

#TimelsNow



Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

Agenda

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Day 1 – Wednesday, 8 August 2018

SETTING THE SCENE AND CHANGING THE NARRATIVE

Time	Topic
0900 -1030hrs	<p>Introduction and Opening Remarks</p> <ul style="list-style-type: none"> • Ms. Poppy Khoza, Director of Civil Aviation, South African Civil Aviation Authority (SACAA) • Mr Smunda Mokoena, SACAA Interim Board Chairperson, South Africa • Ms Sindisiwe Chikunga, Deputy Minister of Transport, South Africa • Dr. Fang Liu, Secretary General, ICAO • Mr. Papa Atoumane Fall, Interim Secretary General, African Civil Aviation Commission (AFCAC) • Prof. Hubert Gijzen, UNESCO Regional Director for Southern Africa, on behalf of Director General UNESCO
1030 -1100hrs	<p>Coffee break</p> 
1100 -1230hrs	<p>Session 1: TRANSFORMING GENDER EQUALITY IN AVIATION - Part I</p> <p><u>Objective:</u> Representatives of Government and industry, including airlines, airports, manufacturers, etc, will present their views on the importance of gender equality in the aviation sector and the need to accelerate progress.</p> <ul style="list-style-type: none"> • Moderator: Ms. Dana Salloum, Director Communications for Boeing International • Ms. Nicole Girard, Acting Associate Assistant Deputy Minister of Safety and Security, Transport Canada • Mr. Anton Grove, Vice President, People, Performance & Development, IATA • Ms. Angela Gittens, Director General, ACI • Ms. Isabel Maestre, Executive Director, Spanish Aviation Safety and Security Agency • Ms. Angeline Simana Paulo, Executive Director, Directorate of Civil Aviation, Namibia • Ms Lusanda Jiya, General Manager: Stakeholder Relations, South African Airways
1230 -1330hrs	<p>Lunch</p> 
1330 -1530hrs	<p>Session 2: TRANSFORMING GENDER EQUALITY THROUGH ADDRESSING UNCONSCIOUS BIAS IN AVIATION - Part II</p> <p><u>Objective:</u> This session provides an overview of gender equality, women empowerment and gender roles and relations concepts. It will also highlight the importance of the need to not only shift peoples’ mindset, but also to challenge and modernize existing systems – for example, education, media, families, peer networks, boys or girls networks, pay structures, etc., – in order to advance gender equality in the aviation industry.</p> <p>Workshop Facilitators:</p> <ul style="list-style-type: none"> • Ms. Alinda Nortje, Founder and Executive Chairman, Free to Grow, South Africa

	<ul style="list-style-type: none"> Ms. Yolande Chirwa, Senior Facilitator, Free to Grow, South Africa <p>Panelists:</p> <ul style="list-style-type: none"> Ms. Fundi Sithebe, Chief Operating Officer, Airports Company South Africa (ACSA) Ms. Refilwe Ledwaba, Rotor, Fixed wing pilot & instructor, Executive Director at Women & Aviation, and Founder GFPA foundation & SAWIA Ms. Nivashnee Naraindath, Company Secretary, SACAA Ms. Tendani Ndou, Principal, Aviation Training Academy, Air Traffic and Navigation Services, South Africa
1530 -1600hrs	<p>Coffee break</p> 
1600 -1730hrs	<p>Session 3: GENDER EQUALITY AND THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT</p> <p>Objective: This panel will illustrate the centrality of gender equality to sustainable development and the successful implementation of the 2030 Agenda. The interlinkages between SDG 5 and other SDGs relevant to the aviation sector will be elaborated. The importance of gender and sex-disaggregated data in aviation, including analysis of work-related issues (such as work-life balance; compensation level; promotion trends, etc) which may arise for women in aviation in order to distil trends, the challenges of collecting accurate data, and the possible courses of action to overcome these challenges will be discussed.</p> <ul style="list-style-type: none"> Moderator: Ms. Naadiya Moosajee, Social Entrepreneur, Engineer, Co-Founder WomEng & WomHub, STEM & Gender Specialist, South Africa Mr. Henry Gourджи, Head Strategic Planning, Coordination and Partnerships, ICAO Mr. Edward Beukes, Transport Specialist, World Bank Ms. Jane Hoskisson, Global Lead of IATA Diversity & Inclusion (D&I) Program, Director, Learning and Development, IATA Dr. Thea Graham, Strategic Global Forum Liaison, FAA/ATO/AJR-F Ms. Ana Pamela Suárez, President, Board for Investigations of Civil Aviation Accidents (JIAAC), Ministry of Transport, Argentina
1800 – 2000hrs	<p>Welcome Reception Sponsored by the Air Traffic Navigation Services (ATNS), South Africa</p>  

