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# Global Aviation Gender Summit 2023

5 TO 7 JULY, MADRID, SPAIN



#GlobalAviationGenderSummit



01.

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# Summit Agenda



# Global Aviation Gender Summit 2023

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## Day 1 – Inspiration and Leadership

Wednesday, 5 July 2023

Time (CEST)	Session Description
Summit's Master of ceremony: Mr. Javier Ortega Figueiral, Journalist	
09:00 – 09:45	<p><b>Opening Ceremony</b></p> <p>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.</p> <p><b>Keynote speakers:</b></p> <ul style="list-style-type: none"><li>- Hon. Raquel Sánchez Jiménez, Minister for Transport, Mobility and Urban Agenda, Spain</li><li>- Mr. Salvatore Sciacchitano, Council President, International Civil Aviation Organization (ICAO)</li></ul>
09:45 – 11:00	<p><b>High-Level Dialogue - <i>Stepping up commitment for change</i></b></p> <p>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.</p> <p><b>Keynote speakers:</b></p> <p>Moderator: Dr. Leslie Groves, Senior Gender Equality and Leadership Consultant</p> <ul style="list-style-type: none"><li>- Ms. Adina Vălean, Commissioner for Transport, European Commission</li><li>- Ms. Manuela Tomei, Assistant Director-General, International Labour Organization (ILO)</li><li>- Mr. Moez Doraid, Deputy Executive Director for UN Coordination, Partnerships, Resources and Sustainability, UN Women</li><li>- Capt. Priya Doobaree, Representative of the International Federation of Air Line Pilots' Associations to ICAO</li><li>- Mr. Salvatore Sciacchitano, Council President, International Civil Aviation Organization (ICAO)</li><li>- Dr. Young Tae Kim, Secretary-General, International Transport Forum (ITF)</li></ul>



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11h00 - 11h30	<p><b>Coffee Break</b></p> <p>Refreshments graciously provided by the Host Organization.</p>
11:30 – 12:45	<p><b>Panel 1 - <i>Setting the scene: aspirations and ambitions for moving beyond the status quo</i></b></p> <p>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.</p> <p><b>Speakers:</b></p> <p>Moderator: Ambassador Laurent Pic, Representative of France on the ICAO Council and Chair of the Council Small Group on Gender</p> <ul style="list-style-type: none"><li>- Ms. Adefunke Adeyemi, Secretary General, African Civil Aviation Commission (AFCAC)</li><li>- Ms. Candace McGraw, Chief Executive Officer, Cincinnati/Northern Kentucky International Airport and Vice Chair, Airports Council International (ACI) Governing Board</li><li>- Capt. Zoya Agarwal, Pilot, Air India</li><li>- Mr. Filip Cornelis, Director for Aviation DG Mobility and Transport, European Commission</li><li>- Ms. Sandra Carvao, Director, Market Intelligence and Competitiveness, United Nations World Tourism Organization (UNWTO)</li></ul>
12:45 – 13:15	<p><b>Vision of the Next Generation</b></p> <p>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.</p> <p><b>Speakers:</b></p> <p>Moderator: Mr. Nicolas Rallo, Regional Director, European and North Atlantic Office, ICAO</p> <ul style="list-style-type: none"><li>- Ms. Ana Gagua, Technical Exploitation of Air Traffic Control Systems, Georgian Aviation University</li><li>- Ms. Birna Katrín Gunnlaugsdóttir, First Officer, Icelandair</li><li>- Ms. Katherin Martínez, Representative of El Salvador on the ICAO Council</li></ul>



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13:15 – 14:30	<p><b>Lunch Break</b></p> <p>Lunch graciously provided by the Host Organization.</p>
14:30 – 15:45	<p><b>Panel 2 - Promoting decent work: best practices in aviation industry</b></p> <p>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.</p> <p><b>Speakers:</b></p> <p>Moderator: Ms. Manuela Tomei, Assistant Director-General, International Labour Organization (ILO)</p> <ul style="list-style-type: none"><li>- Ms. Daniela Modonesi, Women Representative of the International Transport Workers' Federation Civil Aviation Section Committee, Italian General Confederation of Labour (CGIL)</li><li>- Ms. Dominique Renaud, Head of Business Jets Section, Certification Directorate, European Union Aviation Safety Agency (EASA)</li><li>- Ms. Gloria Loza Murrugarra, General Counsel and Corporate Affairs Manager at Sky Airline Peru</li><li>- Ms. Keturah Johnson, International Vice-President, Association of Flight Attendants-CWA, AFL-CIO</li><li>- Mr. Luis Rodrigo Morales Velez, Director, Industrial Relations and ILO coordination, International Organization of Employers</li></ul>
15:45 - 16:15	<p><b>Coffee Break</b></p> <p>Refreshments graciously provided by the Host Organization.</p>
16:15 - 17:30	<p><b>Panel 3 - Inclusive leadership and decision-making as agents of change</b></p> <p>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</p>



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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. Nichole Morgan, Deputy Director General, Corporate Services, Jamaica Civil Aviation Authority (JCAA)

