



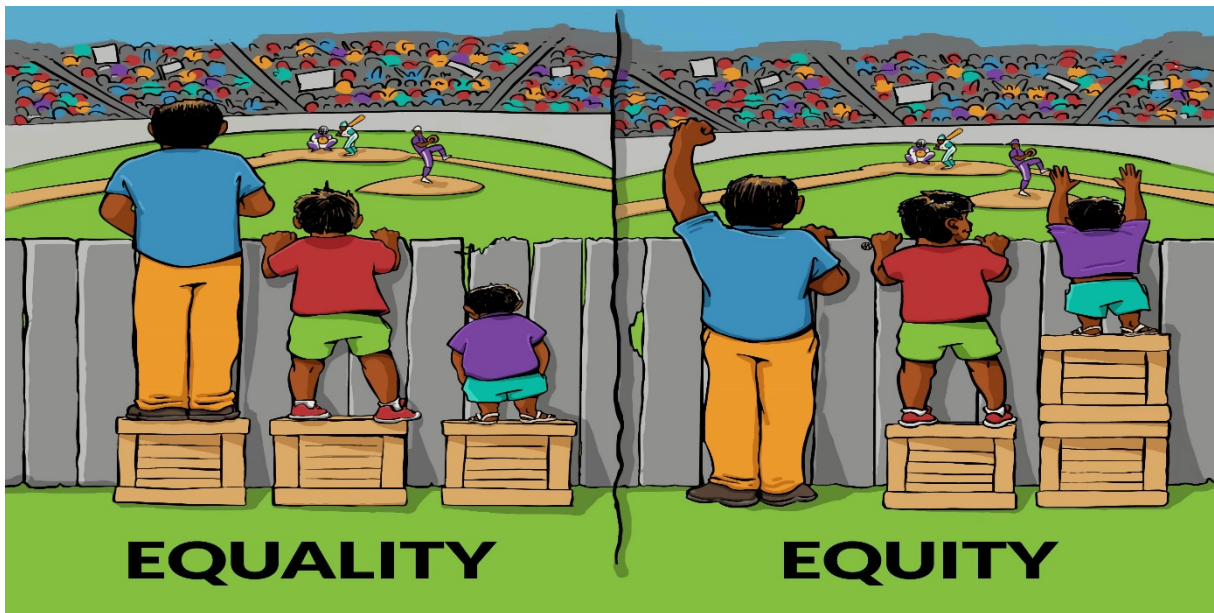
IFATCA Equity, Diversity and Inclusion Plan

The IFATCA Equity, Diversity and Inclusion Plan is an initiative designed to promote IFATCA's commitment to continuously improve our organization. We want to foster and embrace a safe and inclusive culture, where all member associations (MAs) develop and thrive as aviation professionals.

The worldwide body of professional air traffic controllers accepts that our conduct, actions and character are a demonstration of our commitment to aviation safety and global excellence. By embracing and promoting equity, diversity and inclusion within IFATCA and all its MAs, we will strengthen our profession. IFATCA consists of people of different genders, ethnicity, religions, nationalities, sexual orientations and age. Regardless of philosophy of life and culture, equity, diversity and inclusion is essential to obtain our goals.

Organizations and corporations worldwide benefit from plurality and diversity within their own systems, but also when interacting with other institutions. Involving individuals and evolving with time, is crucial to success. Research shows that organizations that respect and value diversity are better able to attract and retain high performers. Such organizations improve operational performance by enlarging the skill range, thus benefiting from diversity.

IFATCA recognises diversity both within our regions and among our MAs. Air traffic controllers have more in common than differences. However, the environments in which we operate are often very different. For IFATCA, equality means that each individual, or group of people, is given the same resources or opportunities. Equity, on the other hand, recognizes that each MA has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.



Interaction Institute for Social Change | Artist: Angus Maguire, interactioninstitute.org and madewithangus.com

For IFATCA inclusion is defined as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Inclusion is an area IFATCA will continue to focus on.

For IFATCA to succeed with their focus on Equity, Diversity and Inclusion, we need purpose and strong leadership all the way from the IFATCA Executive Board, down through the Directors and the MAs. Deliberations within the IFATCA community will bring a deeper level of understanding of core values and needs, leading ultimately to greater inclusion, creating a better functioning IFATCA amid a changing culture.

IFATCA Executive Board will provide the economic resources needed to ensure the implementation of the Plan via the Equity Diversity and Inclusion Task Force (EDITF)

IFATCA COMMITMENTS:

1. Where possible, and without lowering standards of quality, aim towards a diverse and equal composition of representatives in IFATCA working groups, task forces, panels etc.
2. Assist Member Associations to promote equity, diversity and inclusion within their own organizations.
3. To work with other Aviation bodies to develop examples of good practice which can be promoted to our MAs, employers and within the aviation sector.

IFATCA WILL:

1. Continuously work to promote equity, diversity and inclusion within our profession.
2. Continue to promote equity, diversity and inclusion at all our regional and annual meetings.
3. Encourage all member associations to take action to ensure a diverse and equal composition of representatives, without lowering standards of quality, at all levels within their association, on their executive boards and on their committees.
4. Provide guidance material on equity, diversity and inclusion for our member associations.

The IFATCA Equity, Diversity and Inclusion Plan is fully supported by The IFATCA Executive Board and all of the Member Association's Directors.

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.

The IFATCA Equity, Diversity and Inclusion Plan will be monitored and reviewed annually by the Equity, Diversity and Inclusion Task Force to ensure that it is continually promoted within our organization.