Day 2 – Thursday, 9 August 2018
GENDER EQUALITY IN AVIATION: ENABLERS AND BARRIERS

Time	Topic
0900 -1030hrs	<p>Session 4: BARRIERS AND ENABLERS – CULTURAL STEREOTYPES</p> <p><u>Objective:</u> During day 2 of the Summit participants will identify gender equality barriers and enablers through a life-cycle approach from early childhood to adulthood, looking at gender issues related to cultural stereotypes as well as educational and workplace settings. Session 4 will explore the challenges and opportunities with respect to cultural stereotypes and gender equality in early childhood – starting from the toys children play with and the significance of gender-sensitive parenting to the importance of traditional and social media.</p> <ul style="list-style-type: none"> • Moderator: Ms. Justine Sass, Chief, Section of Education for Inclusion and Gender Equality, UNESCO • Ms. Anastasia Mikova, Director, Hope Foundation and Co-director of the film WOMAN • Ms. Vanessa De Velasco, Director, AVIADORAS, Spain • Ms. Elsa D’Silva, Founder and CEO, Red Dot Foundation (Safecity), India • Ms. Zuks Ramasia, General Manager Operations, South African Airways • Dr. Meridith Gould, Gender, Education & Youth Sr Advisor: Consultant- World Bank & USAID • Ms. Monhla W. Hlahla, Chairman of the Board, Denel Aviation
1030 -1100hrs	<p>Coffee break</p> 
1100 -1230hrs	<p>Session 5: BARRIERS AND ENABLERS – EDUCATION (STEM)</p> <p><u>Objective:</u> Girls’ education goes beyond successfully getting girls into school. It is also about ensuring that girls learn and feel safe while in school; complete all levels of education with the skills to effectively compete in the labor market; learn the socio-emotional and life skills necessary to navigate and adapt to a changing world; make decisions about their own lives.</p> <ul style="list-style-type: none"> • Moderator: Ms. Rovani Sigamoney, Programme Specialist, Section for Innovation and Capacity Building in Science and Engineering, UNESCO • Ms. Justine Sass, Chief, Section of Education for Inclusion and Gender Equality, UNESCO • Mr. Yashin Brijmohan, Vice President of World Federation of Engineering Organization (WFEO) • Dr. Lili Zheng, Professor, School of Aeronautics and Astronautics, Tsinghua University • Dr. Renetta Tull, Professor at University System of Maryland and expert in Diversity and Inclusion in Latin America and the Caribbean • Dr Noxolo Kubheka – Dlamini, Group Manager: Architecture and Strategy, Airport Company South Africa (ACSA) • Mr. Henry Gourджи, Head Strategic Planning, Coordination and Partnerships, ICAO, (Presentation on ICAO Next Generation of Aviation Programme)

