

Equity, Diversity and Inclusion Task Force

Presented by the EDITF Sverre Ivar Elsbak

1. INTRODUCTION

- 1.1. This report covers the activities of the IFATCA Equity, Diversity and Inclusion Task Force (EDITF) from the 2025 conference in Abu Dhabi, UAE, to the 2026 conference in Bucharest, Romania.
- 1.2. The IFATCA Equality, Diversity and Ethics Task Force (EDETf) 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
- Co-Chair Betsy Beaumont USA
- 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 Imane Elmi Djibouti
- Member Katarina Anzel-Kruh Slovenia
- Member Natahsa Mijat Krstevska North Macedonia
- Member Vinko Elma Malnar Bosnia and Herzegovina
- Member Mehdi Roohi Islamic Republic of Iran

- 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 2025.
 - 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 collaborate with other international organizations and bodies on the subject of equality, diversity and inclusion.
- 2.3. The EDITF Chair and Co-Chair have reported to the IFATCA Deputy President about the activities of the EDITF.
- 2.4. The EDITF conducted most of its work via WhatsApp, 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 Bologna, Italy (October 2025)
 - IFATCA Americas Regional Meeting Oranjestad, Aruba (October 2025)
 - IFATCA Asia and Pacific Regional Meeting in Macau (October 2025)
 - IFATCA Africa and Middle East Regional Meeting in Victoria Falls, Zimbabwe (November 2025)
- 2.6. The EDITF Chair has attended the following meetings and conferences since Abu Dhabi:
- a) IFATCA Nordic meeting in Lofoten, Norway (September 2025)
 - b) IFATCA European Regional Meeting in Bologna, Italy (October 2025)
 - c) CANSO DEI Group (Several online meetings)
- 2.7. Different members of EDITF have attended the following meetings and conferences since Abu Dhabi:

- a) Greg Okeroa attended Airspace World in Lisbon, where he took part on the panel titled “Shaping tomorrow’s skies: Attracting and retaining the next generation of aviation professionals” (May 2025)
- b) Betsy Beaumont represented IFATCA at the Eurocontrol Strategic webinar on the topic: No one left behind – Building the next generation in ATM
- c) Greg Okeroa attended Airspace Asia Pacific in Hong Kong, where he took part on the panel titled “Tomorrow’s voices – Inspiring and attracting the next generation of ATM professionals” (December 2025)
- d) Lumbiwe Hara and Imane Elmi have attended all of the “Woman to Woman talk presentations” that were offered by the AFM Women Support Group virtually.
- e) Betsy Beaumont and Lumbiwe Hara are in ICAO work group 2 - Women Empowerment, where they are drafting policy, governance and accountability for Woman Empowerment in Aviation.
- f) Katarina Anzel-Kruh and Gale Williams-Dalsou are in ICAO work group 3 – Integrating Women’s Aspects into Programme Design, Implementation, and Monitoring group.

2.8. The EDITF Chairs have kept contact with the following organizations:

- IFALPA
- IFATSEA
- IFAIMA
- IFISA
- ICAO
- Eurocontrol
- EASA
- Elevate Aviation
- CANSO

3. CONCLUSION

3.1. Since we last met in Abu Dhabi the EDITF has gotten two new members: Vinko Elma Malnar from Bosnia and Herzegovina and Mehdi Roohi from the Islamic Republic of Iran. The gender balance is now up from 1/4 to 1/3. I believe that the EDITF is stronger with a more even and diverse composition.

3.2. IFATCA inherently believes in equity, diversity and inclusion. We know it makes us stronger as an international organization. Our collaboration between member associations from all over the world, is proof that EDI works. IFATCA believes that *all* of our members should feel safe, seen, valued and included. Our members *are* IFATCA.

- 3.3. Going forward the EDITF will be focusing our efforts on a more regional and local basis. We will try to assist our MA's with whatever needs they have within the world of EDI. We believe that raising awareness through education, is best done from the ground up. Start locally, progress regionally and succeed globally.
- 3.4. IFATCA will continue to collaborate with other international organizations and stay visible on the global stage of equity, diversity and inclusion.
- 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 honour 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.

I would also like to extend my sincere thanks to my Co-Chair, Betsy Beaumont, who joined the EDITF like a whirlwind of enthusiasm and positive energy. Working alongside her has been both inspiring and rewarding. I have learned a great deal from her, and her commitment and drive have been a major contribution to the progress we have made over the past year.

A big thank you to Jean-François Lepage for his friendship, continuous support and guidance. You are a Rock Star!

And last, but certainly not least, I'd like to thank my wife, Henriette, for all her professional input through hours of discussions, her proofreading of the 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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