



Equity, Diversity and Inclusion Task Force TERMS OF REFERENCE

Scope:

AREA OF INTEREST:

The origin and main driver of the group is Equity, Diversity and Inclusion in ATC and in IFATCA.

ACTIVITIES:

- The EDITF shall write a working paper for Conference 2020, presenting an Equity and Diversity Plan for IFATCA.
- The EDITF shall further research the ratio between male and female ATCOs, diversity among ATCOs and in management within the ATM industry.
- The EDITF shall gather knowledge and information in order to assist MAs in the future work for equity and diversity in the four IFATCA regions.
- The EDITF shall review the IFATCA Code of Conduct. In the event of complaints in connection to the IFATCA Code of Conduct the EDITF, together with the Deputy President if applicable and suitable, shall further investigate and suggest actions. Complaints will be handled with confidentiality. Anonymous complaints are possible but will be more challenging to investigate. All parties concerned must be treated with great respect. Complaints can either come to the EDITF directly or to the EB, which will then forward them to the EDITF.
- The EDITF shall collaborate with other international organizations and bodies on the subject of equity and diversity.

Structure:

The EDITF is appointed by the Executive Board.

The EDITF consists of 10 persons; one chair, one secretary plus two members from each IFATCA region.

The chair will report to DP who will inform the rest of the EB of the activities of the task force.

The chair can accept additional corresponding members. The chair can establish separate working groups if this is considered necessary.

Members of the EDITF will coordinate their work mainly through email, Skype, teleconferences and other electronic tools.

These terms of reference will be reviewed at least once a year, after the annual Conference.

Membership:

The membership of the taskforce will be determined following a number of criteria including, but not limited to: geographical representation, skills, experience, equity and diversity. The chairperson, in consultation with the IFATCA Executive Board, may elect to revisit the composition and membership of the taskforce periodically to ensure the membership fits the objectives of the taskforce and/or the overall objectives of the Federation.