1230 - 1330hrs	<p>Lunch Sponsored by the Airports Company South Africa (ACSA)</p>  
1330-1400hrs	<p>High level conversation between Dr. Fang Liu, Secretary General, ICAO and Ms. Phumzile Mlambo-Ngcuka, Executive Director, UN Women</p>
1400 -1530hrs	<p>Session 6: BARRIERS AND ENABLERS – WORKPLACE</p> <p><u>Objectives:</u> This session will look at barriers and lessons learned to attract and retain women and men in the aviation sector. Issues such as life /work balances, the unconscious bias against women and capacity development as it relates to gender equality will certainly be addressed. This session will also explain the possible courses of action in creating an inclusive organizational culture that supports the promotion of gender equality and the empowerment of women in aviation industry.</p> <ul style="list-style-type: none"> • Moderator: Ms. Chloe Challinor, Senior Associate Stephenson Harwood LLP, UK • Ms. Paule Avomo Assoumou Koki Director General Cameroon Civil Aviation Authority • Ms. Maria Rueda, International Operations & Development Director UKCAA, UK • Ms. Jane Potapova, Chief Operating Officer, DAC International Aviation Ltd • Ms. Linda Gunnarsdóttir, Icelandair Chief Pilot - Commander TRE/TRI/LTI - B757/B767, Chief Pilot Office, Icelandair • Ms. Kaltouma Bourkou, Head of Administrative and Financial Department, African Civil Aviation Commission (AFCAC)
1530 -1600hrs	<p>Coffee break</p> 
1600 -1730hrs	<p>Session 7: LEADERSHIP AND GENDER EQUALITY (COACHING AND MENTORING)</p> <p><u>Objectives:</u> This session provides an overview of mentoring and coaching concepts, their differences and practices. It will discuss how participating in coaching and mentoring can benefit mentor and mentee and positively impact organizations as well. The conversation will also consider what constitutes an effective and successful mentoring relationship.</p> <ul style="list-style-type: none"> • Moderator: Ms. Glenda Newton, Gender and Outreach Officer, ICAO • Ms. Shari Currie, Regional Director General, Prairie and Northern Region, Transport Canada • Ms. Angela Gittens, Director General, ACI • Ms. Li Yinglin, Vice President, Yunnan Airport Group, China • Ms. Patricia Reverdy, Deputy Executive Secretary, ECAC • Ms. Connie Avery, Manager of System Safety Science, Air Operations, FedEx • Ms. Mercy Beatrice Awori, Representative of Kenya on ICAO Council

1900 - 2300hrs	Gala Dinner – CTICC Ballroom
Day 3 – Friday, 10 August 2018 ENGENDERING AVIATION NOW!	
0900 -1015hrs	<p>Session 8: THINKING AHEAD –GENDER EQUALITY AND INNOVATION IN THE AVIATION INDUSTRY</p> <p><u>Objectives:</u> This session will discuss the relationship between innovation and gender equality and how they both matter for the aviation industry. The Nordic Ministers for Gender Equality continue to assert that gender equality is a foundation for innovation, they advocate social responsibility and sustainability including gender equality as essential components of innovation policies as well as industrial and commercial activities. During this session participants and speakers will explore how to shape gender equality as a movement and how innovative policies, attitudes and norms have/can affect gender.</p> <ul style="list-style-type: none"> • Moderator: Ms. Connie Avery, Manager of System Safety Science, Air Operations, FedEx • Ms. Dana Salloum, Director Communications for Boeing International • Dr. Soma Chakrabarti, President, International Association for Continuing Engineering Education (IACEE) • Ms. Miya Baratang, Founder and CEO of GirlHype — Women Who Cod, South Africa • Ms. Chiara Condi, President and Founder, Led by HER • Ms. Brenda Vorster, Airport Manager, George Airport, South Africa
1015 - 1130hrs	<p>Session 9: DRIVING RESULTS THROUGH PARTNERSHIPS FOR GENDER EQUALITY IN AVIATION</p> <p><u>Objectives:</u> This session will look at concrete steps to jointly identify the building blocks and types of smart partnerships needed to advance gender equality in STEM and aviation.</p> <ul style="list-style-type: none"> • Moderator: Ms. Thilly De Bodt, Chief, Partnerships and Resource Mobilization, ICAO • Ms. Carol Anderson, Vice President, International Aviation Womens Association (IAWA) • Ms. Gonca Ünal Kürüm, DGCA - GBFC Secretary, CAA Turkey • Ms. Ana Gomez Pineda, Director, Activities and Events, Women Fly High, Spain • Ms. Christine Shepherd, Portfolio Coordinator, Public-Private Infrastructure Advisory Facility, World Bank • Ms. Boni Dibate, Director of Civil Air Navigation Services Organization (CANSO) Africa Affairs
1130 -1200hrs	<p>Coffee break</p> 

