: To be confirmed

- Ms. Anna Zarubina Ghion, Global Account Manager for Intergovernmental Organisations focusing on Aviation Industry, Amazon Web Services (tbc)

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- **Behavioural Science in support of gender equality in aviation**
 - 15h00 to 15h30
 - 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Through enlightening presentations, this session explores opportunities for advancing gender equality in aviation through innovative approaches, such as the application of behavioural science into the recruitment process, so as to limit as much as possible cognitive bias, including those related to gender. This session will explore fundamental principles to de-bias recruitment processes and how this can be translated into day-to-day practices. From changing social norms, reducing gender inequalities in the workforce, and embracing an inclusive workplace, behavioural science can trigger practical transformation of how we do business and enhance gender equality in aviation.

Speakers:

Moderator: Ms. Chrystelle Damar, Strategic Planning and Regional Coordination Officer, ICAO (tbc)

- Dr. Viktor Oubaid, Head of Aviation and Space Psychology, German Aerospace Center (DLR)

**Coffee Break**

- 15h30 to 16h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

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Panel 6 – *Breaking the bias: promoting role models and changing stereotypes*

- 16h00 to 17h30
- Madrid Marriott Auditorium Hotel & Conference Center

Description:

This Session revolves around the concept of ‘seeing is believing’ and will illustrate how role models can inspire younger generations to enter into the transport sector, and aviation in particular, and demonstrate the mindsets and behaviors of climbing the career ladder. It also highlights the importance of diversifying role models as well as how men can champion gender equality and women’s empowerment.

Speakers:

Moderator: Mr. Anthony Gooch, International Communication Specialist

- Ms. Andreza de Souza Alberto, Vice President of People, ESG and Corporate Communication, Embraer (tbc)
- Baroness Vere of Norbiton OBE, Parliamentary Under Secretary of State, Department for Transport (DfT), United Kingdom, or Female ICAO Council Representative (tbc)
- Ms. Karla González Carvajal, Infrastructure Manager for South Africa and Ethiopia in the Transport sector, Global Lead for Gender Task Force in Transport, World Bank Group

- Ms. Marina Estal Muñoz, Head of Airspace Policy, Directorate General of Civil Aviation, Spain
- Ms. Pilar Vera, Chairwoman, Air Crash Victims' Families' Federation International (ACVFFI)

Day 3 – Solutions and Enablers

Friday, 7 July 2023

Panel 7 – *States experiences with advancing gender equality*

- 09h00 to 10h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

This Session provides an opportunity to learn more about how States promote, at the national level or through regional or other initiatives, gender equality in their aviation ecosystems. Such best practices could create momentum across the sector to build on and catalyze impact through inspiring States, ICAO and the aviation sector to develop, implement and advance policies, strategies and measures to promote gender equality in aviation.

Speakers:

To be confirmed.

Coffee Break

- 10h30 to 11h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Refreshments graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Panel 8 – *Lesson Learnt and the role of goal-setting: an industry perspective*

- 11h00 to 12h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

This Session showcases best practices and lessons learned from the aviation industry and their initiatives, including experiences from across the transport spectrum to close the gender gap through various means such as outlining diversity goals and targets. It also features the enabling role of partnerships in tackling the multifaceted issues of gender equality in aviation and driving this important agenda in a collaborative manner.

Speakers:

Moderator: To be confirmed

- Ms. Jane Hoskisson, Director, Talent, Learning, Engagement and Diversity, International Air Transport Association (IATA)
- Ms. Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL (tbc)
- Ms. Monserrat Mestre Domènech, Director, State, Air Safety Agency, Spain
- Ms. Nina Brooks, Vice President and Permanent Representative to ICAO, International Coordinating Council of Aerospace Industries (ICCAIA)

Closing Ceremony – *Rising to the challenge: A Call to Action*

- 12h30 to 13h30
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Description:

Join us for the Closing Ceremony of the Global Aviation Gender Summit 2023 where closing remarks from senior dignitaries of the Host Organization will be delivered. This Session will present the high-level outcomes of the discussions held from the start of the Summit and will highlight proposed pathways to enhance gender equality in aviation.

Keynote speakers:

- The Summit outcomes, *A Call to Action*, to be presented.
- Mr. David Lucas Parrón, Secretary of State for Transport, Mobility and Urban Agenda, Spain (tbc)

**Farewell Lunch**

- 13h30 to 15h00
- 📍 Madrid Marriott Auditorium Hotel & Conference Center

Lunch graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

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