

**Report of the Equity, Diversity and Inclusion Chair
Presented by Sverre Ivar Elsbak****1. INTRODUCTION**

- 1.1. This report covers the activities of the IFATCA Equity, Diversity and Inclusion Task Force (EDITF) from the 2024 conference in Singapore, to the 2025 conference in Abu Dhabi, UAE.
- 1.2. The IFATCA Equality, Diversity and Ethics Task Force (EETF) 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

- 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 2024.

- 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 continue to collaborate with 2030+ on how to make IFATCA more inclusive and diverse going forward.
 - e) The EDITF shall collaborate with other international organizations and bodies on the subject of equality, diversity and inclusion.
- 2.3. The EDITF Chair has reported to the IFATCA Deputy President about the activities of the EDITF.
- 2.4. The EDITF conducted most of its work via 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 Skopje, North Macedonia (October 2024)
 - IFATCA Americas Regional Meeting in Port of Spain, Trinidad and Tobago (October 2024)
 - IFATCA Africa and Middle East Regional Meeting in Cairo, Egypt (October 2024)
 - IFATCA Asia and Pacific Regional Meeting in New Delhi, India (November 2024)
- 2.6. The EDITF Chair have attended the following meetings and conferences since Singapore:
- a) IFATCA Africa and Middle East Virtual presentation of the Equity Diversity and Inclusion Task Force (August 2024)
 - b) IFATCA European Regional Meeting in Skopje, North Macedonia (October 2024)
 - c) ICAO EUR/NAT webinar on Gender Equality. Presentation for IFATCA (December 2024)
 - d) IFATCA 2030+ Task Force Meeting in Geneva, Switzerland (January 2025)
- 2.7. Different members of EDITF have attended the following meetings and conferences since Singapore:
- a) Katarina Anzel-Kruh attended EASA Eurocontrol DEI Toolkit Workshop in Brussels, Belgium (November 2024)

b) Betsy Beaumont attended ICAO EUR/NAT Workshop on Gender Equality in Almaty, Kazakhstan (March 2025)

2.8. The EDITF Chair has kept contact with the following organizations thru out the year:

- IFALPA
- IFATSEA
- IFAIMA
- IFISA
- Eurocontrol
- EASA
- Elevate Aviation
- EPAN (European Pride in Aviation Network)

3. CONCLUSION

3.1. Since we last met in Singapore the EDITF has gotten a Co-chair and a new member from The Africa and Middle East Region. Betsy Beaumont from the USA is our new Co-Chair, and she has showered the task force with her enthusiasm, knowledge and eagerness to contribute for the greater good. In one of our first meetings together she came up with our new mantra: Raising awareness through education. In February we got our latest addition to the task force, Imane Elmi from Djibouti. We have had a short introduction meeting, and I am sure she will be a great contribution for the future.

3.2. Since the start of the task force, back in 2019, we have had a lot of turnover in our group. There are several reasons for that, but none of them are dramatic. However, I do want to highlight that what used to be a 40/60 gender balance is now down to 20/80. As a group, the EDITF would be even stronger with an even more diverse composition. To be straight forward and blunt: we need more young men from all over the world, who want to work with EDI in IFATCA.

3.3. EDI is under attack. Brutal forces in the western hemisphere are spreading disinformation about EDI. The same forces are trying to spread more turmoil into an already chaotic world. They have made EDI political. Human rights should never be made political.

3.4. 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.

3.5. 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. This year, in Abu Dhabi, is the first year we are submitting Job Cards for EDITF.

Hopefully this will give us a better insight on what topics our MA's wants us to work with.

- 3.6. IFATCA will continue to collaborate with other international organizations and stay visible on the global stage of diversity, equality and inclusion.
- 3.7. 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. A big thank you to Jean-Francois Lepage for his friendship, continuous support and guidance. And last, but not least, I'd like to thank my wife, Henriette, for all her professional inputs through hours of discussions, her proof reading of 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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