- 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. Pascaline Dalby, Senior Vice President, Human Resources Development, Safran
- Dr. Shefali Juneja, Representative of India on the ICAO Council

## Day 2 – From Insights to Action

Thursday, 6 July 2023

Time (CEST)	Session Description
09:00 – 10:15	<p><b><i>Panel 4 - Leveling the playing field through STEM, capacity-building and training</i></b></p> <p>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.</p> <p><b>Speakers:</b></p> <p>Moderator: Ms. Tolulope Agiri, Deputy Director, Human Resources, International Civil Aviation Organization (ICAO)</p> <ul style="list-style-type: none"><li>- Ms. Anita Adjei Nmashie, Representative of Ghana on the ICAO Council</li><li>- Ms. Aziza Al-Yahri, Training Coordinator and Academic Expert, Qatar Civil Aviation Authority</li><li>- Mr. Olivier Chansou, Director General, École Nationale de L'Aviation Civile (ENAC), France</li></ul>



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	<ul style="list-style-type: none"> <li>- Dr. Rannia Leontaridi, Director General, Aviation, Maritime and Security Group in the Department for Transport (DfT), United Kingdom</li> <li>- Ms. Sonia García, Unmanned Aircraft Lead, Female Aviators, Spanish Pilots Union (SEPLA)</li> </ul>
10:15 - 10:30	<p><b>ICAO NGAP Programme going forward</b></p> <ul style="list-style-type: none"> <li>- Ms. Grace Okungu, Chief Field Personnel Section, Capacity Development Implementation Bureau, ICAO</li> </ul>
10:30 – 11:00	<p><b>Award Ceremony - Women in Aviation Multimedia Engagement Contest 2023</b></p>
11:00 – 11:30	<p><b>Coffee Break</b></p> <p>Refreshments graciously provided by the Host Organization.</p>
11:30 – 13:00	<p><b>Panel 5 - Harnessing the power of gender responsive policies and financing</b></p> <p>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.</p> <p>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 aviation.</p> <p><b>Speakers:</b></p> <p>Moderator: Dr. Leslie Groves, Senior Gender Equality and Leadership Consultant</p> <ul style="list-style-type: none"> <li>- Ms. Gema Martín del Burgo, President, Ellas Vuelan Alto (EVA)</li> <li>- H.E. Huda Al Hashimi, Deputy Minister of Cabinet Affairs for Strategic Affairs, Ministry of Cabinet Affairs, and member of the UAE Gender Balance Council, United Arab Emirates</li> <li>- Ms. Katja Pehrman, Senior Advisor, UN Women</li> </ul>





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	<ul style="list-style-type: none"><li>- Ms. Poppy Khoza, Director General, South African Civil Aviation Authority (SACAA)</li><li>- Ms. Priscilla Mannis, Acting Head of Finance and Administration, Organization for Security and Co-operation in Europe (OSCE) Kosovo Mission</li></ul>
13:00 - 13:15	<p><b>Sponsors' Spotlight</b></p> <ul style="list-style-type: none"><li>- Ms. María Jesús López Solás, Director Commercial, Network Development &amp; Alliances, Iberia</li></ul>
13:15 - 14:30	<p><b>Lunch Break</b></p> <p>Lunch graciously provided by the Host Organization.</p>
14:30 - 15:30	<p><b>Lightning Talks</b></p> <p>Moderator: Mr. Javier Ortega Figueiral, Journalist</p> <ul style="list-style-type: none"><li>• <i>Making gender data matter for aviation</i><ul style="list-style-type: none"><li>➤ 14:30 - 15:00</li></ul><p>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.</p><p><b>Speakers:</b></p><ul style="list-style-type: none"><li>- Ms. Anna Zarubina Ghion, Senior Global Account Manager for Intergovernmental Organisations focusing on Aviation Industry, Amazon Web Services</li><li>- Ms. Jessica Díaz de Leon Gomez, Statistical Data Manager, ICAO</li></ul></li><li>• <i>Behavioural Science in support of gender equality in aviation</i><ul style="list-style-type: none"><li>➤ 15:00 - 15:30</li></ul></li></ul>





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	<p>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.</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"><li>- Ms. Ariel Lee Bothen, Senior Advisor, The Behavioural Insights Team (BIT)</li></ul>
15:30 - 16:00	<p><b>Coffee Break</b></p> <p>Refreshments graciously provided by the Host Organization.</p>
16:00 - 17:30	<p><b>Panel 6 - Breaking the bias: promoting role models and changing stereotypes</b></p> <p>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.</p> <p><b>Speakers</b></p> <p>Moderator: Ms. Marta Encinas-Martin, Senior Advisor Global Relations and Education Gender Ambassador, Organization for Economic Co-Operation and Development (OECD)</p> <p>Setting the Scene: Ms. Magdalena Olczak-Rancitelli, Manager, Institutional Relations and Summit, Gender Coordinator, International Transport Forum (ITF)</p> <ul style="list-style-type: none"><li>- Baroness Vere of Norbiton OBE, Parliamentary Under Secretary of State, Department for Transport (DfT), United Kingdom</li><li>- Ms. Kendra Kincade, President and Chief Executive Officer, Elevate Aviation</li><li>- Ms. Marina Estal Muñoz, Head of Airspace Policy, Directorate General of Civil Aviation, Spain</li><li>- Ms. Oriel Petry, Senior Vice President, Public Affairs, Airbus United Kingdom</li><li>- Ms. Pilar Vera, Chairwoman, Air Crash Victims’ Families’ Federation International (ACVFFI)</li></ul>