<p>1200 -1245hrs</p>	<p>GENDER EQUALITY IN AVIATION – A ROADMAP FOR ACTION</p> <p><u>Objective:</u> Based on outcomes from the panel discussions over the course of the Summit, participants will formulate and agree on a roadmap for accelerated action on gender equality and women empowerment in aviation. This would include:</p> <ul style="list-style-type: none"> ➤ A plan of action to accelerate gender equality and women’s advancement in aviation through active engagement of States, industry and other global stakeholders; ➤ Increased commitment from States and industry to achieve gender equality; ➤ Establishment of global community of practice for gender in aviation for sharing of data, policies, programmes, projects, etc.; ➤ Promotion of partnerships amongst interested stakeholders to implement identified actions; ➤ Update to ICAO Council and 40th Assembly. <ul style="list-style-type: none"> • Mr. Vincent Smith, Director, Bureau of Administration and Services, ICAO • Ms. Anne Githuku-Shongwe, Head of South Africa Office, UN Women • Ms. Angeline Simana Paulo, Executive Director, Directorate of Civil Aviation, Namibia • Mr. Massimo de Luca, Head, Trade and Economics, European Union, South Africa
<p>1245 - 1300hrs</p>	<p>Closing Session</p> <ul style="list-style-type: none"> • Dr. Fang Liu, Secretary General, ICAO • Mr. Christopher Hlabisa, Acting Director General for the Department of Transport, South Africa
<p>1300 -1400hrs</p>	<p>Lunch</p> 



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Our department is responsible for developing and overseeing the Government of Canada's transportation policies and programs so that Canadians can have access to a transportation system that is safe and secure; green and innovative; and efficient. We work towards these objectives through regulatory framework and oversight activities, while playing a key leadership role in ensuring that all parts of the transportation system across Canada work together effectively.

The Civil Aviation Directorate, also known as Transport Canada Civil Aviation (TCCA), promotes safety and conducts oversight/enforcement of the Canadian air transportation system. TCCA is responsible for advancing the safety of all aspects of civil aviation in Canada. As part of the regulatory framework, they develop policies, guidelines, regulations, standards and educational materials to advance civil aviation safety in Canada.



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Ethiopian Airlines (Ethiopian) is the fastest growing Airline in Africa. In its seventy plus years of operation, Ethiopian has become one of the continent's leading carriers, unrivalled in efficiency and operational success.

Ethiopian commands the lion's share of the pan-African passenger and cargo network operating the youngest and most modern fleet to more than 100 international passenger and cargo destinations across five continents. Ethiopian fleet includes ultra-modern and environmentally friendly aircraft such as Airbus A350, Boeing 787-8, Boeing 787-9, Boeing 777-300ER, Boeing 777-200LR, Boeing 777-200 Freighter, Bombardier Q-400 double cabin with an average fleet age of five years. In fact, Ethiopian is the first airline in Africa to own and operate these aircraft.

Ethiopian is currently implementing a 15-year strategic plan called Vision 2025 that will see it become the leading aviation group in Africa with seven business centers: Ethiopian Regional Services; Ethiopian International Services; Ethiopian Cargo Services; Ethiopian MRO Services; Ethiopian Aviation Academy; ET In-flight Catering; and Ethiopian Ground Services. Ethiopian is a multi-award winning airline registering an average growth of 25% in the past seven years.

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EUROCONTROL supports European aviation by working closely with its partners to develop a seamless, pan-European air traffic management (ATM) system that fully copes with the growth in air traffic, while maintaining a high level of safety, reducing costs and respecting the environment. EUROCONTROL works closely with EU institutions and provides technical support to the European Commission for the implementation of the Single European Sky.

EUROCONTROL has 41 Member States: Albania, Armenia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, The former Yugoslav Republic of Macedonia, Turkey, Ukraine, United Kingdom of Great Britain and Northern Ireland and also has Comprehensive Agreements with the Kingdom of Morocco and the State of Israel.



The Permanent Mission of the State of Qatar to ICAO emphasizes Qatar's deep-rooted and continuing cooperation with all international and regional organizations, which is consistent with Qatar's foreign policy and role as an active partner in the international community.

The Mission underlines Qatar's contribution to international civil aviation through its permanent and effective participation in ICAO events and initiatives, and in boosting cooperation and the exchange of expertise with all member states of the organization. The Permanent Mission of the State of Qatar to ICAO also acts as a link between the global aviation community and civil aviation entities in Qatar.