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## Day 3 – Solutions and Enablers

Friday, 7 July 2023

Time (CEST)	Session Description
09:00 – 10:30	<p><b>Panel 7 - States experiences with advancing gender equality</b></p> <p>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.</p> <p><b>Speakers:</b></p> <p>Moderator: Ms. Valdís Ásta Aðalsteinsdóttir, Representative of Iceland on the ICAO Council</p> <ul style="list-style-type: none"><li>- Ms. Amel Kefif, Managing Director, Elles bougent, France</li><li>- Ms. Angela McCullough, Executive Director of the Office of Aviation Policy &amp; Plans, Federal Aviation Administration, United States of America</li><li>- Ms. Paola Tamburelli, Director General, Administración Nacional de Aviación Civil, Argentina</li><li>- Ms. Suvrita Saxena, Director Operations, Directorate General of Civil Aviation, India</li><li>- Ms. Thobile Masooa, Executive Human Resources, Civil Aviation Authority, South Africa</li></ul>
10:30 - 11:00	<p><b>Coffee Break</b></p> <p>Refreshments graciously provided by the Host Organization</p>
11:00 - 12:30	<p><b>Panel 8 - Lesson Learnt and the goal-setting: an industry perspective</b></p> <p>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.</p> <p><b>Speakers:</b></p>



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	<p>Moderator: Ms. Jane Hoskisson, Director, Talent, Learning, Engagement and Diversity, International Air Transport Association (IATA)</p> <ul style="list-style-type: none"><li>- Ms. Jun Taneie, Executive Vice President, Group Chief Diversity, Equity &amp; Inclusion Officer, ANA Holdings Inc., Japan</li><li>- Ms. María Bello, Director of People Development and Organization, Iberia</li><li>- Ms. Milena Bowman, Executive Manager, Airspace Systems and Procedures, EUROCONTROL</li><li>- Ms. Montserrat Mestres Domènech, Director, State Air Safety Agency, Spain</li><li>- Ms. Nina Brooks, Vice President and Permanent Representative to ICAO, International Coordinating Council of Aerospace Industries (ICCAIA)</li></ul>
12:30 - 13:30	<p><b>Closing Ceremony - <i>Rising to the challenge: A Call to Action</i></b></p> <p>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 <i>Call to Action</i>, entailing the high-level outcomes of the discussions held from the start of the Summit and highlighting proposed pathways to enhance gender equality in aviation.</p> <p><b>Keynote speakers:</b></p> <ul style="list-style-type: none"><li>- Ms. María José Rallo del Olmo, Secretary-General for Transport and Mobility, Ministry of Transport, Mobility and Urban Agenda, Spain</li><li>- Mr. Salvatore Sciacchitano, Council President, International Civil Aviation Organization (ICAO)</li></ul>
13:30 - 15:00	<p><b>Farewell Lunch</b></p> <p>Lunch graciously provided by the Host Organization.</p>

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Bombardier is proud to be present among the greatest influencers of change to learn, share, and promote the importance of women in the aviation sector



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**Maribel Ramos**

Business Development Senior Manager

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**Ellas Vuelan Alto**'s mission is to act for the benefit of the consolidation of the visibility of women in the aerospace sector in Spain, covering the political, university, business and Administration spheres, based on the vision of equality of the Magna Carta of the United Nations.

EVA wants to promote equality in the aerospace sector, acting in the political, academic, business and social fields, based on the Magna Carta of the United Nations.



**Ellas Vuelan Alto**  
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ICAO

EXHIBITOR

Booth #4

The **International Civil Aviation Organization (ICAO)** is a United Nations agency which helps the governments of the world to share the sky to their mutual benefit. ICAO supports States in their development of consensus-based global civil aviation standards and recommended practices which are adopted into the Annexes of the Convention on International Civil Aviation (Chicago Convention), a multilateral air transport legal agreement drafted in 1944 and presently adhered to by 193 countries.

Taking advantage of the central position this role affords it in global civil aviation affairs, ICAO also produces global planning targets to align worldwide progress in areas such as aviation safety, air navigation capacity and efficiency, and aviation security. It supports these plans with direct regional coordination, assistance, and capacity building, and ultimately helps governments to recognize how well-resourced and ICAO-compliant aviation connectivity can deliver dependable and sustainable socio-economic benefits to their citizens and businesses.



**International Civil Aviation Organization (ICAO)**  
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